

**MINUTES OF THE MEETING OF THE GUFFEY COMMUNITY
CHARTER SCHOOL BOARD
Wednesday, November 9, 2022**

Chris Peterson called the meeting to order at 5:30 pm. Also in attendance were Dean Wilson, Lawrence Epps, Ashley Stone, and Nancy Comstock. Jacob Sampson was absent due to the zoo field trip.

1. Lawrence moved, Dean seconded to approve the agenda. 5 ayes.
2. Lawrence moved, Ashley seconded to approve the minutes from the October 12, 2022 regular meeting. 5 ayes.
3. Dean moved, Lawrence seconded to approve the minutes from the October 12, 2022 executive session. 5 ayes.
4. Ashley moved, Lawrence seconded to approve the Consent Agenda. 5 ayes.
5. Chris moved to issue a letter of censure regarding Nancy's activities, which he read, Lawrence seconded. 4 ayes, 1 abstention (Nancy). The letter is attached to these Minutes.

Chris moved to remove Nancy from the Board in accordance with GP-13. Lawrence seconded. 4 ayes, 1 abstention (Nancy). Nancy had further discussion, feeling like Chris failed as a board member when he called her to have a private discussion. Chris informed Nancy that step one was supposed to be in a private discussion between Board President and the offending Board member and step two was the attempt to discuss in executive session. Nancy Comstock was removed from the Board.

6. Discussion of Administrator monitoring report E-4, EL-11. Lawrence moved, Dean seconded to acknowledge receipt of the monitoring report. 4 ayes.
7. Board self-monitoring. All present acknowledged review of GP-2, GP-4, GP-9, GP-10, GP-11, GP-15.
8. Community linkage. Chris read Jacob Sampson's report in his absence. The whole school had a late start on November 9th since 3-8 grades had an overnight field trip to the Cheyenne Mountain Zoo, and the K-2 will be staying overnight at the school. Winter break will be November 18th - 25th. Rita Mick read a letter from Lynda McDonald expressing her concerns on the behavior of some of the community members at the October meeting. Some community members had questions about Nancy being removed from the Board as an elected official. Chris Peterson explained the Board is governed under the Carver Method Policies and that the Board followed the steps under GP-13 to address Board Member violations. Some community members had questions regarding the next election in April and Chris Peterson answered all questions.
9. Lawrence will chair the meeting on Dec 14, 2022.
10. Lawrence moved, Ashley seconded to adjourn the meeting. 4 ayes. Meeting adjourned at 6:21 pm.

I attest that this is a true copy of the minutes approved on:

Ashley Stone Secretary of the Board

Letter of Censure, from the Guffey Community Charter School Board of Directors, with respect to the actions of Board member Nancy Comstock

9 November 2022

The Guffey Community Charter School Board was founded on respect for community, respect between its members and staff, and respect between each other. This is instantiated in a number of our Governance Process Policies, particularly GP-10, Board Member Covenants.

Strict adherence to all the policies the Board operates under has been critical to the long-term success of the school.

Board member Nancy Comstock has made the decision to operate outside of the constraints of the Board policies, to the detriment of the Board, the School, and the community.

In particular, she has conflated an administrative incident that was in the process of being handled between her, the Administrator, and the other parties involved, with a Board matter. In so doing, she interfered with both Administrative and Board processes, violated confidentiality, and spread incomplete and inaccurate information into the community (which neither the Board nor the Administrator were in a position to fully correct due to confidentiality issues).

The Board recognizes that Nancy has violated either the spirit or the letter of the following policies:

GP-9 (2)(c) – by making public negative expressions about the Administrator

GP-9 (3) – by failing to maintain confidentiality, both administrative and of executive sessions

GP-10 (2) – by failing to show respect for the opinions of other Board members

GP-10 (4) – by failing to practice trust

GP-10 (8) – by failing to withhold judgment on matters still under discussion

GP-10 (9) – by failing to seek understanding of the positions of other Board members

GP-10 (10) – by failing to keep personal concerns private

GP-10 (11) – by failing to appropriately utilize executive sessions

GP-10 (12) – by failing to maintain confidentiality

GP-10 (13) – by failing to follow the chain of command

GP-10 (15) – by assuming a highly defensive posture

GP-10 (18) – by failing to protect the integrity and dignity of the Board and the School

GP-10 (1b) – by operating in a way that could embarrass the School

More broadly, Nancy has opted to not follow the existing grievance procedure, and has dragged the Board, at open meetings, into matters that do not concern it, creating confusion and anger in the community. She appears not to accept the policies we operate under, or the policy governance methodology that we utilize, despite such acceptance being a condition of Board membership.

This letter of censure is issued pursuant to GP-13, Process for Addressing Board Member Violations. The first two remedies have already been followed, a private conversation between the Board President and the offending member (as well as private conversations with other Board members), and an attempt to discuss the incidents with the full Board (in executive session at the October meeting). This letter represents the third step, with the fourth being a vote by the Board to remove the offending member. Such a vote may be taken at any time forward in an open meeting.