



Minutes / 4-16-18

Location: WY Rib and Chop House

- A. Attendance:** Marcos Martinez, Nick Avila, Robert Salazar, Ann Redman, Mark Paswaters, Christine Kronz, Jeri Griego, Carlos Reyes
- B. Approval of Agenda**
1. Ann motion to add new board member nominations to the front of agenda (6:40pm); approved unanimous
 2. Bob motion to approve agenda with addition of presentation by Christine Kronz (6:41pm); approved unanimous
- C. Approval of Minutes**
1. Bob motion to approve minutes with addition of a notation reflecting change of meeting location to the Chop House (6:41pm); approved unanimous
- D. New Board Members Vote**
1. New Board member nominee introduction (Jeri Griego & Carlos Reyes)
 - a. Both candidates were impressed with the school's academic performance
 - b. They wanted to become a part of the team
 - c. Felt it was a great opportunity after speaking with Marcos
 2. Discussion and introduction
 - a. Board members come highly regarded by the Ann and Marcos
 - b. Resumes are included in meeting packet
 - c. Both have been excellent members of the Cheyenne community
 - d. Both have work experience that will lend itself well to the PODER Board
 3. Bob motion to approve nominees for the PODER Board of Trustees (6:57pm); approved unanimous
- E. Public Comment**
1. No public comment at this time.
- F. School Updates**
1. End of the school year is coming fast
 2. WY-TOPP testing has begun
 - a. First year of new test format (was previously PAWS)
 - b. Everything is now computer based

3. Marcos has issued a challenge to PASS students
 - a. If all classes get 100% proficiency in reading or math, the school will pay for a trip to Disney land
 - b. Trip would be expensive but its worth the cost if the students meet the challenge
4. PODER Chess team
 - a. Trying to provide more opportunities for inexperienced players to participate at the nationals tournament
 - b. Want to get younger kids to experience the chess tournament earlier
 - c. Elementary group is leaving in about 3 weeks to Nashville for Nationals
 - d. Carlos: who are the chess teachers?
 - i. Marcos: Dom Martinez and Zach Bekkedahl (works with the advanced)
5. Looking to start PODER summer school right after the school year ends
6. Tennis season is in full effect
7. Ann: Are we doing any fundraising for chess?
 - a. Marcos: We should be good to go. PODER is healthy enough to fund the trip
 - b. Marcos: School pays for most of chess team costs, only collects \$100 from each student
8. MAPS testing
 - a. Admin team will decide if we want to continue to use NWEA MAPS
 - b. It is now too much testing with WY-TOPPS interim and modules
9. Ann: What have we done about school security?
 - a. Avila: Unfortunately schools are not the safe sanctuary they used to be. The school has made a number of security preparations as a result. The school will add a security piece to the front door. We are also conducting lock down drills with the staff. At this time, we are not opting to arm teachers like some other schools. Wyoming has yet to have a shooting but PODER is not taking any chances.
10. Ann: Can a copy of the Thursday folder get sent to the board?
 - a. Marcos: yes, we will get on that
11. Ann: Sandy Shanor appreciated the thank you card from PODER students for the books she made available. She wanted Ann to attend the LCS D Board meeting tonight but the PODER Board meeting was scheduled at the same time.

G. Financials Review

1. Marcos: we work with national charter school management group
 - a. We don't have a lot of debt and manage money very conservatively
 - b. PODER always has clean financial health
 - c. The school is usually rated very good by auditors
2. We do a lot of ordering in fall to get ready for school which is why there is a spike in spending

- a. We also fund summer school out of our normal operating budget
3. Financial statements – These are simply a snapshot of the school’s finances
4. Board will also receive an annual budget once a year
 - a. This shows the budget outlook for the school year
5. Jeri motion to approve March financials (7:47pm); approved unanimous

H. Executive Session

1. Bob motion to enter Executive Session (7:48pm); approved unanimous
2. Bob motion to exit Executive Session (8:06pm); approved unanimous

I. National Conference on Rural Education

1. 2nd week of October – this will be an all school conference
 - a. Board members are invited, transportation, lodging, and registration will be paid for by the school

J. Next Board Meeting

1. May 21st 16th, 2018 (6:15pm) – PODER Academy
2. Ann: requests an orientation packet for the new Board members

K. Adjourn - Jeri motion to adjourn (8:15pm); affirmed unanimous



Minutes / 2-26-18

Location: PODER Academy

- A. Attendance:** Marcos Martinez, Nick Avila, Robert Salazar, Ann Redman, Mark Paswaters, Angelina Ramirez, Christine Kronz
- B. Approval of Agenda**
1. Bob motion to approve agenda with addition of presentation by Christine Kronz (6:41pm); approved unanimous
- C. Approval of Minutes**
1. Angelina motion to approve minutes with one correction (6:41pm); approved unanimous
 - a. Typo Correction: “Chamber of Congress” to “Chamber of Commerce”
- D. By-Laws Revision**
1. Article IV – Section 1
 - a. Change the “four” to “two” elected officers...
 2. Article IV – Sections 4
 - a. Delete “Secretary-Treasurer”
 3. Article VI – Delete chief-of-staff position
 - a. Delete reference to Chief of staff throughout document
 4. Adopt the dissolution language used in the contract with the district, and replace current Article XII language
 5. A finalized draft of the revised by-laws will be submitted to the Board at the next meeting for final vote
- E. Christine Kronz – Presentation**
1. She is a photographer that services schools
 2. Offers a variety of products for fundraisers
 - a. Photo booth
 - b. Family photos
 - c. PODER will get a percentage of the sales
 3. Parents can purchase photos on-line
 4. School does not have to collect money or coordinate with parents

