

ROCKY MOUNTAIN SCHOOL OF EXPEDITIONARY LEARNING
MINUTES OF BOCES MEETING
November 18, 2025
8:00 a.m.

In Attendance: Lindley McCrary (LPS), Dr. Anne Keke (APS), Emma Ershow (PEBC RMSEL Board), Kimberlee Sia (DPS)

Staff: Tiffany Almon (Executive Director at RMSEL), Lindsay Emery (Director of Operations), Jessica Vargas (Enrollment Coordinator at RMSEL), and Shannon Grant (GNG Consulting group)

Guests: 4th, 5th and 6th graders (Wilson, Evelyn, Paige, Eby) Ruthie Beugg (PTSC RMSEL)

Greetings. Those attending introduced themselves.

Approval of Agenda

There was a motion to approve the agenda. First motion approved by Emma, second motion approved by Lindley. The agenda was unanimously approved.

Approval of Minutes

There was a motion to approve the minutes. First motion approved by Emma, second motion approved by Anne. Meeting minutes were unanimously approved.

Kimberlee requested the names in the meeting minutes signatures to be updated to correct ones: Kimberlee Sia, President and Emma Ershow for Secretary/Treasurer. Jessica will update the template.

There was a motion to approve the minutes with those changes, First motion approved by Emma, second motion approved by Lindley. Meeting minutes were unanimously approved.

Executive Director Report

Students presented 4th, 5th and 6th grade updates on intermediate team level:

Updates on fieldwork, guest speakers and crew trips

- 5th literacy read two animal centered novels and partnered with Big Bones Canine Rescue to explore empathy, advocacy and the power of voice through reading and writing.
- 6th grade literacy students are exploring their identity as they learn about different characters in literature.
- 4th and 5th grade math: fractions, decimals, multiplication facts and more
- 6th grade math engaged a math expedition linking content, hands-on projects, collaboration and service. They constructed the cereal box domino chain and 623 boxes were donated to the Food Bank of the Rockies as part of a day of service.
- 4th and 5th grade expedition explored Colorado history through the people who shaped the state.
- 6th grade science – The Yellowstone Crew trip and Colorado Wolf reintroduction were the highlights of semester 1. The students participated in socratic seminars and will publish a Yellowstone Travel Guide to showcase their learning.
- 6th grade humanities focused on National Parks and students selected a National Park or a UNESCO World Heritage site to research and prepare presentations for exhibition night.
- The 4th and 5th Backpacking trip was a memorable crew trip for all. Students hiked two miles in cold weather, and learned about backpacking and “Leave no trace” principles while building confidence and growing as a team.
- Intermediate Grade Levels Field Work was presented by the students. By the end of the academic year, the team would have gone to more than 30 fieldwork experiences.

Tiffany thanks the students. Emma thanks and congratulates the students for the presentation. Lindley was impressed and commented on how nice all the activities were. Kimberlee asked if the students had practiced beforehand because their presentation skills were really nice. They explained that they practiced a lot and were thankful about the complements.

Tiffany's update:

Celebrations

- High School had an impactful service project, especially regarding the Wood Choppers who traveled to Pine Ridge Reservation in South Dakota to supply the community with firewood.
- High school task force: Tiffany is partnering with DAC and PTSC to increase High School enrollment and improve the experience for current students. PTSC president Ruthie Beugg is tailoring HS tours every month to personalize the presentation. The task force is also partnering with ACC film students to create a documentary about the RMSEL High School. Additionally, the task force is partnering with a consultant to improve our students' access to scholarships and applications to universities.
- Expeditionary Learning Mountain Regional Cohort: Tiffany took two teachers to this experience. It was highly impactful and the team engaged in networking, discussions, and deep learning with the goal to continuously improve the expeditionary learning experience for our students..
- Creating a community of learners: We completed a survey for students and staff with positive results and areas for growth. 75% of students feel like they can share their opinions in class, 70% answered that they feel cared for. An area of growth is increasing leadership opportunities for students. Staff analyzed the results and created SMART goals and school wide action items.
- Implementing positive discipline in all classrooms: A workshop took place to create opportunities for students to collaborate, complement, find solutions to crew issues, develop their leadership within the classroom, and empower them to learn the skills needed to solve problems.
- Two of our RMSEL sports earned the Sportsmanship Award (Boys Soccer Team and Girls Volleyball team).

No questions on celebrations. Emma congratulated everyone for all the effort and Kimberlee would like the documentary video to be shared with the board so they can also share it and support the school.

