

GOAL ACADEMY HIGH SCHOOL REGULAR BOARD MEETING MINUTES

Tuesday, April 22nd, 2025

GOAL Staff Present: Dr. Constance Jones, Jill Toussaint, Deb Morton, Kari Schafer, Mark DeHerrera, Michael DeHerrera, Geri Sandoval, Karla Ash, Alan Van Norman, Scott Elliott, Ron Vigil, Bryana Burns, Aryn Henneke, Brenton Downey

Guests Present: Amber DeCarli – Legal Counsel, Carl Lucero, GOAL Perfect World students and parents

Location: The Board met for a Regular Board Meeting at 304 S. Victoria Ave. Pueblo, CO 81003 and Microsoft Teams, beginning at 4:30 PM.

1. Call to Order, Roll Call, and the establishment of Quorum

a. Board Members Present: Mark Maryak, CJ Renaud, Jrace Walker, Leaza Silver

b. Board Members Absent: Luis Contreras, Ted Del Duca

2. Pledge of Allegiance

3. Reading of Mission and Vision Statements

4. Action: Approve the Regular Board Meeting Agenda

a. Move to approve the Regular Board Meeting as presented.

b. Motion by Jrace Walker, second by CJ Renaud.

c. Yea: Leaza Silver, Jrace Walker, CJ Renaud, Mark Maryak

d. Nay:

e. Absent: Luis Contreras, Ted Del Duca

f. Final Resolution: Motion Carries

5. Good News - Scott Elliot, Principal of the Central Region, introduced GOAL students who participated in the Perfect World Music program. The students shared their experiences, and their parent's expressed gratitude for the program. Carl Lucero thanked Dr. Jones, Jill, and the Board for supporting the program for over nine years.

6. Strategic Plan Update - Ron Vigil and Alan Van Norman provided an update on Pillar 4 of the Strategic Plan. Ron discussed the Energage survey, noting improved participation rates. Leaza Silver requested a visual of the data, which Ron will send to the Board. Alan mentioned ongoing discussions with leadership about recognizing staff achievements and shared that a school from the Permian Basin will be visiting GOAL next week so they can gain insight to develop and implement their plan of opening a charter high school.

7. Board Training - None

8. Officer Reports

a. Chief Academic Officer Jill Toussaint presented the academic report, noting that with four weeks remaining in the school year, the number of graduates stands at 660 and is expected to exceed 1,400. There have been 551 dropouts, and starting May 1st, during the enrollment season, efforts will be made to re-enroll these students. Mark Maryak inquired about the number of Work Keys Certificates earned last year, to which Jill responded that 96% of graduates earned their certificate.

b. Chief Financial Officer Deb Morton presented the financial report for March. Jrace Walker inquired about the funding per student, to which Deb responded that they are receiving funds for 6,683.5 students, amounting to \$10,973.58 per student. Mark Maryak sought clarification regarding the \$667,000 in current liabilities, and Deb explained that this amount is for the DHE bill for computers.

- c. Chief Executive Officer Dr. Jones shared the graduation schedule, announcing that there will be 17 ceremonies this year. She extended an invitation to the Board Members to attend and participate in the ceremonies.

9. Board Member Report

- a. CJ Renaud reported that she will be out of the country during the graduation ceremonies and will be unable to attend.
- b. Mark Maryak mentioned that he received great feedback from the lady that cuts his hair. Her daughter attends the Florence GOAL site and is very pleased with GOAL High School.
- c. Mark read a statement regarding the dismissed lawsuit filed by three former employees, Duane Nava, Kim Nava, and Mindy Pacheco.
- d. Jrace Walker shared that her friend enrolled their son in GOAL as a last resort, and they have had nothing but positive experiences. She expressed gratitude for the difference GOAL makes for families in need and also thanked everyone who attended her Pikes Peak Region Boys and Girls Club GALA.

