



THE CLASSICAL ACADEMY

BOARD OF DIRECTORS MEETING

(OPEN TO THE PUBLIC)

MONDAY, SEPTEMBER 9, 2019, 6:00-7:25 P.M.

NORTH CAMPUS — SECONDARY LIBRARY CONFERENCE ROOM (TITAN ROOMS A AND B, 1ST FLOOR)

The Classical Academy exists to assist parents in their mission to develop exemplary citizens, equipped with analytical thinking skills, virtuous character, and a passion for learning, all built upon a solid foundation of knowledge.

MINUTES

	Allocated Time/Start Time
I. Call to Order (6:00 pm)	1 min (6:00) (6:00)
<ul style="list-style-type: none">The Chair (Mr. Moulton) called the meeting to order at 6:00 pm	
II. Pledge of Allegiance/Mission/Roll Call	2 min (6:01) (6:01)
<ul style="list-style-type: none">Roll call: (Dr. Andre; Here // Mr. Bennett; Here // Mrs. Goin; Here // Mr. Hannan; Here (on the phone) // Ms. Littleton; Here // Mr. Moulton; Here // Mr. Rudder; Here) A quorum was present.	
III. Approval of Agenda	2 min (6:03) (6:02)
<ul style="list-style-type: none">Motion: Ms. Littleton moved to approve the agenda and was secondedDiscussion: None<u>Vote: By a roll call vote of 7-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Bennett; Yea // Mrs. Goin; Yea // Mr. Hannan; Yea // Ms. Littleton; Yea // Mr. Moulton; Yea // Mr. Rudder; Yea)</u>	
IV. Celebrate TCA (“Wall of Virtue” North Elementary)	5 min (6:05) (6:03)
Action: (Harris)	
Motion: (Info)	
Rationale: to highlight accomplishments of TCA students, staff, and parents	
<ul style="list-style-type: none">Thanked North Elementary “Dude Crew” and students for their help in creating a “Wall of Virtue” on their playground.<ul style="list-style-type: none">Note: “Dude Crew” is a volunteer group of dads at North Elementary who perform volunteer services when called uponThe group started out with about 11 dads and now has over 80Students painted rocks with character traits on them and a crew of dads helped clear an area on the playground so a wall could be created with the painted rocksCoupled with the traits taught in class and at school, the wall will remind our students daily about the importance of virtuous character	
V. Comments from the Audience (Audience members have 5 minutes to address the Board)	5 min (6:10) (6:10)
(NOTE: Per procedural rules if more than one person is speaking on the same topic we request that one or two specific spokespersons speak on behalf of the group)	
<ul style="list-style-type: none">Wendy Avey commented about the lack of parking at the North Campus parking lot	
VI. Comments from the Board of Directors	5 min (6:15) (6:12)
<ul style="list-style-type: none">Ms. Littleton planned to attend Grandparent’s Day at North ElementaryMr. Bennett: Praised Becca DeMeyer (Central Principal) for orchestrating a successful Back to School Night	
VII. Board Development (Constitutional Law Perspective and School Law Legal Issues; Exceptions and Waivers)	10 min (6:20) (6:14)
Action: (Miller)	
Motion: (Info)	
Rationale: to reinforce good practices of effective school Boards	
<ul style="list-style-type: none">Unfortunately, Mr. Miller was not able to attend the meeting due to being sick. He will give his report in November	
VIII. Report of the President & Cabinet Spotlights	10 min (6:30) (6:14)
Action: (Sojourner)	

Motion: (Info)

Rationale: to highlight cabinet activities (Pres., Ops, Academics, HR, Finance)

- Dr. Sojourner highlighted the following items from his report:
 - ASD20 is close to deciding if we will receive the final two bond payments separately or together; indications are that they will try to combine both bond payments
 - Dr. Jim Smith (ASD20) is organizing a Board get together with ASD20 Board, New Summit Board, and TCA Board on Friday, Oct 4, 2019 at the Challenger Learning Center for 2.5 to 3.0 hours
 - Dr. Sojourner is reading the book “The Monster’s Monster” to each grade at East Elementary
 - Explained the meaning of “periodic report” when referenced in the strategic plan assessments

IX. Consent Agenda

3 min (6:40) (6:30)

Board Directed items to be removed from Consent Agenda:

Motion: (Vote) to file the Consent Agenda

- A. Finance (VanGamble)
- 1. July Financials
- B. Strategic Calendar Update
- C. Board Policies
 - 1. Budget Projection Policy
 - 2. Conflict of Interest Policy
- D. FAC Report
 - **Motion: Mr. Rudder moved to file the consent agenda and was seconded**
 - Discussion: None
 - **Vote: By a roll call vote of 7-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Bennett; Yea // Mrs. Goin; Yea // Mr. Hannan; Yea // Ms. Littleton; Yea // Mr. Moulton; Yea // Mr. Rudder; Yea)**

