

# MEETING MINUTES

Governing Board  
Glen Canyon Outdoor Academy

GCOA Mission: GCOA is committed to providing an active student-centered environment through outdoor expeditionary learning, collaborative teachers, and family and community engagement that will develop inquisitive explorers, cultivate creative thinkers and empower resilient learners.

Pursuant to Arizona Revised Statutes ("A.R.S.") § 38-431.02, notice is hereby given to the members of the Board of Directors of Glen Canyon Outdoor Academy and to the general public that the board will hold a meeting, open to the public as specified below. The Board of Directors reserves the right to change the order of items on the agenda, with the exception of public hearings set for a specified time.

Pursuant to A.R.S. §§38-431.03.A.1-A.7, the Board of Directors may go into Executive Session, which will not be open to the public, concerning any item on the agenda for discussion, consideration or consultations: (1) of employment issues related to a public officer, appointee or employee; (2) of records exempt by law from public inspection, including the receipt and discussion of information or testimony that is specifically required to be maintained as confidential by state or federal law; (3) for legal advice with attorneys; (4) with attorneys regarding contract negotiations, pending or contemplated litigation or settlement discussions; (5) regarding negotiations with employee organizations; (6) regarding international, interstate or tribal negotiations; or (7) regarding negotiations for the purchase, sale or lease of real property.

**Date/Time: July 1, 2024, 5:00 PM MST**

**Agenda Available: GCOA School at 835 Newburn Road and at [www.gcoacademy.org](http://www.gcoacademy.org)**

**Virtual Meeting Access ONLY: Meeting ID: 954 1721 1816 Passcode: 203580**

## MEETING MINUTES

### I. Opening of Meeting

- A. Call to Order at 5:05
- B. Roll Call - Determine Quorum/ Present

Present: Gwen Lasslo, Rochelle Russell, Jennie Lassen, Nancy Walker

- C. Approval of Agenda

Rochelle motioned to approve, Nancy seconded, all in favor

### II. Business:

- 1. Discussion, consideration, and possible action to approve FY25 Organization Structure- Gwen Lasslo

Rochelle motioned to discuss, consider and take possible action, Nancy seconded, all in favor

Erik joined meeting at 5:09, prior to full discussion

Susan opened discussion with possible concerns regarding alternate org chart being: governing board would need to supervise and mentor 3 individuals instead of 1, they are unpaid, causing more work for an unpaid position, several duties were not outlined in the org chart, most impacted would be Nikki and Raini because this would increase their workload, responsibility load. Asked Nikki and Raini to weigh in as this impacts them the most.

Nikki-

- alt org chart would impact her position and her time devoted to the job, with 2 small children, she prefers the first org chart

Raini- alt org chart would impact her contract and position

- appreciates have a position to escalate to, has realized importance of needed to have someone to escalate situations to, allows her and Nikki to focus on their jobs and be available to staff, students, and parents

Gwen

- gave information on emails and communication in regards to the information was sent to staff prior to the interviews

- reviewed recommendations based on interviews
- with all of our levels of accountability for state funded education- a non-hierarchical structure would not be able to meet all the requirements

Additional Ideas to help teachers have a greater voice were shared:

- Embed a review period into future organizational systems proposals prior to the board approval
  - Just as we did with our sex ed curriculum, if there are restructuring proposals impacting the school, then a review period is announced for all staff to provide feedback prior to it being proposed to the board for voting
- Have a bi-annual meeting with all staff to review the organizational structure of the school where staff can review current roles and responsibilities of all staff (staff orientation and beginning of second semester) allowing clarity in who to talk to about what
  - Public information only
  - Job description
  - Org chart
  - Charter document
  - SIT team to include a representative instructional position that is nominated or self-nominated and voted on by instructional staff
- Draft a potential policy with a process for staff to provide feedback on information

Nancy motioned to approve the original organizational chart with the change to SIT to include an instructional staff member, Jennie seconded, all in favor.

## VII. Closing of Meeting

### A. Next meeting - on July 10, 2024

Erik motioned to adjourn at 6:03, Rochelle seconded, all in favor.