10. Consent Agenda Items

- a. Action: Approval of Consent Agenda Items
- b. Move to approve Consent Agenda items as presented.
- c. Motion by Jrace Walker, second by CJ Renaud.
- d. Yea: Leaza Silver, Jrace Walker, CJ Renaud, Mark Maryak
- e. Nay:
- f. Absent: Luis Contreras, Ted Del Duca
- g. Final Resolution: Motion Carries

11. Action Items

- a. **Action:** Approval of the 2025-2026 Board Meeting Calendar
 - i. Move to approve the 2025-2026 Board Meeting Calendar.
 - ii. Motion by Jrace Walker, second by Leaza Silver.
 - iii. Yea: Leaza Silver, Jrace Walker, CJ Renaud, Mark Maryak
 - iv. Nay:
 - v. Absent: Luis Contreras, Ted Del Duca
 - vi. Final Resolution: Motion Carries
- b. **Action:** Approval of Resolution 2025-04-22-A Pay for Performance Payment
 - i. Move to approve \$2,000 Pay for Performance Payment
 - ii. Motion by Jrace Walker, second by Leaza Silver.
 - iii. Yea: Leaza Silver, Jrace Walker, CJ Renaud, Mark Maryak
 - iv. Nay:
 - v. Absent: Luis Contreras, Ted Del Duca
 - vi. Final Resolution: Motion Carries
- c. **Action:** Approval of Resolution 2025-04-22-B Budget Transfer
 - i. Move to approve the Budget Transfer to purchase new computers
 - ii. Motion by Leaza Silver, second by Jrace Walker.
 - iii. Yea: Leaza Silver, Jrace Walker, CJ Renaud, Mark Maryak
 - iv. Nay:

- v. Absent: Luis Contreras, Ted Del Duca
- vi. Final Resolution: Motion Carries

12. **Informational** – CFO Deb Morton presented the draft budget for the 25-26 school year.

13. **Public Comment** – No public comments

14. **Announcements:** The Next Board Meeting is scheduled Tuesday, May 27th, 2025, at 304 S. Victoria Ave and Microsoft Teams, Pueblo, Colorado, Beginning at 4:30 PM

15. Executive Session

- a. 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, an update on real property purchase, §24-6-402(4)(b), C.R.S.), conference with the public entity's attorney(s); specifically, to receive legal advice related to CEO hiring processes under Colorado law, real estate closing matters, and litigation, and §24-6-402(4)(e), C.R.S.), developing strategy for negotiations, instructing negotiators, and determining positions relative to matters that may be subject to negotiations; specifically, an update on architect selection and contract.
- b. Move to approve the Executive Session as presented.
- c. Motion by Jrace Walker, second by CJ Renaud.
- d. Yea: Leaza Silver, Jrace Walker, CJ Renaud, Mark Maryak
- e. Nay:
- f. Absent: Luis Contreras, Ted Del Duca
- g. Final Resolution: Motion Carries
- h. Executive Session began at 5:46 PM. Amber DeCarli, Dr. Jones, and Dustin Sparks were invited into Executive Session.
- i. Action: Adjourn the Executive Session
- j. Move to adjourn the executive session.
- k. Motion by Jrace Walker, second by Leaza Silver.
- l. Yea: Leaza Silver, Jrace Walker, CJ Renaud, Luis Contreras, Mark Maryak,
- m. Nay:
- n. Absent: Luis Contreras, Ted Del Duca
- o. Final Resolution: Motion Carries
- p. The Board Adjourned the Executive Session at 6:16 PM.

16. Adjourn the Meeting

- a. Move to adjourn meeting
- b. Motion by Leaza Silver, second by Jrace Walker
- c. The Board Adjourned the Regular Board Meeting at 6:20 PM.