5. PODER is still in a contract with Lifetouch this year, but will consider for next year for class photos

F. School Updates

1. Teachers just submitted progress reports for 3rd quarter conferences
2. Most classes have moved onto the next grade level curriculum
3. Students went to Colorado chess tourny
 - a. K-3 division won second place in the entire state
 - b. 4-5 grades struggled but it's a tougher division
4. School is preparing for tennis season
 - a. Kids will begin going outside for the season prep
5. School has been offering employee contracts for next year
6. School Security Discussion
 - a. Hundreds of school shootings have occurred since Sandy Hook
 - b. PODER has developed drills in the event of an intruder
 - c. Front office staff is trained to call "lock down" drill if visitors do not comply with visitor policies
 - d. Admin will coordinate with local police then report back to Board
7. Plan Cheyenne
 - a. Held focus group on education
 - b. Discussed what would keep Cheyenne residents here
 - i. Need to be more things for people to do
 - ii. More jobs
 - iii. 20% of people who work in Cheyenne also commute from outside
8. Super Intendants Summit
 - a. School will receive an award for high test scores; exceeding expectations
9. Ann: Board would like to see the Thursday newsletters
10. Ann: Did school arrange for delivery of library books
 - a. Marcos: they are in route
11. Ann: Does the social studies curriculum meet Wyoming Standards
 - a. Avila: yes
12. Ann: Does board want to publish meeting times 9 months in advance by recommendation from the LCSD 1 Trustees?
 - a. Board: Opposed

G. Audit Approval

1. Bob: Audit rep has answered all the Board's questions
2. Bob motion to approve the audit (8:17pm); approved unanimous

H. Financials Review/Approval

1. Marcos:
 - a. School is on track to end with about a million dollars in surplus roughly
 - b. There are no budgetary concerns at this time

2. Angelina motion to approve January financials (8:22pm): approved unanimous
- I. Executive Session**
1. Mark motion to enter Executive Session (8:22pm); approved unanimous
 2. Mark motion to exit Executive Session (8:37pm); approved unanimous
- J. Next Board Meeting**
1. April 16th, 2018 (6:15pm) – El Charito
- K. Adjourn** - Bob motion to adjourn (8:41pm); affirmed unanimous

Note: Board meeting location was changed to WY Rib and Chop House due to El Charito being closed on Monday. The change was made April 12th, 2018.



Minutes / 12-13-17
Location: Poor Richards

- A. Attendance:** Marcos Martinez, Nick Avila, Robert Salazar, Ann Redman, Mark Paswaters, Angelina Ramirez
- B. Approval of Agenda**
1. Bob motion to approve the agenda (6:03pm); approved unanimous
- C. Approval of Minutes**
1. Bob motion to approve minutes (6:07pm); approved unanimous
- D. School Updates**
1. Ann: First Lady visit – read to the 1st grade class today
 - a. Students asked questions
 - b. All the students received a copy of book “Wyoming First”
 2. Bob: Chamber of Congress holding meeting to gather info for “Plan Cheyenne” to include discussion on education
 - a. Bob will also be attending, may be of interest to PODER officials
 3. Marcos: MAPS Scores update
 - a. Mrs. Hogue’s class is performing well. She replaced the initial teacher and was able to turn things around
 - b. MAPS scores are better then expected which is good for Wy-TOPP projections
 4. Chess team took 1st place in their division at a tournament in Fort Collins
 5. Winter School starts
 - a. Small group work for students who need help
 - b. Students will return a week after New Years for regular classes
 6. Board would like to meet the parents and staff at some point this year
 7. LCSD School Board Report
 - a. Two Principals did good job presenting and received a fair number of questions
 - b. The meeting was less contentious then last year, the questions did not center around parent complaints this time

- c. Parent complaints to LCSD have been an issue because in the past PODER was not contacted for a response to the complaints

E. Budget Review (Academic Year 17' – 18')

1. Marcos:
 - a. Revenue went down slightly but that was expected across the state
 - b. Other than that, there is not a whole lot of difference from budget the Board approved in the Spring
 - c. Will likely finish the year close to \$1 million in surplus
 - d. Finances are healthy
 - e. PODER budget is in a state to weather the storm
 - f. Gov. Mead has opposed cuts to education
2. Ann: Does this reflect the whole school?
 - a. Marcos: yes
3. Bob: will we see the proposed indoor facility on the books?
 - a. Marcos: No because Rande will pay for it. However, the lease with Rande will be extended, at which time it will appear in the revenue and in the lease line item
4. Mark motion to approve the Budget (6:41pm): approved unanimous

F. Financials (Oct 2017)

1. Ann: Why are we at a negative net income for October?
 - a. Marcos: the school does not receive payments through the summer
 - b. School only receives 10 payments so there is a deficit in the fall
2. Bob motion to approve the Financials (7:01): approved unanimous

G. Audit Report

1. Report from Amber Nuse – PODER Audit Rep
 - a. Audit went better, every year is getting better
 - b. Having two schools presented some challenges
 - c. Audit gets folded into LCSD audit
2. Highlights
 - a. PODER received an Un-modified opinion (clean opinion)
 - b. Finances meet acceptable standards
 - c. Uptick on equity
 - d. Several footnotes explain various observations
 - e. Report requirements grow every year due to professional standards
 - f. There were some advisory findings that the school has been asked to address:
 - i. 1st finding – some adjustments are needed to the books (sped reimbursement confusion, PASS paying rent to PODER)
 - ii. 2nd finding – budget has to be advertised
 - iii. PODER will post the budget online next time

