

**Colorado International Language Academy
Board of Directors Meeting
November 20, 2025, 4:00 p.m. – Minutes**

Meeting Location: CILA - In Person
Public Notice Posting: 303 Austin Bluffs Pkwy, Colorado Springs, CO 80918
and CILA Webpage: <https://www.cilaschool.org/>

I. Opening Section

Agenda Items	Presenter / Moved & Seconded	Action
1. Call to Order	B. Desloges	1602
2. Pledge of Allegiance		1603
3. Roll Call		B Desoldge M Runnells B Rutter T Strand K Green (staff) T Aung (staff, arrived 1610) N Smalls (staff) E Black (staff) L Grimaldo (guest) B Weaver (guest) S Kimball (staff, arrived 1619) Jennifer (guest, arrived 1625) C Bremer (arrived at 1645)
4. Approval of Agenda	M T Strand S A Orser	
5. Consent of Minutes: October 2025	M T Strand S A Orser	
6. Public Comment Session – 3 minutes per presenter – Please sign up as you arrive. People will be invited to speak in the order in which they have signed up. Generally, the Board will not respond to comments made, although questions may be asked. The items raised may either be dealt with by the Administration or they may become an agenda item at a future Board meeting. (The Board encourages members of the public to exercise their First Amendment rights responsibly. For comments critical of staff members, we encourage members of the public to share such comments in executive session. Please let us know if you would like to speak in executive session so that we can make appropriate arrangements at a subsequent Board Meeting).		

II. Executive Session (as required)

The Board may, under state statutes, go into Executive Session to discuss matters pertaining to property transactions, legal advice, security arrangements or investigations, negotiations, personnel, individual students, documents that may not be disclosed under the Colorado Open Records Act and matters required to be kept confidential by law.

Recommendation: The Board convene into Executive Session [(per CRS 24-6-402 (4)].

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III. Reports, Updates, Action Items

Agenda Item	Presenter / Moved & Seconded	Action Required
Reports/Updates:		
Principal Report	B. Rutter	See Principal Report
Financial Report	T. Strand	See Financial Report
Board Development Report	A. Orser M T Strand S C Bremer	Changes to bylaws discussed. Motion to approve the following bylaw changes: The President and Vice President of the Corporation shall serve for a term of two (2) years and shall be elected by the Board of Directors at the regular annual meeting of the Board of Directors. If the election of the President and Vice President is not held at such meeting, such election shall be held as soon thereafter as conveniently may be. New offices may be created and filled at any meeting of the Board of Directors. The President and Vice President shall serve for one (1) two-year term and shall not be eligible for immediate re-election to the same office. Under special circumstances, the Board of Directors may approve a one (1) year extension of the President and Vice President term to ensure continuity of leadership or to align with organizational needs. After completing a full term (including any approved

		<p>extension), the President or Vice President must take at least one (1) full term off before being eligible to serve again in the same office.</p> <p>President and Vice President shall continue to perform the duties of the office until a successor has been duly elected and qualified, unless the Board of Directors determines otherwise.</p>
New Facility Report	B. Rutter; B. Desloges	Building contract signed. Letter of Interest put in on the adjacent lot.
New Business:		
Review of Financial Policies	T. Strand M A Orser S C Bremer	<p>Financial policies were updated per CSI recommendations</p> <p>Motion to approve changes to Financial Policies and Procedures as presented</p>
Staff Recognition	B. Rutter M T Strand S C Bremer	<p>School leadership would like to offer gross bonuses to the staff (as opposed to net). Proposal prepared by Director of Operations, N Smalls.</p> <p>Motion to approve staff holiday bonuses for FY 25/26 gross \$1800/employee, net \$1477 with a total cost for 56 staff of \$100,000</p>
Middle School Strategic Plan	All M T Strand S A Orser	<p>See CILA Middle School Expansion Proposal</p> <p>50/50 and 30/70 models discussed with pros and cons</p> <p>Parent survey completed and results taken into consideration in proposal</p> <p>No other immersion programs in local middle schools</p>

		Motion to move forward with a 70/30 language model for the middle school.
Upcoming		Review of Safety Plan; 26/27 Board Officers; Revised Budget
Open Discussion	B. Desloges	Parking Lot Invoice - will plan to pay the invoiced portion of the parking lot repavement

IV. Closing Section

Agenda Items	Presenter / Moved & Seconded	Action Required
1. Next Board Meeting - January 15 at 4pm		Revised budget Vote in new officers and new board member
2. Adjournment	M T Strand S A Orser	Motion to adjourn at 1741

To join virtually - join via Google Meets:

Video call link: <https://meet.google.com/wvf-pqdp-mmq>

Join by phone

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PIN: 962 060 310#