



GOAL Academy Board of Directors Meeting

MINUTES – Regular Board Meeting	DATE: July 23rd, 2024	START TIME 4:30 pm	304 S. Victoria, Pueblo & Microsoft Teams Virtual Meeting
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Meeting Facilitator	President of the Board, Ted Del Duca			
Type of Meeting	Regular Meeting of the GOAL Academy Board of Directors			
Note Taker	Kari Schafer, Board Liaison			
	CALL MEETING TO ORDER			
	Meeting was called to order by President Del Duca at 4:30 pm			
Board Member Attendee Roll Call President Del Duca, and Vice President Maryak attended in person. Director Silver and Director Walker attended virtually.	Member	Title	Present	Absent
	Leaza Silver	Director	X	
	Jrace Walker	Director	X	
	CJ Renaud	Secretary		X
	Luis Contreras	Treasurer		X
	Mark Maryak	Vice President	X	
	Ted Del Duca	President	X	
	Quorum was established. GOAL Staff Present: Dr. Constance Jones, Deb Morton, Jill Toussaint, Jamie Trujillo, Mark DeHerrera, Mike DeHerrera, Kari Schafer, Geri Sandoval, Karla Ash, Ron Vigil, Aryn Henneke Guests: Dustin Sparks Legal Counsel			
Pledge of Allegiance	President Del Duca led the Pledge of Allegiance			
Reading of Mission and Vision	The group of attendees read the Mission and Vision statements			

APPROVAL OF AGENDA

Mark Maryak moved to approve the agenda
Jrace Walker seconded the motion

Motion to Approve July 23, 2024 Agenda

Member	Yea	Nay	Abstain	Absent
Leaza Silver	X			
Jrace Walker	X			
CJ Renaud				X
Luis Contreras				X
Mark Maryak	X			
Ted Del Duca	X			

Motion Carried

BOARD MEMBER OATH OF OFFICE

Dustin Sparks led Board Director Leaza Silver in the Oath of Office.

OFFICER REPORTS

CAO Jill Toussaint provided an enrollment update. Compared to this time last year, there are 700 more students enrolled. She also reported 682 students participated in summer school. Summer school students had a 91% pass rate and 79 students graduated at the end of summer school.

CFO Deb Morton reported on the June 2024 financials.

CEO Dr. Constance Jones reported on GOAL Forum. The entire staff will be in Pueblo for two days for networking and training. She recognized the staff that help plan and run GOAL Forum.

BOARD MEMBER REPORT

ITEMS REMOVED FROM CONSENT AGENDA

- No items were removed

CONSENT AGENDA

Mark Maryak motioned to approve.
Leaza Silver seconded the motion.

Items Approved Consent Agenda

Member	Yea	Nay	Abstain	Absent
Leaza Silver	X			
Jrace Walker	X			

	CJ Renaud				X
	Luis Contreras				X
	Mark Maryak	X			
	Ted Del Duca	X			
Motion carried					

ACTION ITEM A. APPROVAL OF GOAL BOARD RETREAT

<p>Mark Maryak motioned to approve. Jrace Walker seconded the motion.</p>	Approval of Board Retreat Expenses				
	Member	Yea	Nay	Abstain	Absent
	Leaza Silver	X			
	Jrace Walker	X			
	CJ Renaud				X
	Luis Contreras				X
	Mark Maryak	X			
	Ted Del Duca	X			
Motion carried					

ACTION ITEM B. APPROVAL OF EMPLOYEE HANDBOOK

<p>Mark Maryak motioned to approve. Leaza Silver seconded the motion.</p> <p>Ron Vigil, Senior Director of Human Resources, gave an overview of the changes made in the employee handbook.</p> <p>Ted Del Duca asked if the employee handbook is a living document or if changes are only made once a year. Ron replied it can be updated throughout the year if needed.</p>	Approval of Employee Handbook				
	Member	Yea	Nay	Abstain	Absent
	Leaza Silver	X			
	Jrace Walker	X			
	CJ Renaud				X
	Luis Contreras				X
	Mark Maryak	X			
	Ted Del Duca	X			
Motion carried					

ACTION ITEM C. APPROVAL OF RESOLUTION 204-07-23-A MEETING NOTICE

Mark Maryak motioned to approve.
 Jrace Walker seconded the motion.

Approval of Resolution 2024-07-23-A

Member	Yea	Nay	Abstain	Absent
Leaza Silver	X			
Jrace Walker	X			
CJ Renaud				X
Luis Contreras				X
Mark Maryak	X			
Ted Del Duca	X			

Motion carried

ACTION ITEM D. RENEWAL OF BOARD TERM FOR TED DEL DUCA 2024-2028

Nomination – Leaza Silver
 Jrace Walker motioned to approve.
 Leaza Silver seconded the motion.

Approval of Ted Del Duca Board Term

Member	Yea	Nay	Abstain	Absent
Leaza Silver	X			
Jrace Walker	X			
CJ Renaud				X
Luis Contreras				X
Mark Maryak	X			
Ted Del Duca	X			

Motion carried

ACTION ITEM E. RENEWAL OF BOARD TERM FOR CJ RENAUD 2024-2028

Leaza Silver motioned to approve.
Mark Maryak seconded the motion.

Approval of CJ Renaud Renewal Term

Member	Yea	Nay	Abstain	Absent
Leaza Silver	X			
Jrace Walker	X			
CJ Renaud				X
Luis Contreras				X
Mark Maryak	X			
Ted Del Duca	X			

Motion carried

INFORMATIONAL / UPDATES

Ted Del Duca received a letter in April of 2024 from the wife of former Denver Region Principal Aaron Perez. The letter was given to all GOAL Board Directors for their records. The letter stated concerns of the dismissal of her husband from GOAL. Ted responded to Marion Perez to let her know he would bring the issue to GOAL's Board of Directors.

