

Regular Governing Council Meeting Agenda **DRAFT**

FINAL

Aldo Leopold Charter School
February 11, 2021 5:30pm
Ritch Hall 410 West 10th Street
Via Zoom teleconference:

<https://us04web.zoom.us/j/79569432742?pwd=U01aVUhmcGtnTFZPSGg1aURRdkJEUT09>

Visit <https://www.aldocs.org/> for link and or phone number.

ALCS Mission: At Aldo Leopold Charter School, the human and natural environments serve as text and lab for learning through direct experience, inquiry, and stewardship.

ALCS Vision: Aldo Leopold Charter School graduates will use the skills, perspectives, and information they gain at school to enhance their own lives and to advance social, economic, and environmental sustainability.

- I. Convene / roll call 5:31 Members in attendance AJ Sandoval, Ken Stone, Hannah Wecks, Jamie Crockett, Alexandra Tager, Margaret Begay (Max Higgs Absent)
- II. Reading of the Mission and Vision: Hannah Wecks
- III. Review of Meeting Minutes (action) Motion to approve January minutes - Margaret Begay, 2nd Alexandra Tager, all in favor – Hannah Wecks, Jamie Crockett, Margaret Begay, Alexandra Tager, AJ Sandoval, Ken Stone
- IV. Agenda Review (action) Maddy Alfero: please add EE director to Agenda. Hannah Wecks: we're including that in the Risk Management Committee. Motion to approve – Jamie Crockett, 2nd Ken Stone, all in favor - Hannah Wecks, Jamie Crockett, Margaret Begay, Alexandra Tager, AJ Sandoval, Ken Stone
- V. Public Comment
 - A. Patrice Mutchnick: community member and parent of former student. Daughter is Ella Kirk who passed away in the airplane accident. Wants to comment on EE position. Patrice was at the meeting in Oct, and appreciates the direction that the board has given to develop this position. She has been following the progress. Expresses gratitude on behalf of Ella and current students. She appreciates development of robust administrative position and thanks the school for development of this. Patrice requests that the implementation of this position moves forward, and she would like to offer suggestions to search and selection committee. The development and filling of this position will affect the students and the community members who are rooting for this and rooting for a safe school.
 - B. Bridget Johns: parent of a 9th grader. Not here to comment. Here to listen about plans for reopening. Has concerns about student returning to school, but wants to listen to how conversation proceeds.
- VI. Student Council Report

Sterling Wecks: planning a regional student council conference. Student Council is planning and running all school advisories. They had a recent presentation from Jamie Thompson on sustainable funerals, have made snow ice cream, and at today's all school advisory discussed going back, some students are excited, others are apprehensive about it. Supporting Envirothon (enviro-limpiad, state and national competition. Hoping to win this year)

(Max Higgs, GC member joins, 5:46)

Tomorrow Valentines day candy pick up with left over Halloween candy and candygrams. Margaret Begay: students who are apprehensive? Sterling: the students all understand the gravity of going back and what it means for teachers and family members. They understand that community members health issues are a concern and they want teachers to be able to be fully vaccinated. A lot of emotions involved. They're afraid that we'll go back and then get that freedom taken away from us if there's another outbreak. Seniors really want an in-person graduation. Admires the maturity of the students in they are really thinking about the risks. Margaret Begay: thank you and appreciate your elaboration. This has been tough for students and seniors. I hope you can have a graduation because last year didn't. Sterling: yes we need hope in this uncertain time.