- g. Ann: Is there a deadline for the PODER Board to respond to the audit?
 - i. Amber: recommends Board takes time to read before approving the audit
 - h. Amber: It is not uncommon to have advisory findings
- 3. Marcos is willing to forward the email address of the audit firm to Board members if they have more questions
- 4. Bob and Ann would like to look at the audit before Motion to Approve

H. Executive Session

- 1. Mark motion to enter Executive Session (7:02pm); approved unanimous
- 2. Mark motion to exit Executive Session (7:27pm); approved unanimous

I. Next Board Meeting

- 1. February 15th, 2018 (6:00pm) – PODER Academy

J. Adjourn - Bob motion to adjourn (7:33pm); affirmed unanimous



Minutes / 10-23-17

Location: PODER Academy

- A. Attendance:** Marcos Martinez, Nick Avila, Robert Salazar, Ann Redman, Mark Paswaters
- B. Approval of Agenda**
 - 1. Bob motion to approve the agenda (5:11pm); approved unanimous
- C. Approval of Minutes**
 - 1. Bob motion to approve minutes (5:11pm); approved unanimous
- D. Potential New Board Member**
 - 1. Ken Johnson – looking to potentially join the board
 - a. Ann met him a few years ago, he was working at a charter school
 - b. Returned to Cheyenne and went to work for his mom, smart guy with fresh perspective
 - c. Expressed an interest in serving on the board
 - d. Marcos: he knows charter schools a bit, sent Marcos his resume
 - e. Graduated from Central High in Cheyenne
 - f. Marcos recommends that we vote him in
 - g. Ken will attend the next meeting
- E. Board Training**
 - 1. Admin team took a trip to NYC to the Independent Charter School Symposium
 - a. Opportunity to interact with other charter school leaders from across the nation
 - b. Conference was much smaller than the National Charter School Conference
 - c. Marcos and Nick presented on two separate panels
 - i. A good chance to bring the rural perspective into the dialogue
 - d. Ann: what did the PODER leadership team bring back from the conference?
 - i. Team building amongst the leadership team
 - ii. Also had some informative conversations with other school leaders about a range of topics including bullying, and how other schools deal with it
- F. School Updates**
 - 1. Latina Youth Conference – Ann update
 - a. 150 girls participants (8 from PODER)

- b. Key note speaker was very good; gave examples of challenges and barriers as a woman
 - c. Title of her talk – “What’s a nice girl like you doing in a place like this”
 - d. Workshop on self awareness and confidence
 - e. Workshop on coding was excellent
 - f. PODER was the only school from Cheyenne
2. Chess Team
 - a. First 3 individual tournaments
 - i. PODER kids did well
 - b. Marcos met with the chess coordinator, students will attend the Nationals Tournament in May in Nashville
 3. After school Clubs at PASS
 - a. Started off a bit too chaotic at PASS, bussing the 5th graders over
 - b. So clubs at PODER will start at PODER Academy
 4. Completed the first round of parent/teacher conferences; went well
 5. Both schools did a soccer vs. students soccer match
 - a. Then followed up with a Homecoming Dance
 6. Chess team will meet with the Mayor on Monday
 7. First Lady Carol Mead is coming to read to the students
 - a. Mark: we should call and invite the local media
 - b. Ann will contact the Tribune education reporter
 8. Marcos: we should invite Julian Balow to the new school
 9. Sign out front looks great with flag pole

G. Financials

1. Ann clarification on the assets section; why doesn’t prepaid expenses have a minus?
 - a. Marcos: that must refer to services that are due to the school, which would put that in the assets section
2. Marcos: not a whole lot of shift in staff, the district budget cuts have not had a large impact on PODER
3. Bob – what is different between total budget vs. remaining budget?
 - a. Marcos: some of the expenses are subject to reimbursements
 - b. Remaining budget is the money available for the fiscal year
4. The school does not receive payments in June and July, so the balance dips in August
5. Bob motion to approve Financials (6:08pm); approved unanimous

H. Executive Session

1. Mark motion to enter Executive session (6:08pm); approved unanimous
2. Bob motion to exit Executive Session (6:21pm); approved unanimous

I. Next Board Meeting

1. December 7th, 2017 (5:00pm) – Poor Richards

- J. Adjourn** - Mark motion to adjourn (6:31pm); affirmed unanimous



Minutes / 9-7-17

Location: PODER Secondary

A. Attendance: Marcos Martinez, Nick Avila, Robert Salazar, Ann Redman, Angellina Ramirez, Mark Paswaters

B. Approval of Agenda

1. Bob motion to approve the agenda (6:16pm); approved unanimous

C. Approval of Minutes

1. Bob motion to approve minutes (6:16pm); approved unanimous

D. Board Training

1. PODER is evaluating two potential proposals for tennis structure
 - a. Hard tennis structure
 - i. Uses natural light for heating
 - ii. Is resistant to wind
 - b. Tennis bubble
 - i. Resistant to snow
 - ii. Manufacturers say its resistant to wind
 - iii. Cheaper up front, but more expensive in the long run
 - iv. Heating must be going constantly, requires air pressure
2. Mark: what are you looking for in terms of durability (years wise)
 - a. How does the structure hold up to hail?
 - b. Marcos: will be a long term fixture that will need to hold up under the elements
 - i. Will also be a resource for the community at large
3. Mark: Board should have a review committee for large capital projects going forward

