



# THE CLASSICAL ACADEMY

## BOARD OF DIRECTORS MEETING

### (OPEN TO THE PUBLIC)

DATE: MONDAY, APRIL 11, 2022, 6:00-8:50 P.M.

LOCATION: NORTH CAMPUS – SECONDARY SCHOOL, 1<sup>ST</sup> FLOOR, ROOM 1102

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

	Allotted Time/Start Time
<b>I. Call to Order (6:00 pm)</b>	1 min (6:00) (6:00)
<ul style="list-style-type: none"><li>The Board Chair (Mr. Fradette) called the meeting to order at 6:00</li></ul>	
<b>II. Pledge of Allegiance/Mission/Roll Call</b>	2 min (6:01) (6:01)
<ul style="list-style-type: none"><li><b>Roll call: (Dr. Andre; Here (on the phone) // Mr. Fradette; Here // Mr. Hannan; Here (on the phone) // Mrs. Johnson; Here // Mr. Palmer; Absent // Mr. Williams; Here // Mrs. Wittleder; Here). A quorum was present.</b></li></ul>	
<b>III. Approval of Agenda</b>	2 min (6:03) (6:02)
<ul style="list-style-type: none"><li><b>Motion: Mrs. Wittleder moved to approve the agenda and was seconded.</b></li><li>Discussion: None</li><li><b><u>Vote: By a roll call vote of 6-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)</u></b></li></ul>	
<b>IV. TCA Board Election Results</b>	5 min (6:05) (6:03)
Action: (Weston) Motion: (Info) Rationale: to announce the results of the TCA Board Election	
<ul style="list-style-type: none"><li>Mr. Tim Hannan and Mrs. Kelli Hawkins were elected to the TCA Board to serve 3-year terms (August 2022 – August 2025).</li></ul>	
<b>V. Celebrate TCA (College Pathways Community Building Activities)</b>	5 min (6:10) (6:04)
Action: (Harris) Motion: (Info) Rationale: to highlight accomplishments of TCA students, staff, and parents	
<ul style="list-style-type: none"><li>We celebrated the College Pathways Program and all their community-building events this year.</li><li>Students shared about their first-ever school assembly, with Mr. Mike Donahue, founder of Value Up, an organization that amplifies value in every student, resulting in strengthening a positive school culture.</li><li>We heard how students and administration have taken ownership and developed activities such as pancake breakfasts, game nights, and dances for their students and community to gather and get to know one another.</li></ul>	
<b>VI. Comments from the Audience</b> (Audience members have 3 minutes to address the Board)	10 min (6:15) (6:14)
(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"><li>The following audience members of the audience addressed the TCA Board:<ul style="list-style-type: none"><li>Chase Rorabaugh, Colm McCormack, Leam McCormack, and Bart Jennings spoke about a youth baseball team requesting access to the TCA baseball field</li></ul></li></ul>	
<b>VII. Comments from the Board of Directors</b>	10 min (6:25) (6:25)
<ul style="list-style-type: none"><li>Mrs. Wittleder: Highlighted the 6<sup>th</sup> grade leadership program at the central campus</li><li>Mrs. Johnson: Congratulations to Mr. Hannan and Mrs. Hawkins on being elected to the TCA Board; Noted high energy of students at CP assembly; Observed student enjoying Viva Day (Spanish Immersion) at all of the elementary schools</li></ul>	

- Mr. Fradette: Noted that Mr. Hannan will be coming off the Governance Committee to reduce the number of Board members from 3 to 2 on the committee; Impressed seeing the 8<sup>th</sup> grade CP students' performance of Shakespeare
- Mr. Williams: Mentioned that the pandemic has fueled exhaustion and anxiety and we should take a smooth approach to returning to normalcy; There are many extraordinary things happening at TCA Theater (Clue), robotics competition, band, to name a few; It will be important in the coming year to find our "rhythm"
- Mrs. Hawkins: Thank you to the TCA community for your support during the election; I look forward to serving on the Board

**VIII. Board Development (Character) 15 min (6:35) (6:36)**

Action: (Jolly)