VII. Staff Report

Catalina Claussen: Jennifer Lepisko asked to share that her 8th grade language arts and social studies students are reading Stamped, about abolitionists. They Listened to Whitney Houston's 1991 Súper Bowl performance and discussing the significance of a black woman performing then. At the staff meeting, the email to parents was shared with staff. A number of staff expressed concerned about reopening plan. Feb 22 indicated as reopening date. Wayne shared more ideas around reopening, that it'll be a soft opening. (Text of Emails as read attached)

(Alexandra Tager leaves)

Additional support for emails stating concern from teachers Jennifer Lepisko, Allison Phillips, and Garrett Ferguson. Margaret Begay: 9 teachers reported out to you? Catalina: 10. Review names of complainants Margaret: how much total staff at the school? Wayne: total staff and teachers is 40. Margaret: just teachers? Wayne: hard to count because many serve dual roles. Catalina: I know of 2 colleagues who want to vaccine but have been unable to receive it. Many have received the vaccine, but not all who want it. That is a concern to me that some would be mandated to return before they have received highest protection. Notes that Jim pointed out that 3 weeks after 2nd vaccine is full immunity. Margaret: how many have been fully vaccinated? Wayne: everyone except the two. Catalina: believe these are the only two have not. Margaret: who is Jim? Catalina: Jim MacIntosh is school nurse. Catalina: I didn't choose to read Maddy's comment because I knew that she'd be here. Maddy Alfero: my comment was unrelated to what you read. It was about students getting to go to (?).

VIII. Business Manager Report Harry Browne: Questions for the check reg report: Margaret: ILN Consulting?. Harry: That's for Nancy Stevens, she is social worker. Margaret: A Olen double payment? Harry - I mistakenly paid her twice and she caught it and paid back the second payment. Hannah: Cannon financial? Harry: monthly bill for two copiers lease, all supplies and maintenance, that is two copiers for two months. Margaret: COSTARTERS? Harry: Alli Hennigan has grant from state to provide 3 trainings of 10 ppl each in entrepreneurship. County also has a contract with them. Bridget Johns knows more about it than I do, if she doesn't mind speaking to that. Bridget: there are different levels of COSTARTERS. County version is 10 week program from bottom up to support new businesses. Aldo is running a pilot program, generator program. To generate and play with ideas to start a business. It's meant to be a lead in into the core program. Aldo and Caesar Chavez School in Deming are the pilot schools for this. Ken: Edgenuity? Harry: they provide online language

classes (Spanish) we cover full cost. They are accredited, students get regular credit. Ken: WNM communications? Harry: voiceover phone system. We are considering getting it free from WNMU.

BARS – BAR 10 – charter grants from fed gov are usually for schools to start or expand. This year the state got a waiver so this can be used however we want because of COVID. Want to add this to construction of outdoor classroom, finishing off north of Ritch Hall sidewalk and drainage features. Will allow for safe student drop off and waiting area above the outdoor classroom. We already used some of this for Chromebook that we needed. Unusually, we were allowed to spend this money before receiving BAR approval and we needed Chromebooks quickly, so that's already been spent. Kitchen supplies, needed more equip to keep lunches hot in transport from Montessori and going out to families. There was a check to me last month to cover payment for HEPA filters, so that's the other part of this. Ken: \$64,000 for construction is based on estimates? Harry: no, the construction project has been engineered by Pam Weber and the estimate is that this will cost \$90,000 or higher. We'll have to do a sealed bid process for this (our first). We will get help from WNMU physical plant person in reviewing bids. Many things slowing this down, that bid, concrete and steel prices are up and going up too. So this will cover part, not all of that project. BAR 11 – first SEG budget figure is an estimate at beginning of year. State estimate was .1% under final allocation. That's why this adjustment is so small. Recommending it be added to elective teachers. 2 weeks ago finance committee approved quarterly?????. I didn't do it and should have – this is my fault. I'm so fuzzy brained from COVID and vaccines. Margaret: grant funding, if we do need more money for this construction, how will that get funded. Harry: that money was a one time federal decision. There's no reason to think it'll happen again. We had planned to use funds from SB 9 and HB 33(property taxes). We can use that money elsewhere also but will make up the gap with that.

IX. Committee Reports- GC Committees – this'll be a long meeting so we can cover any unnecessary things next month

School Advisory Committee (SAC), Hannah: did meet, had a good discussion. Nothing urgent to report. Andrea Warner - concurs

School Health Advisory Committee (SHAC), AJ – was not present at the meeting, but would like to hear a synopsis. Maddy – we looked over school wellness policy and are working on updating it. It will come to you all soon.

