

the committee because she has been reviewing policies for the principals, and many HR policies overlap with board policies. Herrera said that depending on the policy, they might want to bring in other staff. She said that MA needs to keep aware of what is happen-

ing legislatively that may impact policies.

The board reverted back to one each of the School Advisory and Accountability Committee (SAAC) and Curriculum Committee, with Chris Dole and Meghan St. Aubyn as board liaisons.

#### Board training

The MA board met for two hours of Colorado Department of Education-required board training led by board lawyer Brad Miller. The training included a discussion of roles and responsibilities, leading by policy, student achievement, and community relations and engagement. Miller advised the board to keep high-level minutes and not to set a precedent of recording meetings and making them available to the public. He stressed that when a board member talked to a teacher or another parent outside of a board meeting, they were to act only as individuals and encourage the person to bring their concern to a board meeting or to the appropriate staff member. The board discussed additional training they wanted,

who should provide it, and what it might cost.

Additional training for the board is required because MA is the recipient of a Colorado Charter Schools Program (CCSP) grant. The CCSP grant provides money and technical assistance for up to three years for new and expanding charter schools. There are two trainings per month, and all board members may participate. Strop suggested each board member attend one training, many of which are virtual, and report out at each board meeting to check progress and hold themselves accountable. This training needs to be completed by June or July.

#### Discussion of staff bonus

Graham requested the board consider directing Herrera and Chief Financial Officer Marc Brockleurst to allocate funds for a holiday bonus for staff from the general fund. Strop said that teachers deserve a bonus but suggested caution given the budget challenges. Herrera affirmed that MA had wanted raises and recognizes that a lot is being asked but that she expects budget cuts. She said MA must revise the budget based on the October count, which is lower than anticipated.

The board also discussed asking parents to contribute around \$10 per student to raise matching funds for this bonus. Tanja Curtis, east campus Parent-Teacher Organization president, said they could set up stockings for parents to fill with their contribution. By having the non-profit PTO manage this, it would avoid the need for taxes. The board unani-

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