04/24/2025

Secretary, GOAL Board of Directors, CJ Renaud

Date

Statement read at the GOAL Academy Board Meeting – April 22, 2025

A little over three years ago, and over a year from their termination, GOAL Academy received notice that three employees, Kim Nava, Duane Nava, and Mindy Pacheco who were hired and promoted by Kim Nava, filed an EEOC complaint of racial discrimination. The EEOC did not make any findings or determinations, but the three former employees continued to file a Federal District Court complaint anyway on January 6, 2023. They continued to make several false claims including racial discrimination, and first amendment free speech claims. GOAL vigorously defended against these baseless claims and was able to get several claims dismissed. As GOAL set out to defend the remaining false claims the Board wanted to ensure that the truth remained at the forefront of the matter and that the organization continued to focus on our primary mission of serving our students.

Since the three employees' termination, and under Dr. Jones' steadfast leadership, staff morale and satisfaction have only increased. With GOAL Academy earning the USA TODAY Top Workplaces award. Additionally, student achievement and enrollment are at an all-time high and legally sound policies and procedures from a certified and competent HR team have been implemented that will carry GOAL far into the future. That is why when the Judge requested both parties to discuss settlement the GOAL Board could not in good faith settle such false claims and capitulate to irrational demands. Therefore, the matter was set for trial in May.

GOAL Academy is a public entity and as such the Board has a fiduciary duty to use the public funds in alignment with our mission and vision. Therefore, in the interest of saving the cost of our staff's time and attention and to recoup some costs and fees the GOAL Board made an Offer of Judgment of \$48,000, the three Plaintiff's accepted, and the case is now closed. This was a very difficult decision for all of GOAL Academy. Every day our staff fight for our students to obtain an education and allowing false claims and baseless accusations to be made without recourse is detrimental to our mission and their success. However, this was the best decision to protect GOAL from future false claims, preserve public funds, cut costs, and allow the GOAL Board and staff to focus on their number one priority, the students.

**GOAL ACADEMY
BOARD OF DIRECTORS RESOLUTION**

Resolution No. 25-04-22-A

**RESOLUTION OF GOAL ACADEMY BOARD OF DIRECTORS
Approving a FY 2024-2025 Pay for Performance Staff Payment**

WHEREAS, GOAL Academy's administration proposes a tiered pay for performance payment for FY 2024-2025:

WHEREAS, GOAL Academy's Board of Directors has reviewed and discussed the proposed FY 2024-2025 Pay for Performance staff payment:

NOW, BASED ON THE PROCEEDING RECITALS, BE IT RESOLVED that the GOAL Academy Board of Directors approves the FY 2024-2025 one-time payment to staff that coincides with the tiered pay for performance award.

I, the undersigned, hereby certify that the preceding Resolution No. 25-04-22-A was duly adopted by the GOAL Academy Board of Directors on April 22, 2025 and that the roll call vote information below is correct.

Following Roll Call Vote:

Board Member	Yea	Nay	Abstain	Absent
Contreras				X
Maryak	X			
Renaud	X			
Silver	X			
Walker	X			
Del Duca				X



Secretary, GOAL Academy Board of Directors

**GOAL ACADEMY
BOARD OF DIRECTORS RESOLUTION**

Resolution No. 25-04-22-B

**RESOLUTION OF GOAL ACADEMY BOARD OF DIRECTORS
Approving FY 2024-2025 Budget Transfers**

WHEREAS, in the course of conducting School business during the 2024-2025 fiscal year, certain budgeted operating expenditures will exceed the adopted budget by greater than 10%;

WHEREAS, GOAL Academy's Chief Executive Officer and the Chief Financial Officer have requested the attached budget transfer;

NOW, BASED ON THE PROCEEDING RECITALS, BE IT RESOLVED that the GOAL Academy Board of Directors approves the requested budget transfers for the 2024-2025 fiscal year.

I, the undersigned, hereby certify that the preceding Resolution Number 25-04-22-B was duly adopted by the GOAL Academy Board of Directors on April 22, 2025 and that the roll call vote information below is correct.

Following Roll Call Vote:

Board Member	Yea	Nay	Abstain	Absent
Contreras				X
Maryak	X			
Renaud	X			
Silver	X			
Walker	X			
Del Duca				X



Secretary, GOAL Academy Board of Directors