

The Classical Academy
975 Stout Road
Colorado Springs, CO 80921

Board of Directors Meeting
Central Campus
Monday, February 9, 2009

- I. Call to Order. Chairman Matt Carpenter called the open session to order at 6:05p.m.
- II. Pledge of Allegiance/Roll Call
 - A. Matt Carpenter led those present in the Pledge of Allegiance.
 - B. Roll Call. The following Directors were present: Steve Pope, Clark Miller, Chris Bender, Vance Brown, Lisa Sutton, and Jim Kretchman. Also present: Mark Hyatt, President.
- III. Executive Session - per C.R.S. § 24-6-402(4)(f), for the purpose of discussing personnel issues.

Moved by Vance Brown, seconded by Jim Kretchman, to adjourn to executive session per C.R.S. § 24-6-402(f) at 6:07p.m., for the purpose of discussing personnel issues. Roll Call. Approved by unanimous vote.

Moved by Steve Pope, seconded by Chris Bender, to adjourn to public session at 6:50p.m. Roll Call. Approved by unanimous vote.

IV. Comments

A. From the Audience


Matt Carpenter welcomed everyone to the Board Meeting and reminded the audience to please keep their comments to 5 minutes. Also, as part of the conflict resolution process, he hoped all have already spoken with the Administration, including Mark Hyatt, before speaking with the Board.

A TCA student read a letter to the Board that began with "Judge not by the color of people's skin, but by the color of their character." In school, around October 2008, the student began hearing racial slurs and jokes. After the election, on November 18, 2008, there was a picture of Mr. and Mrs. Obama on the wall, when a student came and scratched out the picture, made a racial comment, and walked off laughing. The student requested the offending students to stop making comments then went to the high school office. On January 23, 2009, the student was preparing for an essay and, since she had been absent, asked to borrow the notes of a fellow classmate. On the notes was an inappropriate picture that some students thought was a funny site. She stayed home the week of January 25, 2009, and on January 29, 2009, the student's family met with the high school administration who assured the family they would look into the situation. On February 2, 2009, the student was back in school and thought the environment would be changed. A group of students said to the student that she was "picking off students" and wondering, out loud, why she was back in school. She felt teachers and students treated her unfairly because of the color of her skin.

The student paused while her father resumed reading the student's letter to the Board. The student chose to leave TCA. The student concluded that we are not perfect and we all make mistakes. The student hoped the administration would learn from the mistakes and make changes for the safety of all students and faculty.

The student's mother thanked the Board for allowing the student to speak to them. The student has left TCA but the mother hoped the Board would use this as an opportunity to make the appropriate decisions and ensure these issues are taken seriously.

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Matt Carpenter, on behalf of the Board, thanked the student and the student's family for having the courage to come and speak. He said The Classical Academy does not tolerate these incidences at our school or in our community.

Keith Griggs, a TCA parent, appeared before the Board at the October 2008 meeting to speak on an alleged assault on his son, Trevor, in Spring 2008. He wanted to speak to the Board again because of the School Accountability Report (SAR) for 2007-2008 was released and did not include the felony assault on his son. Mr Griggs asked why the alleged assault was not listed in the SAR.

Matt Carpenter said he will look into it and get back to Mr Griggs.

Judy Fullmer spoke to the Board about a previous grievance and stated that she felt the handling of the issue was less than standard for how District 20 handles similar incidents. Ms Fullmer met with Peter Hiltz, Mark Hyatt, then the Board and did not receive an adequate response. Ms Fullmer stated that she felt the Board abdicated their responsibility.

The Board requested when this incident took place. Ms Fullmer said it occurred around May 2005.

Estelle Jackson wanted to follow up from addressing the Board at the October 2008 meeting. She met with Mark Hyatt then the Board and after addressing the Board, she said they failed to get back to the Jackson family.

Angie Sostheim is a TCA parent of a high school student. In 2006, Ms Sostheim went to the Administration and the Board to speak about a harassment issue, but she did not feel the problem was adequately addressed. She felt the Board has abdicated their responsibility.