E. School Updates

1. Having space for each school has been greatly beneficial to the school environment
2. Ann: how has it been for the Admin team?
 - a. Marcos / Nick – having growing pains but we are working through it
 - b. Admin team will hold meetings via Google chat on the computer
3. MAPS – almost finished with these tests
4. Staff – the Secondary staff has a great team vibe
5. Extra curricular activities -

- a. Held after school at PASS
- b. Bus transports students from elementary to PASS
- c. Mark: Are we still doing soccer clubs
 - i. Marcos: That is possible
- d. Ann is going to make an appointment with the Mayor and First Lady for the chess team
- e. Ann: Are we going to add the state flag to the pole
 - i. Marcos: yes
- f. Ann: How is the marquee coming along
 - i. Nick: All the papers have been signed, first payment sent out, so they estimate first week of October
- g. Ann: We need to start a spreadsheet with names of the school's sponsors

F. Financials

- 1. The school does not receive payments in June and July
- 2. Is the PODER budget immune from the District budget cuts?
 - a. Marcos: the district does not control our budget, but there is a trickle down effect, we have been good stewards of our budget, we knew this day was coming, reserves are in place
- 3. Mark: What is the forecast for the 2-3 years with regard to our budget?
 - a. Marcos: we have a healthy reserve, and also part of the biennium, guaranteed money for the next couple years for our facility
- 4. Bob motion to approve Financials (7:03pm); approved unanimous

G. Executive Session

- 1. Mark motion to enter Executive session (7:26pm); approved unanimous
- 2. Bob motion to exit Executive Session (7:59pm); approved unanimous

H. Next Board Meeting

- 1. October 23rd, 2017 (5:00pm) – PODER Academy

I. Adjourn - Mark motion to adjourn (8:07pm); affirmed unanimous



Minutes / 5-25-17

Location: Cheyenne Country Club

A. Attendance: Marcos Martinez, Nick Avila, Robert Salazar, Ann Redman, Angellina Ramirez, Mark Paswaters

B. Approval of Agenda

1. Bob motion to approve the agenda (6:25pm); approved unanimous

C. Approval of Minutes

1. Mark motion to approve minutes (6:27pm); approved unanimous

D. Board Training

1. PODER takes teachers to different parts of the country to observe schools
 - a. 3 teachers attended this year's trip to Boston
 - b. Some take-away's that staff would like to integrate at PODER
 - i. more inspirational quotes at our schools
 - ii. create a positive outdoor area
 - c. Ann: what was the participant's reaction?
 - i. Marcos: It really opened their eyes, and inspired them to return, it also promoted team building
 - d. Angellina: did the participants get a chance to interface with host school staff?
 - i. Marcos: depended on the school
 - e. Marcos: staff also attended Red Sox and Celtics game while in Boston
 - f. Mark: this type of activity promotes teacher retention
 - g. Ann: PODER should see if they could present at a Laramie 1 School Board meeting to share notes and experiences from the trip
 - h. Marcos is all for it

E. School Updates

1. Mark – field day went well; the teachers gave positive feedback
 - a. Spring Fling was also a big success
2. Ann – PODER should invite past sponsors to these events
3. Flag Pole
 - a. Mark has put together some bids and estimates

- b. There is no restriction on a flag pole that is under 30 feet; Mark is recommending a 20 foot pole, non-lighted
 - c. They are in process of finalizing a bid
 - d. There is no known restriction in terms of location of pole
4. Marquee
 - a. City prohibits signs with lighting do to complaints about Applebee's
 - b. Multiple bids have been secured
 5. NWEA MAPS – students recently completed testing and everything went well
 6. Tennis Season is underway; the green team is finishing their season while the red team is just getting started
 7. Chess team – paid visits to both the Mayor's office and the Governor's office (thanks Ann!)
 - a. Ann thought one of the students had a great question for the governor about why tax payers don't want to pay for recreational things for young people
 - b. Cheyenne needs more for young people to do so they don't leave
 8. PODER will have summer school
 9. School will be open during the summer
 10. Staff travels to D.C. this summer for National Charter School Conference
 11. Mark: will the Board be able to visit the new facility?
 - a. Marcos: yes

F. Financials

1. April Financials
 - a. Marcos – we are sitting very pretty, will end the school year with over \$1 million in the account. We don't receive a payment during the summer so we need to plan accordingly
 - b. Does not expect any unanticipated costs
 - c. Mark: how long is our lease?
 - i. Marcos: getting ready to complete year 5 on a 10 year lease
2. Mark motion to approve April financials (7:19pm); approved unanimous

G. PODER Budget 17'-18'

- a. Marcos: we operate on an ADM funding model, they average our enrollment for the year,
- b. This is our preliminary budget; the Board will have to vote again to finalize the budget after October
- c. Bob: what about the changes in state funding
 - i. Marcos: they are looking at 2-3% increase for PPR
 - ii. They've made the grant process easier
 - iii. They are offering half-time academic coach to make up for cuts
- d. Mark: are these cuts coming from state or federal
 - i. Most of the cuts come on state-level

- e. Marcos: we don't get charged for PAWS assessments, the number in budget pertains to NWEA MAPS
- f. Bob- what is unrestricted
 - i. Marcos: the unrestricted is the money we can spend
- g. Mark motion to approve preliminary budget (7:28pm); approved unanimous

H. Executive Session

- 1. Mark motion to enter Executive session (7:29pm); approved unanimous
- 2. Bob motion to exit Executive Session (8:28pm); approved unanimous

I. Marcos Martinez Salary Increase

- 1. Marcos requests a 5% salary increase
- 2. Mark motion to approve 5% salary increase (8:30pm); approved unanimous