Director reorganization:

- Margaret Bierman, former Finance Director, resigned as of Oct. 31st. The position will not be replaced; instead, roles will be reorganized as follows:
 - Executive Director, Tiffany Almon, will lead instruction for K-12, she will be the point of contact for the school designer and CLT to develop scope and sequence for teachers as well as the professional development scope and sequence and content for curriculum camps.
 - Director of Elementary, Lindsay Emery, has shifted her role to become the Director of Operations.
 - She will be the point of contact for the G&G consulting group for payroll, expenses, payroll, support with budget, and onboarding and offboarding of staff.
 - She will continue as Special Education Coordinator and will continue to lead the exceptional student services department.
 - Director of Secondary, Bryan Terry, will shift his role to Director of Community and Culture taking on restorative approach to discipline K-12 and school culture.
 - G&G Consulting Group will support payroll, budget reporting, human resources oversight, the annual audit, and CDE reporting.

Anne thanks Tiffany for the reorganization and states that even though we lost one person, the use of the consultant will help to fill in the gap. Tiffany will continue in the same role, but taking on the evaluation of all the teachers and the school designer will assist her in monitoring the quality of the instructional model in alignment with the school's values, vision,

and mission. Anne mentioned Chad's role in the past and wants to make sure her role stays in control and will not increase costs. Tiffany states that she won't be asking for more payment.

Kimberlee is confident that working with G&G will help decrease the pressure and proposes to revisit the shift at the end of Tiffany's year evaluation and check if this change is working, or if any adjustments are needed. The board agreed.

Wants & Needs:

- Communication to families of our member districts – Parents have shared that they have received text messages and emails from other charter schools promoting their schools. Tiffany asked the board if they knew how that worked so we could use the services to promote the school through texts. Kimberlee will find out, Lindley thinks it might be voters data but is not sure, but she will also ask. Anne will also try to connect Tiffany with the leadership team in APS to find out more.

No further questions from the board.

Public comments

Jessica confirmed no one signed up for public comment.

Policies for review:

Kimberlee provided updates on the changes that were recommended by the legal team; they also need to be available publicly for 30 days in case there is any feedback from the community before the final vote.

- Section A: non-discrimination equal opportunity policies, harassment and non-discrimination procedures, sexual harassment investigation procedures, drug and tobacco free schools, and safe schools.
Kimberlee asked if anyone had questions or comments; Lindley asked if these were reviewed by attorneys, Tiffany confirmed they were.
- Section J: policies related to students such as sexual harassment, student dress code, code of conduct, bullying prevention, alcohol and other drugs use, students interviews or interrogations, students' concerns and complaints, student discipline, physical intervention and students; restraints, suspensions and expulsions, immunizations, reporting child abuse, physical activity for students, use of technology.
Kimberlee asked if anyone had questions or comments? Kimberlee asked Tiffany to go over the comments and accept them, Lindley volunteered to help, Anne is happy that Lindley will help since she is really good at policies.
- Section K: communication and community policies: crisis management, community use, public conduct, and visitors policy. related to Kimberlee asked if anyone has questions or comments? No questions
- All personnel policies: G policies all together in one single document. Kimberlee asks if this document if the staff has access to it; Tiffany confirms they do and they will be reshared and re-sign them once the new policies are published. Kimberlee asked if anyone has other questions or comments? No questions. Kimberlee asks the public to send questions to her or Tiffany for the next board meeting.

Audit Presentation Extension Approval: Tiffany explained that the requests were approved and they should meet in December and CLA will have to be invited to a board meeting. Kimberlee suggests for Tiffany to check with CLA if they are ok with meeting on December 16th or any other dates that they might suggest; the goal is to have everything ready by that time. The board agrees.

Consent Agenda:

Kimberlee explains that the "Personnel Matters" item should be changed to "Consent Agenda"; First motion approved by Lindley, second motion approved by Emma. The agenda was approved.

The board has 3 new contracts to approve, First motion approved by Anne, second motion approved by Emma. The 3 new contracts were approved.

Budget report:

Lindsay sent the management report for this board meeting and updated the budget items that are significant; there was a typo on the date for the meeting; it should have been December instead of January.

- We received one of our monthly payments for PPR from DPS.
- Received funding from our gifted and Talented from DPS for 26 students in October.
- Paid bond, principal and interest in October
- Awarded more financial aid, currently 19 students with partial or full aid depending on their applications.

Kimberlee asked about the year of the gifted and talented and Lindsay confirmed it should be 2025, not 2024.
Any questions on finances for this last period? No questions.

Open Forum

There were no requests to speak during the Open Forum.

Discussion Items

Items for Future Agenda

This will be Emma's last meeting since she is going on maternity leave.

Usually the board doesn't meet in December; in this case we'll meet only for the Audit presentation which will be confirmed.

Adjournment

There was a motion to adjourn the meeting. First motion approved by Lindley, second motion approved by Anne. The meeting was unanimously adjourned.

Kimberlee Sia, President

Emma Ershow Secretary/Treasurer