Clif Northam spoke how what happened to the student should only be read about in books about what occurred in the South 40 years ago, but not happen here in Colorado, here at TCA. As a member of the TCA family, this behavior should never happen and should not be viewed as a little occurrence. It will become a festering sore if we do not address this problem. Mr. Northam said that the vocal minority will not go away but will continue to grow unless the concerns are addressed and addressed properly. Mr. Northam felt the Board failed to carry the torch of the original founders, stating that he felt money and buildings have come before the parents.

Matt Carpenter thanked all parents who came before the Board to raise their concerns. He believed the Board upholds the values, mission, and vision of TCA. He has the utmost respect for the other six Board members and together they work to uphold what was started in 1996 with the founding parents. The Board heard all of the parents and has respect for the Administration, knowing they heard, too.

Kelly McCue encouraged TCA parents to get involved in the school; and to attend Board Meetings. Ms McCue talked to Russ Sojourner and Mark Hyatt and was not satisfied with the response. She has written letters, met with the attorney general at the safety coalition, Larry Borland (Security Officer with District 20), and listened to experts who spoke on the subject of school safety. Ms McCue wants a police officer at assigned to TCA.

Matt Carpenter feels Ms McCue has been heard but he feels they have not responded the way she wants.

Lois Carless wanted to know why parents did not know about the school being threatened in May 2008. She encouraged the Board to run the school and not the Administration. Character should come from the top and from the leadership. She encouraged the Board to do their part.

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Jim Kretchman said that he does not feel intimidated by the Administration. Before he was on the Board, Jim came to many Board meetings and the community does not have the full story when not on the Board. Jim had to trust the people who were on the Board since the Board cannot always share all information to those in the audience. He assured the audience he knew what it felt like to sit in the audience. The Board has had many Executive Sessions during the last few Board meetings to hear things that can't be shared in public. Everyone on the Board has a desire to hear the community and it saddened Jim to hear that some in the community feel the Board doesn't care.

Ms Carless thinks highly of the school but it is a time in TCA history to take a serious look at things and not to spread rumors, but to build a sense of community.

Lisa Sutton thanked the student for sharing for the first time with the Board.

Matt Carpenter thanked the audience for their demeanor and quality of character; for talking respectfully from the heart. He thanked the community for setting the example we should be setting for our children. It was a dialogue in disagreement.

B. From the Administration

Veronica Wolken provided a Spotlight Recognition to acknowledge those in North Elementary who stood out. It is a pattern at school that more and more students, teachers, and classrooms get engaged in projects that benefit the community without reward; they do it because it's a good thing to do.

Olivia and Phoebe Khaliqi headed up a collection that benefited an Ethiopian orphanage where the Khaliqi family was adopting from. Mrs. Witzel and Mrs. Chapman's classes did most of the fundraising and helped raise an amazing \$2300 for the orphanage. The money was used for capital improvements and maintenance of the facility, along with medications. The Board asked Olivia and Phoebe to come forward and shake hands with the Lead Team and Board.

Mrs. Patrow's Kindergarten class also engaged in this type of service. They raised pennies and donated \$100 to the Springs Rescue Mission. In their thank you letter, the Springs Rescue Mission stated "We are so happy that your school teaches you wonderful things like generosity."

Veronica invited the entire TCA North 3rd grade staff, but unfortunately, they could not all make the meeting. Over the holiday season, instead of exchanging traditional Christmas gifts, the classes brought books and donated them to Memorial Hospital. The children never asked what they were getting. The letter from Memorial read: "Your kindness will bring comfort and joy this holiday season."

C. From the Board

Jim Kretchman had a chance to attend the Character Offsite for the high school seniors. It was a time for returning alumni to share what the college experience was like; to get life wisdom from TCA graduates. Jim was impressed with the kids for being incredibly honest about what college life presented for them. He was impressed with the program Peter Hiltz and Mark Hyatt provided for the high school students.