J. Next Board Meeting

- 1. August 31st, 2017 (6:00pm) – New PASS facility

K. Adjourn - Mark motion to adjourn (8:44pm); affirmed unanimous



Minutes / 4-3-17

Location: PODER Academy

- A. Attendance:** Marcos Martinez, Nick Avila, Robert Salazar, Ann Redman, Nicole Chavez, Angellina Ramirez, Mark Paswaters
- B. Approval of Agenda**
1. Mark motion to approve the agenda (6:10pm); approved unanimous
- C. Approval of Minutes**
1. Nicole motion to approve minutes (6:09pm); approved unanimous
- D. School Updates**
1. PODER has completed PAWS exams
 2. The school is now preparing for the spring window NWEA MAPS
 3. A select group of staff members will travel to Boston for observations
 - a. Ann: how were they selected?
 - b. Marcos: they had to write an essay about why they wanted to go
 - i. Selected teachers signed an Intent to Return form
 - c. This year, Title 1 money could not be used to buy books, so it was used to fund travel for this professional development trip
 4. PODER will also fund a trip to the National Charter School Conference in D.C.
 5. Chess team is preparing for Super Nationals in Nashville
 - a. Super Nationals occurs once every four years, like the Olympics,
 - b. Double the number of students show up to compete
 - c. 60 minutes segment recently featured a segment on the tournament
 - d. Our hopes this year is to finish in the top 10
 - e. Bob: are we getting any publicity?
 - i. Marcos: we would like to get more publicity for the team
 - ii. Ann will contact the mayor, KNBC, and radio
 - iii. Mark will do newspaper release
 - f. The school funded the trip to Nashville, although Marcos tried to cut costs. Other than that PODER has done little fundraising
 - g. Ann: if we do PR, it is not too late to ask for donations
 6. PODER tennis season has started, uniforms should be here next week

- a. Younger kids will start matches next weekend, the in school league teaches beginner tennis players 'tennis etiquette'
- b. Older students don't start until summer
- 7. PODER recently made its annual report to the Laramie 1 School District Board
 - a. Our Principals got hammered, one particular Board seemed adversarial
 - b. Our Principals listened to all the concerns brought forward and did not contest them, promised to look into the concerns
 - c. The Board and press seemingly took this as an admission
 - d. Board did not like the fact that the Principals came without the Officers
 - e. School responded with an editorial to voice our response
 - f. The event had a uniting effect for the school community
 - g. Ann sent an email to Board member Storey-Huyler; did not get a response
 - h. PODER Board would like to be notified before the next report to the Laramie School Board
 - i. Mark felt the PODER response was fair; Laramie 1 Board did not get the emotional response that they wanted
 - i. People should follow the grievance policy when issues come up
 - j. Marcos will talk to the board to try and clear the air
 - k. Mark: parents value the Principals and would like to show that pride; would be nice to get something from the Governor
 - l. Nicole – don't have to be charter or pro-charter; its about the results

E. Training

- 1. PAWS is entering a new era
- 2. Written tests are going away, no more bubbling
- 3. Everything will be done on-line (American Institutes for Research)
- 4. Test will be administered to 1st – 10th graders
- 5. It will incorporate more writing
- 6. Previous writing scores for PODER students (SAWS) were excellent
- 7. Test will now be administered in April or May
 - a. Nicole – will the results come back faster?
 - b. Marcos – they are promising quicker results because they are online
 - c. Bob – do we anticipate tech issues, i.e. with bandwidth
 - d. Marcos – Avila is looking into the spec requirements

F. Financials

- 1. February Financials
 - a. Marcos; we are sitting very good, will end the year a little under \$1 million. If we save and stay financially conservative, we may not feel the blow when the state makes its cuts
 - b. Mark motion to approve February financials (6:57pm); approved unanimous
- 2. January Financials

- a. Nicole motion to approve January financials (7:07pm); approved unanimous

G. Executive Session

1. Angelina motion to enter Executive session (7:08pm); approved unanimous
2. Bob motion to exit Executive Session (7:57pm); approved unanimous

H. Next Board Meeting

1. May 25th (6:00pm) – Country Club

I. Adjourn - Angellina motion to adjourn (8:01pm); affirmed unanimous



Minutes / 2-9-17

Location: PODER Academy

- A. Attendance:** Marcos Martinez, Nick Avila, Robert Salazar, Ann Redman, Nicole Chavez, Angellina Ramirez, Mark Paswaters
- B. Approval of Agenda**
 - 1. Mark motion to approve the agenda (5:31pm); approved unanimous
- C. Approval of Minutes**
 - 1. Mark motion to approve minutes with 2 corrections (6:11pm); approved unanimous
 - a. Corrections: Add Mark to those listed in attendance, and replace “goose egg” term with “surplus”
- D. Executive Session (Personnel Training)**
 - 1. Nicole motion to enter executive session (6:15pm); approved unanimous
 - 2. Mark motion to exit executive session (7:10pm); approved unanimous
- E. Audit**
 - 1. Marcos: There were a few small flags that were noted with our internal accounting procedures, but no major findings
 - 2. Ann would like to take the audits home to review them further
- F. School Update**
 - 1. PODER received 2 awards
 - a. First award for participation in 10-under tennis
 - b. Second award received from the WDE Superintendent for having high test scores
 - 2. The PODER Admin team attended the WDE Superintendent’s education summit
 - a. Nick went to the legislative caucus and also toured the new museum in the Supreme Court building
 - 3. Marcos: 3rd quarter is a rugged time for the school, preparing for PAWS
 - a. Kids are working hard, teachers are preparing
 - 4. PODER is sending kids to the chess National tournament
 - a. Ann has been getting the word out about chess
 - b. Angellina: maybe PODER should sponsor a movie in the park?
 - i. See about putting it on the projector

