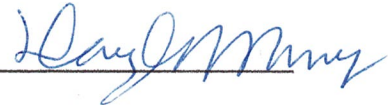


Colorado Military Academy
Regular meeting of the Board of Directors
March 19, 2024, 4:00 pm-6:00 pm

I. 4:01 PM Call to order

- a. Welcome and Introductions
- b. Public Comment
 - No public comments at this time
- c. Roll Call
 - Mark: 1
 - Cindy: 1
 - Doug: 1
 - Robert: 1
 - Bender: 0
 - Starkus: 1
 - John: 1
 - Kent: 1
- d. Pledge of Allegiance

Gen. Doug Murray:



II. 4:03 PM Approval of Minutes

- a. Move to approve the [February 13, 2024 Board Meeting Minutes](#)
 - Motion to approve: Kent
 - Second: John
 - **No discussion**
 - Motion passes: 4-0

III. 4:05 PM CSI Led Board Training - Andra Denton

- a. Budget, interim reporting, grants, and audits

IV. 4:23 PM Monitoring Responsibilities – Andy

Protect Policy – [Financial Conditions and Activities/Internal](#)

Protect Policy – [Compensation and Benefits](#)

- Motion to accept policies as presented: Starkus
- Second: Kent
- **No discussion**
- Motion passes: 7-0

V. 4:27 PM [Executive Director Report](#) – Nicole

PDFs: [March 2024 Report](#), [Dashboard](#)

Academic

- Progress in carrying out UIP/plan for updating UIP

Administrative

→ [24-25 Parent/Student Handbook](#) for Approval

- Motion to approve: Kent
- Second: Starkus
- Discussion: Question about scheduling time with the Executive Director to discuss the handbook in more depth
- Motion passes: 7-0

→ [24-25 Employee Handbook](#) for Approval

- Motion to approve: Kent
- Second: Starkus
- **No discussion**
- Motion passes: 7-0

Enrollment

- Re-enrollment numbers
- Waitlist

Staffing

- Update on vacant positions
- Interviewing/Recruiting

Culture

- Participation in school events
- Finalize and administer the administrative, family, and staff surveys

VI. 5:15 PM Board Committee updates

Executive Committee - (President)

Nominating Committee – (Vice President)

Finance Committee – (Treasurer)

- Acceptance of Monthly Financials
 - Motion to accept: Kent
 - Second: Mark
 - **No discussion**
 - Motion passes: 7-0
- 1st reading of Paid Time Off, Paid Sick Leave, and Vacation Policy
 - Unnecessary, as policies were included in Staff Handbook and accepted
- Proposal of Salary Increase Plan FY25
 - No action needed; plan was simply proposed as an update for the Board
- Auditor Engagement FY24
 - Action: Move to approve Hoelting as the independent auditor for CMA.
 - Motion to approve: Kent
 - Second: Mark
 - **No discussion**
 - Motion passes: 7-0
 - Direct staff to sign the engagement letter with Hoelting.

VII. 5:46 PM Board Responsibilities

Review of Governance Policy – Direct

Nominating Committee Progress Report

- Updates regarding new board member recruitment - Mark

Review of New Annual Tactical Plan from Head of School

- Discussion of Strategic Planning Process - Doug

VIII. 5:52 PM Board Advocacy Reports and Scheduling

IX. 6:01 PM Adjournment

- Motion to adjourn: Kent
- Second: John
- **No discussion**
- Motion passes: 7-0