Audit, Harry - didn't meet. ?????? Hannah – when will that be avail as public record. Harry – no less than 5 days after approval. On their website and we will do so too.

Finance, - met and approved quarterly financial report, but I forgot to send it to you

Curriculum, Wayne - no

Facilities, Wayne - no

Nominating, no

Policy, Max – Wayne – we're going through the reentry policy. Sent the COVID reentry guidelines for GC approval last week.

Development, Catalina – fundraising for EME scholarship. No big pressing need at the moment. Tabled for the time being. EME scholarship go fund me is still up.

naturally ventilated. Staggering changes of room to room. Avoid too many ppl for too long in 1 room. CO2 should not build up in 15 minutes. Willing to bring the measuring device to estimate risk. There's risk of kids not attending school, mental health suicide threats. Recommendation is to delay going back to face to face until everyone is vaccinated. Students should get vaccinated over the summer, so recommends delaying full return until fall. Helped our school to order HEPA filters. Most important thing is to get more fresh air in. can confirm with CO2 filter. More people in room, more filtration is needed. Wayne – history of our building: we're in Ritch Hall, which has no HVAC system (no recirculation issue). We have older water pipe heaters. We have operable windows, ceiling fans, new HEPA filters. We're an outdoor education school and would like to have most classes outside. Ken – that's the best solution, much better than filtration. It's the perfect solution. Hard when cold or hot, but it's the perfect solution. Open all the windows is an easy solution too. Wayne – that's one unique thing about our school with operable windows with air crossing hallways to classroom across. Ken – installing box fans in windows if there's no breeze. Ultimate test is to test with CO2 monitor and test with ideal # of ppl. Should not rise within 2 or 3 minutes. Hannah – do you agree that he can test? Ken – whatever number of people you want in the room, I'll test the air and determine how many ppl is the right number. To make it safer. Enclosed room distances should be 20-25 feet. Plexiglass dividers are to stop them touching each other. Max – most directions are based on square footage, but it sounds like cubic footage is a better measure. Ken – yes, ceiling height matters. Finding a bigger room makes is much better – ventilation dispersion. Reducing risk. Most positive cases are being sent home. If there's 100 ppl in Albertsons, there's 2 – 3 ppl that are infected. Concern with variants: they are 30% more transmissible, reduces safety time from 15 to 10 minutes. Will be dominant here by the end of March. This is another argument for waiting till everyone is vaccinated. The student who spoke earlier was right that's it'd be more stressful to have to go back online after trying in person. Renee – key concerns with new variants is that impact on young kids and teens is worse. Max – any benefit to spraying disinfectants? Ken – wiping down table tops between classes can't hurt, but it's not the main form of transmission. It's inexpensive, I would do it. Renee – schools play an important part in the task force in slowing the spread. Are there ways that students and schools can be part of educating the community about stopping spread. Can schools become testing clinics? State wants to test kids because they tend to be asymptomatic carriers. Once vaccinations ramp up, WNMU will be a mass vaccination site. Schools can contribute. We can do really good online education, use the available software so the kids can thrive in this environment. Harry – can you talk about the theory behind the testing of children. Why is that a priority? Renee – effort to get kids back in school and kids are often asymptomatic carriers. It's not new information, NM is using testing as a diagnostic tool because not enough following up, contact testing, and support for those who test positive. Kids are hidden carriers. Ken – Green, yellow, red metric. Testing only sick people gives the tests a false high positivity rate. Everybody getting testing increases the accuracy of positive percentage. Then you identify positive ppl with no symptoms.

