1. Meeting called to order at: 6:03pm
   a. Board Members Present: Lisa Cernick, Alison Fuhr, John Frost, Jonathan Spitze, Diane Fox, Clark Frye
   b. Board Members Absent (excused): none
   c. Staff Members Present: Kresta Vuolo, Miera Nagy, Rhonda Call Cypher (staff liaison)
   d. Guest: Doug Klof
   e. CSN: None

2. Approval of Agenda for current meeting: Motion to approve amended agenda by John. Second by Jonathan. Unanimous approval. Amendments as follows:
   a. Consent Agenda: CSN removed from consent agenda
   b. Consent Agenda: Principal update removed from consent agenda to full agenda
   c. Full agenda: Adding second read and vote of the 2020-2021 calendar
   d. Full agenda: Jonathan requested that we add an item to agenda regarding CSN

3. Approval of items in the Consent Agenda: With the exception of the aforementioned amendments. Motion to approve by Jonathan. Second by Diane. Unanimous approval.

4. Public Comment and Celebration:
   a. Moving up night on 12/11 was a success. 50 families attended and the agenda was updated to allow for more exploration. Middle school store was a success
   b. Middle school internships occurred before Thanksgiving break.
   c. 2nd Inside Montessori documentary night
   d. Grandparents and Special Friends day was a success
   e. CU Science presented to UE and Middle School to kickoff the Science and Engineering Fair projects
   f. Golden High School Demon Jazz vocal ensemble performed at an all-school assembly

5. Staff Liaison Update: Staff is busy preparing for the upcoming holiday break and science fair.

6. Principal update (moved from consent agenda to full agenda as an amendment):
   a. Facilities: Playground railings will stay. Damage from skateboarders will be repaired. Flooring project options are being evaluated and FHM has requested additional information. Painting of 2nd floor classrooms will happen over the summer. Locker replacement is being scoped
   b. Enrollment: Total FTE Is expected to come in at 369.06. Round 1 for 2020-2021 enrollment is underway and round 2 begins Jan 22.
c. Staff: Donetta won the chili cookoff. Jen Levy returns from maternity leave. Cookie exchange coming up and staff party is in January.

7. CSN Update (added to agenda as an amendment): Parents are concerned about CSN has not been auditing their financials. This could start to affect the willingness of parents’ involvement with the CSN.

8. Finance Committee: Alison led the discussion and first read for the 2020-2021 budget.
   a. General Fund: PPR assumed at $155/FTE increase per student district guidance. FTE expected to be 380 for next year. Preschool tuition proposed 4% increase for all program options vs. last year
   b. Campus Activities Fund: 5% of total FHM revenue and expenses. Includes a reduction in total fees per grade vs. previous year
   c. Enterprise Fund: 7% of total FHM revenue and expenses. Revenue assumes 2% increase in Before & Aftercare tuition and no summer camp. Expenses assumes 3% salary & benefit increase and 2 added assessments for use of FHM building after hours.

   a. Amendment to correct typo regarding Staff Development day on Jan 5. There is no Staff Development day on Jan 5.

10. Board Vacancy: There are multiple candidates for the short-term board seat vacancy. There is a discrepancy between the bylaws and the policy manual regarding if the seat needs to be filled or if it’s an option to fill the seat. Candidates will be voted on by the board in the January 2020 board meeting.
    a. Governance committee will be asked to revisit the difference between phrasing in the policy manual and the bylaws.

11. Strategic Planning Review: Jonathan was seeking feedback on the content in his Board Strategic Plan Timeline document.
    a. Jonathan to take the content in the Strategic Plan Timeline and develop a framework to present to the FHM staff so the staff can process that and provide their feedback.
    b. Kresta to schedule 30 minutes for Jonathan’s presentation to the January 2020 staff meeting. Presentation planned to start at 10:00AM on January 7, 2020.
    c. Jonathan to email FHM Board members to seek confirmation of which members will be attending the January staff meeting as part of the Strategic Planning Review presentation.

12. Reinforcing Community Focus Area: Thank you notes
    a. Lisa and Alison to write December thank you notes to staff

13. AMS Accreditation Focus Area: Process is underway.
14. Executive Session: Principal evaluation with Betsey Hoke

   a. Declaration of Executive Session – Executive session in accordance with Colorado Revised Statue 24-6-402(4)f, “Personnel Matters” for Principal Review. Betsy Hoke, outside evaluator, invited as guest. Motion by Alison to enter executive session. Second by Diane Unanimous Approval at 7:41pm
   b. Executive Session. Motion to end Executive Session by John Second by Alison Unanimous Approval. Ended at 9:15

15. Assignments:
   a. Lisa to ask Governance committee to revisit the difference between phrasing in the policy manual and the bylaws.
   b. Jonathan to take the content in the Strategic Plan Timeline and develop a framework to present to the FHM staff so the staff can process that and provide their feedback.
   c. Kresta to schedule 30 minutes for Jonathan’s presentation to the January 2020 staff meeting. Presentation planned to start at 10:00AM on January 7, 2020.
   d. Jonathan to email FHM Board members to seek confirmation of which members will be attending the January staff meeting as part of the Strategic Planning Review presentation.
   e. Lisa and Alison to write December thank you notes to staff
   f. Lisa or Jonathan to provide Clark with formal comment about entering and exiting Executive Session.
   g. All FHM Board members to follow-up on governance requirements emailed to the board by Jonathan
   h. Lisa to add agenda item to January agenda related to supporting the principal in change management
   i. All FHM Board to evaluate financial information related the budget in preparation for the January 2020 FHM board meeting


In accordance with the Colorado Open Meetings Law, also known as the Sunshine Law, the Board must give notice to the public anytime they schedule a meeting of more than three (3) board members to discuss business concerning the school. The Colorado Sunshine law does allow for the meetings, or portions of the meetings, to be held privately when the subject matter being discussed must remain confidential so long as no formal action is taken during the private portion of the meeting, called the “executive session”. The Sunshine Law strictly defines eight (8) criteria under which a private executive session can be held, personnel discussion being one of them. The law also states the community must be informed of the meeting and the criteria under which an executive session must be called.