Moved by Clark Miller, seconded by Lisa Sutton, to adjourn to executive session per C.R.S. § 24-6-402(f) at 8:18p.m., for the purpose of discussing personnel issues. Roll Call. Approved by unanimous vote.

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Moved by Steve Pope, seconded by Lisa Sutton, to adjourn to public session at 9:42p.m. Roll Call. Approved by unanimous vote.

V. Consent Agenda Items

These are items that are for information or for vote but do not require further discussion by the Board or staff at this time. In the event that new information is available since the publication of this agenda, prior to approval of the consent agenda as presented, the board or staff may remove any consent agenda item(s) and move the item(s) to the Discussion Agenda.

- A. Approval of Minutes- Handouts (December 8th, January 12th)
- B. Monthly Financials
- C. Operations Update

Matt Carpenter added the Board will change the Minutes to reflect Ms McCue's request to strike the line in the January 12, 2009 Board Meeting Minutes.

Moved by Vance Brown, seconded by Lisa Sutton, to approve the Consent Agenda Items, with amendment to January 12th Board Meeting Minutes. Roll Call. Approved by unanimous vote at 10:10p.m.

VI. Discussion Agenda Items

These are specific items that the Board and /or staff would like to discuss and expand upon in greater detail than the materials that have been provided.

- A. Announce Board of Director Vacancies
 - Item: To inform the TCA Community of the Board of Directors' Election Process and Timeline
 - Presenter: Matt Carpenter
 - For: Information


Two positions on the Board will be voted on in the upcoming elections; these positions are currently held by Chris Bender and Clark Miller. The April 13th Board Meeting will be the final chance for candidates to speak to the community, and the election will include early voting at each school and a final vote at the Board meeting in April. The Board will publicize all information about vacancies on the web, email, and in the schools.

- B. Update on TCA East Campus
 - Item: To inform the Board of progress since the January 12, 2009 Board Meeting
 - Presenter: Mark Hyatt
 - For: Information

Kevin Collins introduced Chris Coulter from District 20. The team continues to have weekly meetings and is making good progress on the new East Campus. Everyone is working to get the building built on time; will know more in April on where we stand on the schedule. Jack Paulson, the architect, is working with offices in Denver on all permits.

Chris Coulter appreciated being invited to the meeting to speak. Diana Burditt and Kevin Collins have done superb work on the project and the fact that the building has gone so well is a credit to the TCA leadership. The schedule is not wrapped up and is still dependent on weather, along with permit approvals. 10,000 square feet of cement is already poured and the steel is arriving early. As Kevin stated, the team will know more in April on how the schedule is progressing. As soon as the building is "dried in," then the construction team can accelerate

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working on the inside of the building. Jim, from Elder Construction, is an excellent Superintendent and has new ways of thinking about a project. It's his intensity and absolute scrutiny that is applied to this project that will help ensure great things. The cost of the project is going well and Chris is not worried about going over budget. Chris feels the 85,000 square feet of building will serve the TCA Board, Administration, and the community well.

Matt Carpenter said the time frame was originally for occupancy in October 2009. Chris replied that he felt the furniture install can begin in early September with East Elementary in the building on September 11, 2009.

Steve Pope asked about any "extra" money that may result from the project coming in under budget. Chris stated the large masonry wall on the second floor is an unforeseen item that has come up and the budget gives the team the latitude to adjust. Doug Hering is working with the attorneys on how broad the categories are to spend the money that was borrowed. Kevin is considering paying for the synthetic field with any extra money to support the other programs. Steve Pope is in favor of seeing the financial detail. Vance Brown encouraged Clark and Steve to look at the financial numbers with Chris, along with keeping in touch with Kevin.

Diana Burditt added that her East Campus staff will look at options for start dates for the East Elementary when the time gets closer. Because the lower level at North will not be complete, the East Elementary cannot use that space in the fall. Diana will solicit recommendations from her staff.