XII. Director's Report Wayne – on January 4th we had in-service and return to hybrid was expected to be after spring break at that time. Surprise announcement recently from the Governor that we can re-open we've discussed having students in outside classrooms as much as possible. We've already had special ed students in school for much of the year except Nov and DEC. in 5:1 ratio. Those students, some teachers, and educational assistants (EA's) are ones who've been here. There's been no documented cases of COVID spread here. we've had 3 staff members who had it. They quarantined and it did not spread here. With the advice today, thinks having outdoor classrooms would be ideal for us. Our indoor space is limited, and the most students we can have is 10 students per room. PED has said desks must be 6 feet apart in 2 directions. That is what defines our indoor limitations. COVID safety guidelines have been sent out to the GC. We have a procedure plan and tool kit that covers cleaning and procedures that we will abide by when we go back to 10:1 in classrooms. We've had 5:1 student: teacher/EA for months with no spread at all within the school. Promising we go back to hybrid mode. State Secretary of Education defined hybrid as 1 class going back per week. It is a confusing recommendation, but most schools don't have the outside option that we have. Other schools are doing cohorts "A" and "B" on alternating Mon/Tue and Thur/Fri rotation. Because Fridays are outdoor days, that wouldn't work for us. Cohort A on Mon/Tue and cohort B on Wed/Thur may be a possibility when we return. We will be working on in-service days next week to prepare a schedule. One proposal is to phase in students because this'll be hard transition for kids, they're not even getting out of bed. We are an outdoor school, proposing we expand our hybrid as an example: classes getting back together in person outside and alternating. Students have regressed in their social confidence, physically changed, don't know how to meet with other kids. Doesn't want to get kids back inside staring at screens. Let's get our kids outside doing things. We would transition slowly into that for the next three weeks. After spring break something that looks more like a normal schedule. According to

the state recommendations we can use school buses for curricular trips. We can take kids to Little Walnut for example on the bus with windows down. That's what I'm asking you to support the hybrid schedule.

Jamie – it sounds like the teachers have opposition to returning to in class because they're concerned about completing vaccination cycles. But are they totally opposed to outside activities even if they are just taking kids on a hike and not doing academics outside? Catalina – the survey we took said no, 40% of the teachers are not comfortable with even outdoor learning until they have full immunity 2 weeks after their second vaccination.

Hannah – at Cobre teachers who are not willing to come in are taking on much larger case loads. The document says ALCS aims to be flexible. There are questions about what that means. Cobre has unions and collective bargaining, ALCS doesn't. the document doesn't directly address flexibility especially when it comes to teachers with health concerns. Wayne – it's possible to make it work that way, that the online teachers will take on the online students, and then when we start having classes again we'll be doing it outside. Montessori has been doing it, and their kids are too young to wear masks. We will be able to be strict about enforcing rules of mask wearing. We have had to send home kids who don't wear them. We can do it safely. Understands about having class inside, but we're already having class inside. Those teachers aren't Guinea pigs or expendable. Fiona is doing it and she's not expendable. Fiona – I wouldn't ask another teacher to do what I'm doing if they're not comfortable. Three middle school teachers won't come back until they're fully vaccinated. Most kids want to come back in. Do we have flexibility to restrict which kids are coming back when most students want to come back in. Wayne – we're already piecing it together, but with these kids we need to start seeing them in person. Let's get people back and start getting ready to do it. Getting the kids out of their houses is going to be the biggest issue, so wants to get it started. Catalina – my work with YCC supervisors is like working with a teaching staff. They all wanted access to vaccines. Now that they've all had it, they now have a much higher comfort level with coming back. YCC kids are just 1 day a week completely outside in a 5:1 ratio. The entire staff has not had access to the vaccine, and they won't have full immunity for 21 days after the 2nd dose. We're using science to make these decisions. Understands the emotional wellbeing need, but we still don't have full immunity. Wayne – spread within school is minuscule, even without a vaccine. PED isn't going to take the chance of being liable, I'm following PED guidelines, and the science. Catalina – I know you're not going rouge, but is watching news coverage. Heard about one school that had gone back and had to quarantine 80 kids within 2 days. New variants are evolving, and impact on different demographics. This needs to be on our radar. Fauci recommends that the more people who get the vaccine, the more protected we are. Wayne – you're right the people most effected are in poverty, they are not following the CDC guidelines. At school they will learn the correct way and they will take the education home to the families who are not practicing safe measures. Catalina – I'm with you and I don't want to see my colleagues put in needless harms way. Max – one of the things that I'm concerned about faculty losing their confidence the way kids are. If we can't establish calendar dates, can we say faculty will avail themselves of vaccination. It has to be recognized that this lack of confidence is not just students but can be happening to faculty too. Fiona – I appreciate that. The teachers know we're an experiential ed/outdoor school and ready to teach outside. Their whole curriculum process this year has been online. Shifting that to outside will not be a quick and easy thing. So yes, teachers are feeling extremely overwhelmed in shifting gears, compounded by their concern for family and their own health. The students want to be with each other, they are not staying 6 feet apart and its really tough to keep them apart. The EAs are in charge of students in person, social distancing will be better with teachers. Teachers cannot be expected to come back until they feel ready. Keeping the kids 6 feet apart is really hard. Margaret – is the plan staggering? Did I miss that part? Wayne – that wouldn't be a consideration for the first 3 weeks. It would be small groups, but larger than what we have now coming back on a daily basis. Every morning and night there would be cleaning schedules. Teachers will be writing down high touch surface areas that they've cleaned. Margaret - would hate for teachers to refuse to show up. They do have contracts that are binding, but you don't want disgruntled teachers. We're here for the students, but having disgruntled teachers won't deliver quality lessons. You've got ½ your staff unwilling to come in. this year has been crazy. Those teachers and families need piece of mind. Wouldn't want them to come back and then have to go home. I don't think your teachers will be able to do outside stuff because of the weather. You've got to support the teachers. Subs will be providing lower quality teachers. Teachers are adaptable, but you don't want to lose teachers that can't adapt. Wayne – you're right I don't want to lose teachers. But looking at it from the student point of view. We've got at least 10 kids who are completely MIA. We don't know how many students we've lost, like Renee's daughter who's gone to an online homeschool. We're not an online school, so we're losing students to other programs. We're losing students to programs that are open in person. We need to come up with a compromise. Harry – we had a long staff meeting today. Staff anger was mostly that they felt the return to in person was a decision that had been sprung on them. Those emails came from that. A softer tone came when they understood that this would be a

