



THE CLASSICAL ACADEMY

BOARD OF DIRECTORS MEETING

(OPEN TO THE PUBLIC)

MONDAY, SEPTEMBER 12, 2022, 6:00-8:25 P.M.

LOCATION: TCA NORTH CAMPUS – SECONDARY SCHOOL,
1ST 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

Presentation Time/Start Time

- | | | |
|------|---|----------------------|
| I. | Call to Order (6:00 pm) | 1 min (6:00) (6:00) |
| | <ul style="list-style-type: none">The Board Chair (Mr. Fradette) called the meeting to order at 6:00 | |
| II. | Pledge of Allegiance/Mission/Roll Call | 2 min (6:01) (6:01) |
| | <ul style="list-style-type: none">Roll call: (Mr. Fradette; Here // Mr. Hannan; Here // Mrs. Hawkins; Here // Mrs. Johnson; Here // Mr. Palmer; Here // Mr. Williams; Here // Mrs. Wittleder; Here). A quorum was present. | |
| III. | Approval of Agenda | 2 min (6:03) (6:02) |
| | <ul style="list-style-type: none">Motion: Mr. Hannan moved to approve the agenda and was seconded.Discussion: None<u>Vote: By a roll call vote of 7-0 the Board approved the motion. (Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Hawkins; Yea // Mrs. Johnson; Yea // Mr. Palmer; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)</u> | |
| IV. | Celebrate TCA (Elementary Friday Assemblies) | 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">We celebrated the Elementary Friday Assemblies at each campus.6th grade students from our three elementary schools shared their experiences of learning character traits, reciting our Creed, singing patriotic songs, being Titan leaders, and appreciating community while gathering as a school for this special time. | |
| V. | Comments from the Audience (Audience members have 3 minutes to address the Board) | 10 min (6:10) (6:15) |
| | (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">Mr. Fuqua: Sunset Amphitheater Concerns | |
| VI. | Comments from the Board of Directors | 10 min (6:20) (6:17) |
| | <ul style="list-style-type: none">Mrs. Wittleder: Echoed how impressed she was with Friday assemblies; she is also eager to listen and learn as a member of the Digital Health CommitteeMr. Hannan: Has also enjoyed attending Friday elementary assemblies and listening to various patriotic songs and readingsMr. Fradette: Thanked the Administration for their various communications with the TCA community and the improved look of the TCA websiteMrs. Johnson: Admired how intentional TCA is in its programs (mentorship, character, etc.); it is motivating and inspirational to hear from our studentsMr. Williams: I value the communication the administration is providing our community (i.e. Amphitheater); I view our assemblies as a unifying force for our studentsMr. Palmer: Impressed by how articulate 6th graders were in presenting their Celebrate TCA reports; Also great respect for Mr. DiPretore as the JH principalMrs. Hawkins: Expressed how easy it was for her child to transition from JH to HS (It is about relationship building); she was impressed by the character traits TCA teaches our students and the comradery we display at sporting events | |

- VII. **Colorado Family and Medical Leave Insurance (FAMLI) Update** 10 min (6:30) (6:28)
 Action: (Joshua Miller)
 Motion: (Info)
 Rationale: to inform the Board on the FAMLI program
- Mr. Joshua Miller highlighted the following points about FAMLI:
 - FAMLI was approved by public vote in 2022 and allows for 12 weeks of paid leave
 - There is an employee and employer cost
 - Employers have the option to opt out of the program which many organizations have done
 - Even though employers opt out, individual employees may still decide to opt in (without cost to the employer)
 - It is important that TCA give employees all the information they need to make an informed decision
 - For TCA to opt out the following needs to happen:
 - TCA Board has to vote to opt out (before the end of the calendar year)
 - TCA must register their vote online to opt out
 - TCA must reassess their decision every eight years
- VIII. **Board Training** 10 min (6:40) (6:41)
 Action: (Brad Miller)
 Motion: (Info)
 Rationale: to provide Board governance training/best practice information
- Mr. Brad Miller highlighted the following points:
 - TCA Board members need to be careful about responding to parent concerns, especially by email
 - Emails can be retrieved by CORA requests; it is important to conduct all business pertaining to TCA on TCA email accounts
- IX. **Board Development (Remembering TCA's Roots)** 10 min (6:50) (6:55)
 Action: (Jolly)
 Motion: (Info)
 Rationale: reviewing the past 25 years and highlighting what makes TCA unique
- Mr. Jolly reviewed 25 years of TCA's growth which included the following:
 - Student population
 - When grade levels were added
 - When campuses were built
- X. **Report of the President & Cabinet Spotlights** 10 min (7:00) (7:14)
 Action: (Sojourner)
 Motion: (Info)
 Rationale: to highlight cabinet activities (Pres., Ops, Academics, HR, Finance) and to highlight information pertaining to Sunset Amphitheater discussions
- Dr. Sojourner highlighted the following items from his report:
 - Toured all three campuses with Nicole Konz (ASD20 Board Member; adopt a school) and met all six principals; had nothing but good things to say about TCA
 - Currently reviewing options for Sunset Amphitheater
 - Passions conference will take place on Monday, October 10
- XI. **Consent Agenda** 3 min (7:10) (7:34)
 Board Directed items to be removed from Consent Agenda:
 Motion: (Vote) to file the Consent Agenda
- A. Finance (VanGambleare)
 1. July Financials
 - B. Board Policies (Governance Committee)
 1. BE-TCA Board Meeting Policy
 2. Grant of Authority
 3. BC-TCA-A1Board Evaluation Policy
 4. BBB-TCA Board Election Policy
 - C. Board Agreement Signatures
 - D. Board Executive Session Affidavit Signatures
- **Motion: Mrs. Wittleder 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. (Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Hawkins; Yea // Mrs. Johnson; Yea // Mr. Palmer; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)**
- XII. **Minutes: August 8, 2022** 2 min (7:13) (7:38)
 Action: (Swanson)
 Motion: (Vote) to approve the August 8, 2022 minutes
 Rationale: to provide a record of the Board meeting for files
- **Motion: Mr. Hannan moved to approve the August 8, 2022 minutes and was seconded.**
 - Discussion: None