Peter Hilts spoke about the new high school program at PPCC, named College Pathways. It is for 7-12th grade students to prepare and enroll those students in college, specifically PPCC. There is an informational meeting on February 26th at 7pm on the North Campus in room 3303/05. The Administration is applying through District 20 to the Colorado Department of Education as a multi-district online program. The students will not count against the CHSSA enrollment numbers. Mary Perez is the Director; part time until Spring Break then full time after.

Chris Bender asked if the Administration still felt good about the 200 break-even number. All said yes. Steve Pope asked if Peter was estimating any percent of full time TCA students will join the new program. Peter stated possibly 2% of students may transfer. Vance Brown asked about any downside. Mark Hyatt replied that Peter is spending approximately 40% of his work hours on the PPCC project for approximately the next 7 weeks. Lisa Sutton asked if the Administration is marketing the PPCC program differently than District 20 is marketing their online program. Mark replied that TCA is already marketing at home school and charter school events. The advertising is also included in Titan Deliveries.

Steve Pope asked Peter what keeps him up at night about this program. Peter replied that the application to the Department of Education has 90 different items to be certified as a multi-district online program and only a six-week timeline. Hal Meyer, Doug Hering, Marta Schulz, and other have contributed different parts to this application. Peter stated he's curious to see the program born; its not a risk but excitement. Lisa Sutton said that some online programs will offer computers to those who enroll. Peter said he's working with Doug to possibly provide text books and college credits. Mark added that there is a state law coming into effect that will prevent some schools from giving away certain freebies to entice students.

C. Safety and Security

Item: To update the Board on current processes and procedures and any recommendations for change

Presenter: Mark Hyatt

For: Information/Discussion

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Mark Hyatt asked Kevin Collins to discuss Safety and Security. Kevin stated that overall, the security status of the school is good. The real question is the question of long term investment in implementing reasonable and effective steps to ensure to the security of all students, staff, and visitors. Kevin is confident TCA is not by ourselves but supported from the local police department, District 20, and community partnerships. The core question is what is the “right” level of security for TCA? Where do we want to be as a school in the security sense, including addressing what is the threat in the area?

The Administration works with the police department; they’ve conducted reviews of TCA buildings, inside and out. There are controls already in place – employees have badges, visitors get passes, cameras monitor hallways, entrances, and rooms. The best security is “observational,” which is a good attribute of the school. Our procedures and training match District 20 and TCA is working with Larry Borland, the District Security Officer (also a nationally-recognized figure in school security). We have mutually beneficial communication systems, and operation centers. Emergency management is being standardized across all school districts in Colorado Springs. We have put the school in the most positive position we can be in and the police agree.

Chris Bender asked if there were any changes being proposed, like including a School Resource Officer (SRO). Kevin replied the SRO program is in a state of flux due to the state budget issues. SRO is a very specific resource used for mainly internal issues and measures, including drugs, alcohol, and fighting. In a Security Assessment in 2006 and from discussions with the local police force, the indications are not for TCA to have a SRO.

Lisa Sutton feels the facilities at TCA have changed over the years; bigger school with more doors and more than one entrance. She stated that an SRO would help moderate the culture at TCA since the culture has changed from 5 years ago. The Board discussed TCA’s culture including our internal threats; how things can happen anywhere but we don’t want to respond with bars on the windows and security dogs at the door. Peter replied that TCA students are less likely to engage in campus fights, drugs, and assaults. Although our students are not perfect, they do behave differently. SROs coordinate regular drug searches and participate in student discipline issues. He feels a SRO would change the responsibility and culture at TCA.

The Safety and Security Committee meets once a semester and consists of Mike Matsukis, Steve Rex, and staff and parents from all campuses. The police response time is 3-4 minutes. A full-time SRO would cost approximately \$100k/year. The Board proposed a possibility of staff wearing dual hats; current position and security officer. Kelly McCue thanked the Board for taking their time to address her passion. Her children love the teachers and coaches at TCA. She appreciates everything the Leadership is doing.

The Board asked the Administration to arrange for Larry Borland and a SRO to be present at the next Board Meeting on March 9th. The Board also requested an external organization conduct a security assessment review.