soft opening. What does that look like? If there's room in there for teachers against returning to stay home, and teachers who are willing to come in can do so. We all see how the social emotional benefits of returning to a soft opening would lower risk than continuing as is. Wayne – I forgot who I've communicated it all to. The flexible soft opening is what I had in mind and I haven't communicated it fully to all the staff. I have an idea of the high school soft opening, and we will work more on the middle school soft opening during the in-service days next week. Hannah – I don't think there will be an uprising. But moral and attitudes are affected by input and communication. But I'm fully with Jamie in that the emotional toll is great on the students in online school and they need to be doing something different. Harry – is there a way to pull this off in a way that isn't chaotic? Maybe we need more planning time in order to make it work in an organized way. Wayne – the high school can be having activities, Maddy has volunteered to be doing. Harry – you'll have a lot of good will in postponing the middle school at least a week. Fiona – one week more will help some teachers, but not all. There will be a snow-ball effect, but we need the time and space to figure it out. And we need assurance that when we do the work it'll be respected.

XIII. Governing Council Input Hannah - work on onboarding next month. No other input.

XIV. Old Business

XV. New Business Jamie – do we need to add EE position to new position so we can vote on it next month. Harry – recommend that we discuss a resolution of support for the position next month. Hannah – will add it to next month, vote to support.

