

**MINUTES**  
**Wyatt Academy Board Meeting**  
**Wednesday, Sep 21, 2022**  
**8:30am-10:30am**  
Wyatt Academy (PD Room)

**Attendees:**

*(note: "v" after a name means virtual attendee)*

**Board Members: Katie Brown, Brandon DeBenedet (v), Rob Hayes (v), Terry Usry, Amy Younggren (v)**

**Guests: Kate Silverman, Melody Means, Kami Osbourne, Harsha Sekar (v), Nicole Servino (v), Sara Grant, Celeste Delia, Brandon Chrisp (v), Lisa Grant**

Katie Brown called the meeting to order at 8:33 a.m.

1. Welcome & Introductions (Katie Brown, Board Chair)

PAUSE FOR LOCK-DOWN DRILL

Meeting resumed 8:45

2. Public Comment

- a. Sara Grant brought to the board's attention the recent email from DPS superintendent regarding the salary increase decision which will come into effect next fall.
  - i. Returning DPS teachers will receive an 8.7% increase, and starting salary for new DPS teachers will be \$50,130.
  - ii. Wyatt teachers already get paid less than DPS and this will increase the gap. This will affect veteran and new Wyatt teachers alike, and it will make it much harder to attract experienced teachers.
  - iii. The strain on teachers and staff will ultimately impact our student success.
- b. Celeste Delia also spoke on behalf of teachers. As a veteran teacher herself, she feels unappreciated by what will be a larger gap in pay between Wyatt teachers and DPS teachers. She said she doesn't want to leave Wyatt, but like others, she may have no choice if the salary gap continues to grow.

- c. Ms. Means reviewed the salary changes that Wyatt made last year. We gave salary increases to those who were far below DPS to close the gap, but our scale is still the same.

### 3. Board Business (Katie)

- a. New member votes (Harsha Sakar, Tyler Lane). Katie led the process to vote in two prospective board members.
  - i. Terry made a motion to vote Harsha Sekar in as a new board member. Katie seconded the motion. Motion carried.
  - ii. Brandon made a motion to vote Tyler Lane in as a new board member. Katie seconded the motion. Motion carried.
- b. Reminder to all board members: [Sign-up](#) for PD Days to feed the staff
- c. FMLI - Kami shared that there's a new state-run family and medical leave act (similar to the federal FMLA). Employer pays portion and employee pays portion. Charters have the option to opt out of offering it because they offer short term disability. Employees can still opt in if they choose. Jeffco Public Schools has opted out. Waiting to see about DPS. Charters within the league of charters are opting out with legal approval. Wyatt has until the end of December to opt in or out. Discussion:
  - i. Melody asked if we should choose FMLI over short term disability. Kami - short term disability provides more bang for buck in her opinion.
  - ii. Brandon recommended that we check with our legal team before a decision is made.
  - iii. The board will make a final decision during the November meeting.

### 4. Budget Presentation (Brandon Chrisp)

- a. Facilities and supplies are high right now, but are typically front-loaded in the FY
- b. Audit - may review at next board meeting
- c. Income high because we receive full quarter of PPR in August, then moves to monthly

### 5. Fundraising (Kate Silverman)

- a. Fundraising Update
  - i. \$200,000 fundraising goal is tied to operational budget
  - ii. Current focus is on major donors
  - iii. Kami secured \$80,000 grant for technology
  - iv. CDE Curriculum grant received \$24K - this one does cut down operations as these expenses were budgeted
  - v. Two more grants pending