5. Mark: talking to Tracy Collins about getting PODER in a section of the Trader
 - a. She spoke with her staff, they said sections were already established
 - b. PODER could be put into the community news area
 - c. We would have to write up the article
 - i. Perhaps student council could write an article to the trader

G. Review and Approval of Budget

1. Budget reflects an assumption that the state is going to cut the budget (between 3% and 5%)
 - a. Marcos: Budget cuts will not have a huge effect on the school's financial health because of the school's large surplus
2. Angellina: are the 7.5% raises sustainable? Will the school ever have to adjust that?
 - a. Marcos: if we keep this enrollment, we are fine. If enrollment dips, then we have to adjust. If state reduced PPR more, then school will adjust. Raises will be adjusted accordingly
 - b. Bob: staff might come to expect that salary increase, and we might attract people drawn to the money, and not the cause
 - c. Marcos: our teachers work longer, extended hours, we need to boost retention
 - d. Angellina; why the low retention if we are paying so much in increases
 - i. Lost a few employees to Laramie program, life happens, sometime teachers leave due to circumstances that are out of our control
3. Bob: why the increase in paraprofessionals
 - a. Marcos: they provide assistance to teachers, and also serve as substitutes
4. Mark: did we include the extra year of lease payment in the budget?
 - a. Marcos: added it to the end of the year, we have to go back to the table with Rande Pouppirt
5. Angellina motion to approve budget (7:55pm); approved unanimous

H. Executive Session (Personnel/Facility/Secondary School Update)

1. Angellina motion to enter executive session (7:55pm); unanimous
2. Mark motion to exit executive session (8:09pm); unanimous

I. Next Board Meeting

1. April 3rd, (6:00pm) – Poor Richards

J. Adjourn - Angellina motion to adjourn (8:22pm); affirmed unanimous



Minutes / 12-5-16

Location: PODER Academy

A. Attendance: Marcos Martinez, Nick Avila, Robert Salazar, Ann Redman, Nicole Chavez, Colton St. Peter, Mark Paswaters

B. Approval of Agenda

1. Mark motion to approve the agenda (5:31pm); approved unanimous

C. Approval of Minutes

1. Mark motion to approve minutes (5:32pm); approved unanimous

D. New Principal

1. When Colton visited, the school's mission really resonated with him
 - a. Comes from Alaska, spent some time in a public school in Minnesota
 - b. Coached cross country, basketball, and track & field
 - c. This will be his first experience in a charter school
 - d. Saw 'Waiting for Superman' which influenced him
 - e. He has observed a respectful student environment at PODER
 - f. Ann: what do you bring to the school?
 - i. Communication, hard worker, always up for learning new things
 - ii. Comes in without biased opinions
 - g. Ann: How do you feel about fundraising?
 - i. As long as everyone is on the same page, motivated, then fundraising will be effective.

E. School Update

1. MAPS tests taken 3 times per year
 - a. Allows us to assess students against students at other schools
 - b. PODER has shown excellent academic growth
 - c. MAPS results shows a correlation with PAWS results
 - d. MAPS testing focuses on reading, math, and language
 - e. Nick – MAPS allows PODER to place students in appropriate grades
2. Chess – PODER placed **1st place** at Regional tournament
 - a. Many students placed in the top 5
 - b. Marcos: Tribune has not been as responsive

- i. Ann: try contacting the Tribune again and c.c. Ann
 - ii. Nicole: Send out more press releases about chess to KWGN
 - c. Nicole: this is a really big deal, it should be sent to the paper
3. Academic Calendar: PODER does 3 weeks of winter break planned around vacation schedules, also shorten summer break so its not so long
 - a. PODER winter break tutoring provides quality time with students who require remedial help
4. National Tournament – preparing to attend in 4th quarter
5. Ann followed up on the matching funds from Blue Credit Union
 - a. Credit union donated \$1,500 if we were able to match that
 - b. Look for Walmart donation check
 - c. PODER can apply to Lowes and Sam’s Club
6. Congrats to Bob Salazar for being elected to Trustees of CCC, he says he attends various school related meetings, and he speaks on behalf of PODER

F. Board Training

1. Wyoming fiscal crisis, the state is facing major budget shortfalls for education
2. Will lead to larger classrooms, layoffs, and raise freezes, in the District
3. PODER has built up a surplus, should not be as heavily affected
4. Shortfall might equate to roughly 20% drop; maybe \$2,000 per student

G. Audit

1. Nicole motion to accept audit (5:56pm); approved unanimous

H. Financials

1. Bob motion to approve narrative and financials for October (6:24pm); approved unanimous

I. Executive Session

1. Mark motion to enter Executive session (6:24pm); affirmed unanimous
2. Mark motion to exit Executive session (7:14pm); affirmed unanimous