XVI. Action Items

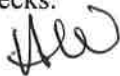
A. Hybrid Schedule already discussed. Jamie – what is the wording that we're voting on given that there is a vigorous debate between the admin and the faculty/staff. Hannah – we're just approving that the hybrid schedule exists and Wayne is allowed to implement it. Catalina – Risk Management committee has discussed and approved what Fridays will be, how they look. What will happen Mon-Thu is to be determined. That will be discussed at next Tuesdays meeting. Wayne – simple definition: Hybrid means up to 50% can come back to school and the other 50% online. Hannah – considering the discomfort of the staff, voting to approve the hybrid schedule doesn't necessitate that those people will have to come back. Fiona – the biggest questions are not if, but when and who. The teachers are hoping that the GC will help Wayne with making sure the teachers are heard. Catalina – is there a way to make sure approval is dependent on agreement with the staff. Wayne – GC doesn't control the staff. They are approving a plan that then gets turned over to me, then we decide together is how. Hannah – the only piece is “can you bring the kids back” and that is yes. It's important that we heard the concerns that Catalina brought, and if we make an approval that is knowing that we will work with staff to meet everyone's agreement. Margaret – I agree that we don't make decisions about staff. We have to look at the overall mission and PED. You have good judgement Wayne and I expect you to take good care of your teachers. Catalina – is there a way that you acknowledge the concerns of staff. Hannah – how about next month we visit and document the roll out and its implementation. Max – it sounds like this is premature, maybe we need to meet again in 2 weeks. Margaret – maybe we need to meet every other week to reevaluate. We don't know if we're going back to red. Wayne – the state has said that we can go hybrid regardless of the county color. That's from the state, they're recommendation is to go to hybrid. They're not going to make us go all back to all online. Harry – the reason to not postpone a decision is to notify parents with enough lead time. It's important that they have enough lead time to prepare. The staff will focus on finding a solution if they know what the GC position

is. As long as that is unknown, they will not have direction. I don't want you to lay down a heavy hand, but they need direction. Margaret – we have to vote regardless for tomorrow. Then would like to see a soft plan asap, and I'd like to see teacher input, but I can't make you do that. Hannah – I like that we are voting ye to go back to a hybrid model, AJ – motion to approve a hybrid schedule as defined by PED. Seconded by Ken Stone. All in favor: Jamie Crockett, Ken Stone, Hannah Wecks, AJ Sandoval, Max Higgs, Margaret Begay. Motion passes. Hannah - We will need to have a special meeting in 2 weeks. Wayne – next scheduled meeting is before spring break. Wayne – we're going to have a soft schedule for the first three weeks. Next scheduled meeting will be before spring break. Margaret – that's fine, but I want teachers to be included in the planning. If teachers are unhappy with it I want to hear from them, and I hope they come to the next meeting. Harry – if I were you, I would want to let the staff know that you're concerned about their concerns and having a special meeting for them to air their concerns would. Hannah – that would AJ – move to approve the re-entry plan . Jamie – we haven't discussed it.

- B. Re-entry plan Wayne – we spent 2 hours in policy committee. Hannah – like the organizational structure. AJ has moved to approve. Seconded by Max Higgs. In Favor: AJ Sandoval, Max Higgs, Hannah Wecks. Abstain: Ken Stone, Margaret Begay, Jamie Crockett. Approved. Hannah – states that flexibility is important as stated in the reentry document.
- C. Budget Adjustment Request 10 Charter School Program Grant. Motion to approve by Margaret Begay. Seconded by AJ Sandoval. All in favor: Margaret Begay, AJ Sandoval, Max Higgs, Jamie Crockett, Ken Stone, Hannah Wecks.
- D. Budget Adjustment Request 11 New Revenue New Expenditure SEG - Final Unit Value. Motion to Approve by AJ Sandoval, Seconded by Ken Stone. All in Favor: Margaret Begay, AJ Sandoval, Max Higgs, Jamie Crockett, Ken Stone, Hannah Wecks.

Two week meeting to revisit on February 25th at 5:30

- XVII. **Adjourn - Next Regularly Scheduled Meeting Date: Thursday, March 11, 2021 at 5:30pm.** Motion to Adjourn by AJ Sandoval, Seconded by Ken Stone. All in Favor Margaret Begay, AJ Sandoval, Max Higgs, Jamie Crockett, Ken Stone, Hannah Wecks.



Attachment A: Emails read by Catalina Claussen from teachers:

Hi Catalina,

Please share the results of the return to school staff survey (attached) and my comments below at the governing council meeting on this evening:

I am in agreement with colleagues who have expressed concern about the start time for in person learning. I request that we please wait to return to school until after spring break in order to allow staff to create a safe, solid plan for the students' return and to allow staff, especially those at high-risk or with family members at high-risk, to receive