D. Curriculum Review

Item: To inform the Board on the current subjects under review

Presenter: Leesa Waliszewski

For: Information

Leesa said TCA is currently reviewing its Language Arts curriculum and will continue to review for a second year.

E. Class Size/Number of Classes at 1st and 2nd grade for 09/10

Item: To discuss with the Board the class size and number of 1st and 2nd grade classes in 2009-2010

Presenter: Leesa Waliszewski

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For: First Read

Leesa Waliszewski provided the Board a copy of the Art of Learning Phase III documents, along with including the modifications about class size from this last year. The Art of Learning was not to approve the 16-students-per-class size all at once, but one class at a time. The 1st grade teachers at all campuses had positive feedback from this last year with the 2nd grade teams excited for the coming year, since it's the next phase. Depending on the numbers, class size, and budget cuts, Leesa's team is considering keeping the East Campus with only 1st grade Art of Learning program and implement the 2nd grade classrooms at the Central and North Campuses. Doug Hering added that over a three-year period, there is a negligible budget impact.

Chris Bender and Steve Pope asked if the decreased class size is part of the Art of Learning and if it was a new philosophy to TCA. Lisa Sutton asked if the new classrooms at the East Campus are structured for the Art of Learning. Leesa replied that although titled the Art of Learning, the program is more about deliberately implementing the TCA educational philosophies into TCA classrooms, including optimizing and implementing the Charlotte Mason philosophy. The decreased class size can focus on habits and manners and provide more mentoring during lunch periods. The new East Campus is structured for Art of Learning classrooms.

Jim Kretchman said this movement might be perceived by the community as a change and a shift in philosophy, but it may be a truer sense of what the founders had in mind for TCA. It's more purposeful with a truer expression of the founding vision. However, managing any change effectively will involve successful communication to the community. Jim asked how the community has responded so far. Leesa replied that the majority of the community are very pro with what is going on; 80-90% positive feedback. The few that are dissatisfied include statements about students not being happy and the lab school is not as nurturing of an environment.

Matt Carpenter asked if the same implementation would happen with current 1st graders as they move into 2nd grade then into 3rd, 4th, and 5th. Would the implementation follow the student and their classmates? By the time this group comes to upper level teachers, will the teachers understand what the children have learned and experienced in the lower grades.

Vance Brown asked if this was a Board decision. Leesa replied that the Board had a discussion in April 2008 asking the same question. The Board did want to be updated on the feedback from the Art of Learning. Mark added the Board needed to decide on class size, hiring teachers, and letting tutors go. Leesa replied that based on how the Art of Learning went this year, the plan is to roll out one more year then make a decision in the future if we want to continue with the implementation or go back to 4 classes of 20 students.

Matt Carpenter asked the Board to forward any questions and/or comments through Mark Hyatt to Leesa Waliszewski. The Board thanked Leesa and her team for their efforts on this project. They also tasked Mark Hyatt for recommendation on how to alter the President's Art of Learning Objectives.

F. Extra K/1st Grade Classes

Item: To vote on the proposal for extra Kindergarten and 1st grade classes

Presenter: Doug Hering

For: Second Read/Vote

Moved by Chris Bender, seconded by Clark Miller, to approve the proposal for the extra Kindergarten and 1st grade classes as presented. Roll Call. Approved by unanimous vote at 10:50p.m.

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G. General Fund Revenue Projection, FY09-10

Item: To set the baseline for the FY00-10 budget process

Presenter: Doug Hering

For: First Read

Doug Hering did not include a projection worksheet in the Board's packets since there is not enough budget information at this time to brief. In November, Governor Ritter promised a 4.6% increase in K-12 education. Around the first of the year, he said he would be cutting the state budget by 10%, across the board, equaling a \$120M cut in K-12 education. At this time, it is hard to determine how that cut would affect District 20. The state budget also includes a \$5M cut to the capital construction budget, costing approximately \$140k to TCA. District 20 has not made a General Fund Revenue Projection to their Board.