X. Minutes: August 12, 2019

2 min (6:43) (6:31)

Action: (Swanson)

Motion: (Vote) to approve the August 12, 2019 minutes

Rationale: to provide a record of the Board meeting for files

- **Motion: Mrs. Goin moved to approve the August 12, 2019 minutes and was seconded**
- Discussion: None
- **Vote: By a roll call vote of 7-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Bennett; Yea // Mrs. Goin; Yea // Mr. Hannan; Yea // Ms. Littleton; Yea // Mr. Moulton; Yea // Mr. Rudder; Yea)**

XI. Discussion Agenda Items

A. Items removed from Consent Agenda

B. Cabinet Level Reports

1. Annual HR Report/Comparable Salaries/Retention

10 min (6:45) (6:32)

Action: (Sojourner, Schulz)

Motion: (Info)

Rationale: To provide the Board with a yearly review of HR performance in accordance with TCA’s Strategic Plan

- Ms. Schulz (HR Director) highlighted the following items from her report:
 - TCA continues to be an amazing place to work
 - 79% of Staff completed the Employee Climate Survey
 - Employee turnover heading into this school year remained low compared to TCA historical averages and those of surrounding schools/districts
 - Turnover due to Family, Employment Outside of Education, and Relocation reasons
 - Low turnover ensures a stable, respectful, and positive work environment which continues to be one of TCA’s hallmarks
 - Positive comments from our staff and parent community remains our best staff recruitment tool
 - We were able to give all staff at least a 5% increase
 - Additionally, in Oct 2019 fulltime staff will receive \$800 returning bonus, non-full time will receive a pro-rated amount
 - Teacher base salaries remain competitive among area charter schools, charter schools with higher base salaries have more students per class
 - Medical claims continue to trend in a lower direction, we were able to keep premiums stable with no increase to staff

C. Board Level Reports

1. Recruit New Board Members

10 min (6:55) (6:50)

Action: (Rudder)

Motion: (Discussion)

Rational: To review efforts to recruit Board candidates for this year’s Board election

- The Board discussed the following topics associated with recruiting candidates for elections:
 - Parents trust Board Members when the school is doing well; want to keep what is working in place

- Board Members may want to get out more and visit with people (tell them what they do) and visit schools more
 - Try recruiting Board candidates from SACs and PTOs
 - Talk about the noble service parents provide to TCA when they are on the TCA Board
 - Dr. Sojourner will provide the Board with upcoming SAC and PTO meeting dates
 - Board members will begin the process for searching out candidates and suggesting possible names of candidates
- 2.. **Working Session Topics/Working Session Dates** 5 min (7:05) (7:05)
 Action: (Moulton)
 Motion: (Discussion)
 Rational: To determine the topics for the next two Working Session and to review future Working Session dates
- At the Sept 30 Working Session, Mr. Brendza will provide 2 hours of board training
 - The meeting will begin at 3:30 pm and end at 5:30 pm in the North Elementary Library Conference Room (Pikes Peak Room)
 - The Nov 4 Working Session moved to Nov 6 from 3:30 to 5:30 pm
 - Primary topic “Technology in a Classical Environment”
- D. **Board Communication** 5 min (7:10) (7:14)
 Action: (Secretary)
 Rationale: to develop and approve of communication update to community
- Celebrate TCA
 - Upcoming Board election
 - HR
- E. **Future Board Agenda Items** 5 min (7:15) (7:17)
1. **ASD20 Monitoring Report, Info, Oct, Sojourner**
 2. **Annual Operations Report (Safety and Security Program Assessment, Info, Tubb**
- F. **Comments from the Board of Directors** 5 min (7:20) (7:18)
- Mrs. Goin: Praised Dr. Sojourner and Mr. Jolly for diligent new staff training
 - Dr. Andre: Offered the Board a glimpse into his remarkable life story involving his fight with cancer
- XII. **Adjournment** (Approx. 7:25 p.m.) (7:25) (7:18)
- **Motion: Mr. Rudder moved to adjourn the meeting and was seconded.**
 - Discussion: None
 - **Vote: By a roll call vote of 6-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Bennett: Yea // Mrs. Goin; Yea // Ms. Littleton; Yea // Mr. Moulton; Yea // Mr. Rudder; Yea)**

Rich Bennett
 TCA Board Secretary