Ron Vigil reported Aaron was terminated March 11, 2022. He had an incident in January 2022 where it was reported Aaron showed aggressive behavior and created a hostile work environment. Human resources conducted 16 interviews and through that investigation it was found Aaron was causing a hostile work environment towards female employees. Termination from GOAL was suggested.

Leaza Silver asked about Marion's requests in the letter and what GOAL's stance is to those requests and if there will be a follow up? Dustin Sparks responded that this is the response to why the investigation took place and to put the letter and GOAL's response on record.

The concerns/questions listed in the letter from Marion Perez were addressed individually as listed below:

One of Marion's complaints is that there are constant employee investigations going on at GOAL and stated that is not normal work culture. Ron Vigil said it is normal and people must be held accountable to have a good work culture. Dustin Sparks said there is a legal obligation to investigate all complaints and there will always be investigations with over 7,000 people tied to one organization.

One question asked in Marion's letter is if GOAL's investigations lead to employee intimidation and fear? Ron Vigil replied they are not used for intimidation, and surveys that are given to GOAL employees don't indicate GOAL's investigations lead to fear. Investigations are not biased. Mark Maryak stated that failing to investigate complaints could lead to fear in the workplace.

Marion's letter also stated GOAL employees are not given the opportunity to correct their actions leading to rumination. Ron Vigil said there are tiers to progressively coach employees to success.

The letter stated GOAL staff are routinely let go for arbitrary reasons. Ron Vigil said they interview and record all investigations and all investigations are standard and thorough.

Marion's letter claimed Aaron was in good standing with staff and doubled enrollment in the Denver Region.

Jill Toussaint responded that all regions consistently show growth. She also replied that Ron stated there was previous discipline that led to Aaron's termination.

Marion's letter claimed Aaron's annual reviews were always good and he exceeded goals. Jill responded Aaron did meet annual goals, but what led to the investigation was information from GOAL staff about unfair treatment from Aaron Perez. That information doesn't necessarily show in annual reviews.

Marion's letter claimed Aaron had no annual review in 2021 and was then let go in 2022. Up to the point of Aaron's termination, he had one write up. Marion questioned how many write ups each principal had. Jill responded that one other current principal had a write up about 5-7 years ago.

Marion's letter stated she did not believe Aaron's actions warranted termination. Ron Vigil said it's possible Aaron did not share with his wife what was going on. Dustin Sparks said if termination is not unlawful, GOAL can terminate employees at will. GOAL uses a process that is thorough with many people involved in the process along the way. Every employee can also file an appeal with GOAL's Board of Director's and Mr. Perez did not do that.

Ted Del Duca asked Dustin Sparks how our investigation process compares to other charter schools. Dustin Sparks said GOAL has more checks and balances and more eyes than other charter schools and districts in the state. He said GOAL should be the model for how investigations are handled.

Marion's letter stated concerns regarding the length of Aaron's phone call with Ron. Ron said all investigations are run the same way and there was nothing unusual about the length of their phone call.

Marion's letter suggested GOAL should use 3rd party investigators. Dustin Sparks said GOAL uses 3rd party investigators when warranted.

Marion's letter accused Dr. Jones of treating Aaron differently. She mentioned the current court case of discrimination against GOAL. Dustin Sparks said investigations always look for discrimination taking place. He also stated there are many Hispanic employees at GOAL in all different positions and he has not seen any patterns of discrimination at GOAL. Dustin said Mr. Perez was terminated for treating female employees differently and there is nothing to substantiate any employee being let go due to discrimination.

Ted Del Duca stated Marion Perez's letter was also sent to D49 staff.

Nominations of officer positions was discussed. Nominations will take place at next month's board meeting.

PUBLIC COMMENT

(3 minute time limit)

- No public comment

ANNOUNCEMENTS

Next board meeting is scheduled for August 20th, 2024 – Location: 304 South Victoria – Pueblo, CO – Jerald J. Gatlin Boardroom & Microsoft Teams Meeting – virtual. Livestream @ goalac.org/boardmeeting

EXECUTIVE SESSION

The Board may vote to recess into executive session pursuant to §24-6-402(4)(a), C.R.S.), the purchase, acquisition, lease, transfer, or sale of any real, personal, or other property interest, specifically property acquisition.

Mark Maryak moved to go into Executive Session
 Jrace Walker seconded the motion.
 Executive Session started at 5:38 pm.
 The Board invited Dustin Sparks and Dr. Jones into Executive Session.

Jrace Walker moved to end Executive Session
 Leaza Silver seconded the motion.
 Executive Session ended at 6:08 pm

Motion to move into Executive Session

Member	Yea	Nay	Abstain	Absent
Leaza Silver	X			
Jrace Walker	X			
CJ Renaud				X
Luis Contreras				X
Mark Maryak	X			
Ted Del Duca	X			

Motion carried

ADJOURNMENT

President Del Duca adjourned by executive order privilege.
 Meeting ended at 6:15 pm

Motion to adjourn

Member	Yea	Nay	Abstain	Absent
Leaza Silver				
Jrace Walker				
CJ Renaud				
Luis Contreras				
Mark Maryak				
Ted Del Duca				

Motion carried

Mark Maryak

Aug 5, 2024

Vice President, GOAL Board of Directors, Mark Maryak

Date







07.23.24 Board Meeting Minutes

Final Audit Report

2024-08-05

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