Motion: (Info)

Rationale: to reinforce good practices of effective school boards and to better understand TCA values

- Mr. Jolly explained that TCA's character program is based upon our Core Values and the VIA 24 Character Strengths
- The Palmarium, since its inception, has been tied to TCA's Core Values and the 24 Character Strengths (See Attachment 1)
- Last year, some of the articles focused on teacher perspectives on "Why I teach"

**IX. Legal Update/Training 10 min (6:50) (6:43)**

Action: (Miller)

Motion: (Info)

Rationale: to update the Board on Colorado Legislative actions

- Joshua Miller reviewed legislation that could affect charter schools:
  - Social Studies Standards
  - Clean Water in Schools
  - Special Education
  - Collective Bargaining
  - Federal Rules Affecting Charter Schools

**X. Report of the President & Cabinet Spotlights 15 min (7:00) (6:50)**

Action: (Sojourner)

Motion: (Info)

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

- Dr. Sojourner highlighted the following topics from his report:
  - Encouraged the Board to pick up books for Beyond the Book Club for next year
  - Mental Health initiatives
  - Palmariums in the future will include interviews with past Character Directors at TCA (Dr. Sojourner, Mrs. Ruth Miller, Mrs. Betsy Brown)
  - April 18, 2022 there will be a parent academy presented by the Internet Crimes Task Force
  - Renovating the 3<sup>rd</sup> Floor at the North Campus will be delayed; it will not occur next year
  - Fatigue over the past couple of years is beginning to affect teachers across the country; we are discussing how we can keep our teachers on board for next year

**XI. Consent Agenda 3 min (7:15) (7:13)**

Board Directed items to be removed from Consent Agenda:

Motion: (Vote) to file the Consent Agenda

- A. Finance (VanGambleare)
  1. February Financials
  2. 5 Year Budget Projection
- B. SAC Minutes
  1. Junior High, March 11, 2022
- C. Board Strategic Calendar
- D. FAC Report

- **Motion: Mrs. Wittleder moved to file the Consent Agenda and was seconded.**
- Discussion: None
- **Vote: By a roll call vote of 6-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)**

**XII. Minutes: March 14, 2022 2 min (7:18) (7:14)**

Action: (Swanson)

Motion: (Vote) to approve the March 14, 2022 minutes

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

- **Motion: Mrs. Wittleder moved to approve the March 14, 2022 minutes and was seconded.**
- Discussion: None
- **Vote: By a roll call vote of 6-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)**

Break 10 min (7:20) (7:15)

**XIII. Discussion Agenda Items**

**A. Items removed from Consent Agenda**

**B. Cabinet Level Reports**

**1. Annual Staff Climate Survey**

15 min (7:30) (7:25)

Action: (Schulz)

Motion: (Info)

Rationale: to review results from the annual staff climate survey

- The results of the 2021-2022 Employee Climate Survey were shared by Ms. Marta Schulz, Director of Human Resources.
- We had the third highest participation rate ever from our staff in response to this survey.
- The results of the climate survey show that post-pandemic, working in education continues to bring significant challenges, yet our staff acknowledge that TCA is a great place to work, with leadership and supervisors committed to providing a supportive workplace climate.
- We remain committed to celebrating the many positives of our workplace climate, while also focusing on the specified areas needing improvement, and moving forward with commitment to a return to normalcy.
- Individual Principals and Directors are sharing the results with their staff members for positive reflection while developing plans for improvement where necessary.