J. Next Board Meeting

1. February 9th, (6:00pm) – Morris House Bistro

K. Adjourn - Mark motion to adjourn (7:22pm); affirmed unanimous



Minutes / 11-3-16

Location: PODER Academy

A. Attendance: Marcos Martinez, Nick Avila, Robert Salazar, Angellina Ramirez, Ann Redman, Nicole Chavez, Amber Nuse

B. Approval of Minutes

1. Angellina motion to approve minutes with Ann's corrections (6:20pm); approved unanimous

C. Approval of Agenda

1. Angellina motion to move audit item up to the top of agenda, and to approve agenda (6:16pm)

D. Audit Report

1. Presentations from representative of McGee, Hearne, & Paiz - Amber Nuse
2. This is the 3rd year working on PODER account
3. There are 2 deliverables stated in this report
4. Breakdown of report
 - a. Opening pages – auditors adhere to procedures and policies generally accepted in the U.S.
 - b. Page 5 - financial position has improved as of June 30th, 2016, up \$400,000
 - c. Liabilities will be fluctuating, now over \$1 million
 - d. School is now required to adhere to newly adopted reporting policies concerning state retirement fund
 - e. As school grows more, there is more liability
 - f. PODER's net position increased, it was a good solid year financially speaking
 - g. Ann requested clarification on the line item labeled "state foundation program"
 - i. Amber: This refers to per pupil revenue passed through the district
 - h. One new accounting requirement standard pg. 15 (GASB Statement No. 82)
 - i. PODER has no investments,
 - j. Audit shows that the school is fully collateralized
 - k. Last year, the facility was brought on the books; it is still a capital lease
 - l. Pg 21. – Volatility brought on by discount rate, it would have a large impact on liability

- m. Even though PODER is a non-profit; audit reports on internal controls are required
- n. 2 deliverables were stated in the audit: communication issues
 - i. The communication process for monitoring the collateralization with bank needs to be improved
 - ii. There were some discrepancies with external accountant regarding payroll and rent. Both items have been addressed.

E. New Board Member

- 1. Scott Rodriguez – Marcos spoke to him and recommends him. However, he did not attend tonight’s meeting. Will postpone his nomination until next meeting.

F. School Update

- 1. Chess team season underway; there is a chess tourney this coming weekend
 - a. Booked lodging already for nationals trip
- 2. Preparing for mid-quarter progress reports
 - a. Will do maps testing before winter; tutoring is done in winter
 - b. Started Saturday school and after-school tutoring
 - c. Started behavior remedial efforts after school
 - d. There is LCSD 1 Board Meeting coming this Monday at Storey gym where PODER will give its update.
 - e. School was recently visited by Superintendent Marc Lahiff
- 3. Latina Conference Update
 - a. PODER girls enjoyed
 - b. Want to implement ediquette trainings prior to formal dinner
- 4. Parent/teacher conferences – went well
- 5. First Lady Mead will come to read to the kids; Ann has arranged for this

G. Financials Review/Approval

- 1. Foundation Program refers to per pupil revenue
- 2. Ann: Where does it show the funds we collected for the marquee?
 - a. Marcos: Mr. Vaughn and Dr. Smith is creating a spreadsheet for that
- 3. Ann: do we need support for uniforms?
 - a. Marcos/Nick – support would help lower cost of tennis program for parents
- 4. Bob motion to approve financials for July, Aug and Sept with the option to revisit any questions the Board may have (7:29pm); approved unanimous

H. Executive Session

- 1. Nicole motion to enter Executive session (7:30pm); affirmed unanimous
- 2. Bob motion to exit Executive session (8:08pm); affirmed unanimous

I. Next Board Meeting

- 1. December 8th, (6:00pm) – Cheyenne Country Club

J. Adjourn - Bob motion to adjourn (8:15pm); affirmed unanimous



Minutes / 9-29-16

Location: PODER Academy

A. Attendance: Marcos Martinez, Nick Avila, Robert Salazar, Angellina Ramirez, Ann Redman, Mark Passwaters, Nicole Chavez, LCSD 1 Board Member Marguerite Herman

B. Approval of Minutes

1. Angellina motion to approve minutes (6:14pm); approved unanimous

C. Approval of Agenda

1. Ann motion to approve agenda with addition of billboards discussion after executive session (6:12pm); approved unanimous

D. New Board Members

1. Nicole has been interested in joining the board, but was unable due to her national guard service demands. Marcos extends his recommendation on her behalf.
 - a. Nicole grew up from a small family, dad always pushed education, she is interested in the college prep aspect of PODER, she is pursuing her second masters degree
2. Mark has been an active parent at PODER, and he also received Marcos recommendation.
 - a. He has a great work ethic and drive that was learned from his older siblings. He believes that education is the basis for a good career, and that kids need to get that mindset early. He is a college grad himself, and wants the same for kids at PODER. He believes they deserve that chance.
3. Ann question to board nominees: why PODER Academy?
 - a. Mark: I saw the school on an ad, and wanted son to have more structure. He wanted more for his son. He saw what kids were experiencing in Russia, as his son was adopted from Russia.
4. Nicole: What time commitment, and what activities outside of board meetings is required?
 - a. Marcos: The board is a governance style board vs. an operations board. Board members will oversee the school's mission, and not the day-to-day operations. They will also oversee Marcos as the CEO, and will serve as ambassadors to the community. It is a 2-year commitment, and they meet every 6-8 weeks

5. Ann: Board also helps with fundraising.
6. Bob: I enjoy visiting the school and seeing the progress and leading edge things
7. Ann: very fortunate to have Nicole as a candidate. She was a keynote speaker at a youth event, a great role model, with access to the national guard, and will get the word out along with Mark. Ann also commends Mark as an active parent.
 - a. Bob: why have a parent board member
 - b. Marcos: its in the bylaws
 - c. Angellina; good to have a parent on the board
8. Bob motion to approve Nicole and Mark (6:37pm); approved unanimous
 - a. Nick will email bylaws to new board members and Bob

E. Board Training

1. Ann selected for Woman of Distinction Award (Wyoming Humanities Council)
 - a. Bob: HOPE Hispanic Organization for Progress and Education partnered with Health Reach for a billboard on 20th & Central.
2. Wyoming Proficiency Chart (descriptions of quadrants)
 - a. PODER is top school in state for growth and proficiency
 - b. This is something that the Board can use as to promote
 - c. Bob: what is this measured by?
 - i. Marcos: PAWS
 - d. Ann: has Julian Balow visited?
 - i. Marcos: last year she did
 - ii. Ann will send an invite
3. Ann is going to ask First Lady Mead to come and read to the students
4. Marcos: It is difficult for schools to close achievement gap; everyone should feel proud that PODER is doing that.

