



Board of Directors – Special Meeting  
24 January 2015 6:00 –8:00 pm  
2904 W. Kiowa St., Colorado Springs, CO 80904  
Upstairs – Music Room

**MINUTES – Approved 2/25/2015**

1. Call to Order – 6:09pm
  - a. Present – Blair Cano, Laurie Ristig, Sandra Johnson-Benning, Scott Levy, Martin Schneider, Christie-Marie Butler, Melanie Chadwick, Eva Manz-Jackson, Eric Hall, Francie Crary, Gina Nicoletta Budler, Linda Johnson, James Dean McDonald, Daniel Kurschner, Erin Bay, Karen Kight, Jim Kight, Suzette Garcia Davis, Tricia Flanagan, Kate Pettey, Don Pettey, David Williams, Martha Alvarez, Chris Alvarez, Molly Orendorff, Andrew Scott, Eric Cano, Kirsten Young, Katie Philipson, Raj Solanki, Tracy Gonzalez, Amber Joy Tacey, Erin Stark, Mary-Ann Corey, Stephanie Courson, Jennifer Bernard, Tricia Magruder, Todd Moye, Andrena Moye, Cynthia Crawford, Phil Drotar, Amy Siebert, M. Nate Siebert, Lilian Kaiser
  
2. Public Comment –
  - a. James Dean McDermott – I so appreciate the support that I have felt from the board, and the outpouring of support from the community. We have a lot of happy teachers loving being at the school, and he can't wait to continue.
  - b. Chris Alvarez – parent - Advocate for Ms McClaghry. She is a positive force for the community. The board should weigh the reason for her termination.
  - c. Tricia MacGruder – Kalysta is an incredible teacher, and the space she has created in her classroom of parents and children is invaluable. I hope that what she holds space for is what the school holds space for.
  - d. Molly Orendorff – Parent and substitute teacher – What's the most frustrating is the abruptness of which this happened. It sends a message that teachers can be fired at any moment.
  - e. David Williams speaking for his daughter Geneva Williams – Sign – “We Want Miss McClaghry” You do not put down the best teacher in the school to set an example for other teachers. You hold that teacher up as the example even if it's hard. The toughest teachers to get along with are the best teachers. They challenge the administration. Kalysta is a teacher who will make this school what it has the potential to become. If you support firing that person, you support the end of what this school could be one day.
  - f. Cynthia Crawford – Kalysta forms relationships. That relationship and growing with the needs of the child makes sense to me. It's why I came to this school. When Kalysta came into our home the first time, the bond was formed. Volunteering in her class was magic. She engaged their spirits, she re-directed behavior with quiet, and they listen. They have earned her respect. You can't teach that, it is a gift. We have to honor what that means to our kids. I do not want to lose that relationship.

- g. Erin Bay - I agree with parents that Kalysta is an amazing teacher. I believe there could be other teachers leaving because of this. I'm very concerned if the board acts out of turn. I'm concerned that if they do something that is not legal like stepping in and undoing what is the director's job to do that CSI may send someone in who does not have our values to possibly close our school. It scares me as a staff member and parent who depends on my job to support my family.
  - h. Nate Siebert – I don't think the board is expecting that they will do anything illegal. I'm not particularly moved by the scare tactics. I trust Kalysta implicitly with my children. I wish I was as good with my own kids as she is with ours.
  - i. Mary-Ann Corey – I had the pleasure to teach at Mountain Song. I call Kalysta a teacher's teacher. I wish I could have all the qualities she has. She's not perfect, but she is wonderful. My son is different. He didn't fit in at other schools. Kalysta doesn't see those differences. She is like a second Mom. The person who made this decision made a mistake. We all can make mistakes. I looked at the Charter, and it's not simple. The person who made the mistake is human, but they are not the right seat. I value her gifts, but she is not in the right seat.
  - j. Kate Pettey - I would ask for timely and clear communications from the board we can all make sense of. It could have been any teacher who was asked to stand for the group that was representing them. That is not ok.
  - k. Gina Nicoletta Budler – I just want Kalysta to be reinstated immediately. I'd like to see her Monday morning if possible.
  - l. Don Pettey – I would like to ask the board to have a representative from CSI at Town Hall meeting.
3. *Motion to move into executive session to meet with attorney Eric Hall to discuss legal matters pursuant to C.R.S. 24-6-402(4) (a)-(h) and personnel matters C.R.S. 24-6-402(4)(b), (f).* Motion: Marty Schneider, 2<sup>nd</sup> – Scott Levy. Motion passes. The board exits executive session at 9:48pm.
4. The board would like to make a statement that we are standing in solid support of Mountain Song. We would like to inform the community of Dr. Evelyn's decision to offer re-instatement to Ms. McClaghry. We have chosen to schedule the Town Hall meeting shortly after we have initial feedback from our visit from the Charter School Support Initiative (CSSI) all-school wellness checkup occurring over this next week. The board continues to welcome communication from the entire community.
5. Consultation with Eric Hall about the board's role in communicating with faculty and staff members and appropriate channel to do so - Counsel advised that should we want to meet with faculty, we may schedule a regular board meeting, and request that public and the Director step out, though they are not obligated to do so. We could also speak with one staff member at a time, but everyone would need to agree that they are ok to step out. Another option is for staff to come to board meetings and make public comment. The annual evaluation process of the director is another means of getting direct feedback from staff using objective measurements.

6. Adjournment

- a. Remaining Board meetings—2/19/2014; 3/19/2014; 4/16/2014; 5/21/2014; 6/18/2014
- b. Motion to adjourn. Motion: Scott Levy: 2<sup>nd</sup> – Marty Schneider. Meeting adjourned at 10:40pm.