**2. Curriculum Review/Textbook Review (Secondary) History and**

10 min (7:45) (7:56)

**Social Studies**

Action: (Jolly)

Motion: (Vote) to approve the recommendations for the secondary history and social studies review

Rationale: to review secondary curriculum/textbook changes for history and social studies

- **Motion: Mrs. Wittleder moved to approve the recommendations for the secondary history and social studies review and was seconded.**
- Discussion: None
- **Vote: By a roll call vote of 6-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)**

**3. Student Fee Schedule**

10 min (7:55) (7:59)

Action: (Jolly, Birkey)

Motion: (1<sup>st</sup> Read)

Rationale: to review the student fee schedule for 2022-2023 school year

- Student fee changes were very minor this year
- Largest fee increase was for band that went from \$250 to \$300 due mostly to increases in transportation costs
  - By comparison, ASD 20 Band fees are \$700

**C. Board Level Reports**

**1. July 15 Working Session Topics**

5 min (8:05) (8:02)

Action: (Fradette)

Motion: (Discussion)

Rationale: to determine possible topics for the July Working Session

- Topics for discussion:
  - Board/President Goals
  - Strategic Plan
  - Review: What has made TCA successful for 25 years and what do we foresee keeping TCA successful for 25 more years
  - Board Evaluation discussion
  - Cabinet duties that the Board may not know about
  - How to be a “good” Board Director

**2. EAC Update**

5 min (8:10) (8:10)

Action: (Hannan)

Motion: (Discussion)

Rationale: To hear about EAC activities during the legislative session

- Mr. Hannan updated the Board on the following topics from the EAC:
  - The Colorado Department of Health is consolidating a list of all schools in Colorado; depicting the percentage of students who have received COVID vaccinations

**3. Approve Next Year’s Board Meeting Schedule**

5 min (8:15) (8:18)

Action: (Fradette)

Motion: (Vote) to approve the 2022-2023 Board Meeting Schedule

Rationale: to review and approve next year’s Board meeting schedule

- **Motion: Mrs. Wittleder moved to approve the 2022-2023 Board Meeting Schedule and was seconded.**
- Discussion: None

- Vote: By a roll call vote of 6-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)

4. **Review Board Evaluation Questions and Initiate Annual Board Evaluation** 5 min (8:20) (8:19)

Action: (Fradette)

Motion: (Vote) to approve the revised Board Self Evaluation Questions

Rationale: to determine if any new questions should be added to the Board's Self Evaluation

- **Motion: Mrs. Wittleder moved to approve the revised Board Self Evaluation Questions and was seconded.**

- Discussion: None

- Vote: By a roll call vote of 6-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)

5. **Replace PR-TCA Emergency/Pandemic Response Protocols with ECR-TCA Emergency/Crisis Response Policy** 10 min (8:25) (8:22)

Action: (Fradette)

Motion: (Vote) to approve removing PR-TCA and replacing it with ECR-TCA

Rationale: to review and replace Pandemic Response Committee Policy

- **Motion: Mrs. Wittleder moved to approve removing PR-TCA and replacing it with ECR-TCA and was seconded.**

- Discussion: None

- Vote: By a roll call vote of 6-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)

**D. Board Communication**

5 min (8:35) (8:25)

Action: (Secretary)

Rationale: to develop and approve of communication update to community

- Election results
- Celebrate TCA
- Staff Climate Survey report
- Social media event

**E Future Board Agenda Items**

5 min (8:40) (8:27)

1. Student Fee Schedule, Vote, Jolly, May
2. Auditor Engagement, Info, VanGambleare, May
3. Quarterly Financial Summary, Info, VanGambleare, May
4. Current Year Budget Revision, 1<sup>st</sup> Read, VanGambleare, May
5. Annual Charter Contract Review, 1<sup>st</sup> Read, Pacht, May
6. Annual Parent Survey Analysis, Info, Jolly, May
7. Adopt a School Report, Info, Board Directors, May
8. Review Form 990, Info, VanGambleare, May
9. Preliminary Budget Review for Next FY, 1<sup>st</sup> Read, VanGambleare, May
10. Annual Board Evaluation/Results of Annual Eval./Info, Disc., Swanson, May
11. July Working Session Agenda, Info, Fradette, May

**F. Comments from the Board of Directors**

5 min (8:45) (8:29)

- None.

**XIV. Adjournment** (Approx. (8:50 p.m.)

(8:50) (8:30)

- **Motion: Mrs. Wittleder 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. Fradette; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)

Attachments:

- 1) Palmarium and VIA 24 Character Strengths

Sonya Wittleder  
TCA Board Secretary