b. Wyatt's Annual Gala overview

- i. Total raised last year \$92,400; this year \$98,700; goal was \$115,000
- ii. Largest auction item was trip to CA; committee discussing focus next year on bigger ticket items
- iii. Attendance was about the same as last year ~150 people
- iv. Discussion ensued on how to raise the bar
  1. Consideration: move location to Wyatt on a Saturday night - great space, reduces cost, connects people to the school
    - a. What to do about alcohol? Feedback from fundraising committee meeting yesterday - Mallory shared that other schools do host events on campus and offer only beer and wine w/ seated dinner vs. cocktail hour/bar which seems to require hard alcohol.
    - b. We ran this by our legal counsel last year and he OK'd it - only flag is that we can't sell it
    - c. Hosting at school saves facility rental, but there will be added costs: decorations, catering (seated dinner), A/V, security, videographer
  2. Consideration: push to October next year to give teachers, staff, students a chance to get through the start of school and have more time to prepare.
  3. Katie to board members: send questions, concerns to the board and/or fundraising committee before the November meeting so we can make a final decision then.
  4. Kate will send info from lawyer on alcohol

c. Partnership with Welcome+

- i. Whitelabeled "Wyatt Health benefits" - 70 families have signed up

6. Update from School Leader (Melody Means)

a. Celebrations

- i. School has started - exciting first day
- ii. Collaboration with Sprouts - Sprouts brought the entire board to Wyatt to see how Sprouts donations are impacting schools like Wyatt. Came for a tour & meeting. Made a donation. Will continue to build this relationship.
- iii. Harvest festival - huge turn-out. Bigger than last year. Many families came with students of all ages and they stayed longer.

- b. Community hubs are a partnership between DPS, City of Denver, and local community organizations. Wyatt received Hubs designation for our community. That means that when people go to DPS to look for their local Hub, they are sent to Wyatt.

- c. Rev continues to mentor and hopes to take on more students (not just those identified for support).
- d. YMCA afterschool program is full with a waiting list.
- e. Strider bike kindergarten unit begins Sept. 28. Strider will bring staff and news to cover the event. Coach Delia to lead.
  - i. Katie provided background: There's an organization that will donate bikes to all second graders, but we found out last year that many second graders didn't know how to ride them. That led the team to Strider to start teaching kinders to ride. Striders are the bikes with no pedals to help teach children balance on bikes first.
- f. Family open house - Melody presented school data to parents and informed them of renewal process status.
- g. SPF overview:
  - i. Wyatt is Green again and we have been since 2019
  - ii. Uprep Steel (not in zone but close - yellow) & Uprep Arapahoe (in zone - orange); we are the only school in zone that is green. Cole is yellow. Whittier has insufficient data - not enough kids tested to score.
- h. iReady Data Review
  - i. Reminder - given 3xYear
  - ii. Just finished first round yesterday; scores are typical for beginning of year
- i. Enrollment Update - 189. We surpassed DPS projections in most grades.
- j. Renewal Update
  - i. Based on our designation of Matrix A or B, we could get a 5-year contract or a 3+2 contract (3-years with option to renew for 2 if goals are met)
  - ii. Site visit is Site Nov. 10 - all admins are expected to meet with DPS and also Katie as board chair
  - iii. DPS board to vote on charter renewals in Jan meeting, or possibly December. We should get parents, teachers, and board members in attendance to show support.
    - 1. DECEMBER 15, 4:30 p.m.
    - 2. JANUARY 26, 4:30 p.m.

#### 7. Charter Capital update (Kate)

- a. Review of recent call with them about contract renewal.
- b. If we renew: contract starts in November. Hybrid option - up front payment of \$30K plus per student payment of somewhere between \$750 and \$1200.
- c. Discussion ensued.
  - i. Melody and Kate feel that staff can do it on their own this year.
  - ii. Don't have 30K in budget for marketing or this contract. There is \$15,527 in marketing budget, but that includes teacher recruitment expenses like job postings. We would need a marketing strategy.

- iii. Need to start in November - get info out about our results vs. other schools in zone.

8. Final housekeeping and action items (Katie)

- a. All board members need to have background checks - Kami will facilitate
- b. Kami will set up Wyatt email for all new board members
- c. Katie to forward the DPS letter on salary increases
- d. Kami to send out FAMLI info
- e. Kate to send lawyer's comments on alcohol if gala is hosted at Wyatt next year
- f. Next meeting is Nov 16 at 5:30 p.m. at Wyatt w/ Zoom for those who can't attend in person

Meeting Adjourned at 10:28 a.m.