F. School Update

1. Chess season is about start, first tourny coming up in a week; once a month Saturday mornings
 - a. Chess has traditionally been an upper middle class sport; good exposure for our students
2. Getting ready to kick off 2nd quarter
 - a. First parent teacher conferences – formal conference are held 4 times a year; don't want months to go by without parents knowing the status of their kids; teachers appreciate when parents contribute food for the conferences
3. Students completed MAPS test; as expected, new students came in pretty low
4. Enrollment at a little under 200 students
5. Will start doing tennis earlier in the season this year
6. Science clubs will begin after school
7. Ann: looked really nice to see kids in the Wyoming t-shirts during the visit to the governors office

G. Billboards

1. Ann: I notice the one coming over the viaduct
2. One on Yellowstone barely came up as PODER Academy
3. Electronic billboards are dangerous
 - a. Ann recommends the stand-free billboards
 - b. Marcos: It's a package deal; difference in price is not large, but the electronic route gets the whole city
 - c. Angellina: Why was that option chosen?
 - i. what was school's target base, we should be focused on where audience is
 - ii. school should look into movie theater ad screens
 - d. Bob: how do you measure effectiveness?
 - i. Marcos: we ask applicants how they heard about the school
 - ii. Bob: area right by Miller has high traffic
 - iii. Marcos: worked for Saint Mary's, that's why we did it, there are people in Cheyenne that don't know about the school
 - iv. Nicole: people need to have that name recognition
 - v. Angellina: need more promotion in Spanish/English
 - vi. Look into having a radio show at PODER Academy, and also other promotional outlets. Nick: need to look at "Live" on Facebook

H. Financials

1. Total budget and remaining column are the same for July and August
2. Marcos: We have been fiscally conservative which has allowed for improvements and employee benefits, despite no big donors
 - a. Arena is one of a kind, kids needed the space
 - b. School pays entire health care, bonuses, and other employee benefits
 - c. Money comes through the district
 - d. In July there are no funds received from the district, but we are healthy enough to get through summer
 - e. Lots of building improvements still needed
3. Ann: Board can not approve financials at this time; they are not complete for review
4. Bob motion to postpone approval of financials for July and August until the next meeting (7:31pm); approved unanimous
5. Marguerite Herman: might want to have a tutorial about state revenue stream, and what formula it uses

I. Executive Session

1. Nicole motion to enter executive session (7:44pm); affirmed unanimous
2. Bob motion to exit executive session (8:02pm); affirmed unanimous

J. Next Board Meeting

1. November 3rd, (6:00pm) – Poor Richards

K. Adjourn - Nicole motion to adjourn (8:08pm); affirmed unanimous



Minutes / 8-15-16

Location: PODER Academy

A. Attendance: Marcos Martinez, Nick Avila, Robert Salazar, Kaylee Straub, Angellina Ramirez

B. Approval of Minutes

1. Kaylee motion to approve minutes (6:11pm); approved unanimous

C. Approval of Agenda

1. Kaylee motion to approve agenda (6:11pm); approved unanimous

D. Board Training

1. Public Relations – PODER started this summer with negative PR, article in the paper about a former employee accused of sexual assault. Marcos: It takes about 8-12 positive articles to overshadow one negative article
 - a. Kaylee: Been asked about the incident several times, and also observed comments made about the school on facebook forum ‘Proud PODER parents’. Many parents are asking about it.
 - b. Angellina: How do we respond when asked about it?
 - c. Marcos: Tell public that the school followed all the channels, and that the proper protocol was followed. Also employee is no longer employed with the school
 - d. Nick: Encourage public to reserve judgment, the legal process has not yet begun. Respect the process

E. School Update

1. Professional development period – teachers undergo 2 week preparations for school year
2. Culture Building Week – staff prepare students for classroom environment
3. Bob – what is the student enrollment you are shooting for?
 - a. Marcos: we take all students

F. Financials

1. Kaylee – Why the high postage expenses?
 - a. Marcos: correspondence to parents, promotional mail outs,

- b. Kaylee: People said they did not receive notice about Open House, nor did they get information about the start of the school year. Kaylee never received a mailout, she relies on facebook for information. This is a source of frustration for parents.
 - c. Marcos: I instructed staff to mail out information, not sure why it did not go out
 - d. Kaylee: Why the travel expenses so high?
 - e. Marcos: Most likely due to teacher professional development transport as well as transport to tournaments for chess nationals
2. Kaylee motion to approve financials for April, May, and June; approved unanimous (6:52pm)

G. Executive Session

1. Angelina motion to enter executive session; affirmed unanimous (6:53pm)
2. Angelina motion to exit executive session; affirmed unanimous (7:24pm)

H. Next Board Meeting

1. Tuesday, September 27th (6:00pm) – Poor Richards

I. Adjourn - Kaylee motion to adjourn (7:35pm); affirmed unanimous