- Vote: By a roll call vote of 7-0 the Board approved the motion. (Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Hawkins; Yea // Mrs. Johnson; Yea // Mr. Palmer; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)

XIII. Break 5 min (7:15) (7:39)

XIV. Discussion Agenda Items

A. Items removed from Consent Agenda

B. Cabinet Level Reports

1. Annual HR Report/Comparable Salaries/Retention 20 min (7:20) (7:47)

Action: (Sojourner, Schulz)

Motion: (Info)

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

- Marta Schulz, Director of Human Resources, presented our annual HR Report, summarizing that TCA continues to be a wonderful place to work.
- Employee turnover heading into this school year remained low compared to TCA historical averages and many local schools/districts.
- While TCA remains in good shape with respect to instructional personnel staffing, we do currently have several unfilled positions.
- It is increasingly important that our parents find ways to recognize and appreciate staff, and positive comments from our community remain our best staff recruitment tool.

2. Annual Advancement and Stewardship Report 10 min (7:40) (8:22)

Action: (Sojourner, Simpson)

Motion: (Info)

Rationale: Review advancement activities from the prior year and the upcoming year

- Jerome Simpson, TCA's Advancement Officer, presented TCA's annual Advancement and Stewardship Report regarding community donations.
- Our donations were up 25% last year compared to the previous year, which helped us provide an unprecedented Staff Appreciation Bonus
- We are grateful to the TCA community for their support

C. Board Level Reports

1. Working Session Topics 5 min (7:50) (8:42)

Action: (Fradette)

Motion: (Discussion)

Rational: To determine the topics for the next two Working Sessions and to review future Working Session dates

- Mr. Fradette asked the Board to send him any suggestions for future Board working sessions
- The next working session is scheduled for November 1, 2022

2. Recruit New Board Members 5 min (7:55) (8:45)

Action: (Fradette)

Motion: (Discussion)

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

- Mr. Fradette reminded the Board to be continually on the lookout for potential Board candidates

3. Digital Health Update 10 min (8:00) (8:47)

Action: (Palmer)

Motion: (Information)

Rationale: Update from the Digital Health Committee

- Board members Scott Palmer and Sonya Wittleder presented a roadmap for this year's Digital Health conversation.
- Starting with the upcoming Digital Health Town Hall (Monday, September 26th, 6:30-8:00 pm in the North Campus Brown Center for the Arts), Dr. Sojourner and the rest of the Digital Health Committee will present research and information on how personal electronic devices negatively affect student mental health and the learning environment.
- The Committee will also begin a seven-month process of soliciting questions, comments, and feedback from our staff, students, and parents. We encourage community participation as we explore this important topic.

D. Board Communication 5 min (8:10) (9:05)

Action: (Secretary)

Rationale: to develop and approve of communication update to community

- Celebrate TCA
- Digital Health Committee
- HR Report
- Fundraising Report

Future Board Agenda Items 5 min (8:15) (9:06)

1. Election Policy Review, Oct, Vote, Governance Committee
2. Annual Operations Report (Safety and Security Assessment), Oct, Info, Pacht
3. External Review (25th Anniversary Review), Oct, Info, Jolly

E. Comments from the Board of Directors

5 min (8:20) (9:07)

- There were no comments from the Board

XV. Adjournment (Approx. 8:25 p.m.)

(8:25) (9:08)

- **Motion: Mrs. Wittleder moved to adjourn the meeting and was seconded.**
- Discussion: None
- **Vote: By a roll call vote of 7-0 the Board approved the motion. (Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Hawkins; Yea // Mrs. Johnson; Yea // Mr. Palmer; Yea // Mr. Williams; Yea // Mrs. Wittleder; Yea)**

Sonya Wittleder
TCA Board Secretary