Chris Bender asked when a budget could be projected. Doug replied that it may be in April or May 2009. The normal schedule would include giving the Board a preliminary budget at the next Board Meeting, but Doug does not know what the Legislature will do. There may be Federal money that will become available; the Legislature may come back and veto the proposed cuts; the Stimulus Package may help. Chris asked about what we can do now to look at the worst case scenario. Mark replied that TCA is positioned well for this bad time, including that he and Doug have been working together to look at different case scenarios.

The Board requested the Administrations "best guess" projections, with options for handling worst case scenarios. The Board also tasked the Administration to get an extension through District 20, in order to provide an accurate budget to the District.

H. Quarterly Review

Item: To provide a quarterly review of all funds, with highlights from the monthly General Fund

Presenter: Doug Hering

For: Information

I. One Year Educational Opportunity Policy

Item: To present the Board a proposed educational opportunities policy letter

Presenter: Kevin Collins

For: First Read

As requested at the last Board Meeting, Kevin Collins presented the Board a policy for a student to be out of TCA for one year and to return to the top of TCA's Wait List (no guaranteed re-admittance and no guarantee to go back to a specific campus). The 4th grade program at Schools of the Woods, along with student exchange programs are examples where this policy would apply. This policy differentiates between non-voluntary and voluntary departure from TCA.

Peter Hilts stated it would be inconceivable to leave in high school for a year and return to TCA and meet graduation requirements. Without taking online courses to keep up, it is almost impossible to stay in sequence with math, language, and senior capstone.

Chris Bender led off that each grade is important at TCA and a student cannot miss a grade; the impact on the student and their classmates would be too great. Lisa Sutton added that if you sign up for TCA, you should stay for TCA.

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Matt Carpenter concluded that he was not seeing much, if any, interest from the Board in pursuing this policy. There is no need to present this topic for a Second Read/Vote.

J. School Calendar Review

Item: To review the 2009/2010 school calendars

Presenter: Kevin Collins

For: First Read

Kevin Collins explained that each year, the Administration provides a draft calendar to the Board to consider for 2 years out. Although the 2009-2010 calendar has been approved, the Administration would like to discuss a proposed change to the Elementary calendar for the Board's review. Kevin requested the Board vote prior to Spring Break 2009.

Veronica Wolken hoped the Board will understand why this is an important decision for the Board. About 6 weeks ago, the elementary teachers and IPDs engaged in a discussion about what's working and not working in the elementary instruction. The best instructional format allowed for a combination of whole group instruction combined with small groups (reading, for example). The team asked if it was possible to provide consistency in the classroom. Planning time is important; the team environment is important to the TCA culture. They set out to draft a schedule that will address instructional needs, universal across all campuses. In this draft, the price was a strenuous schedule for Specials. The first model required specials to work with only one break; lunch. Although it looked good for the classroom teachers, it was not feasible for specials teachers. The solution was to introduce 15 minutes of extra time to break the day for specials teachers; 10 minute break in the morning and 5 minutes in the afternoon. This led to a discussion about how to make the model work. The extra 15 minutes in the day allowed for a model in which elementary school children would never have a fully day of school on Fridays. Every single Friday, during the school year, will be a half-day, except for 3 Fridays – Parent/Teacher Conferences in the Fall and Spring and the Character Symposium in February which will be full days off. The current calendar has 19 Fridays altered; this would add 11 more Fridays. The staff received the model with much enthusiasm. Veronica provided the Board a Zoomerang survey of the certified and classified staff.

Chris Bender stated he would want to hear from the parents. Possible concerns would be the 30 minutes between the secondary and the elementary release, along with the extra half-day Fridays. Steve Pope added that if there is a solution to the breaks for specials teachers, then there would be no need for Friday afternoons off. Leesa Waliszewski said that teachers have requested a half-day of planning. The model appears as a rare case of what is good for children, what is good for teachers, and a way to make it work. Chris emphasized it is a big impact for the parents.

Veronica concluded that the team is still brainstorming and working on ways to resolve any conflicts. The hope is to walk parents through the thought process to show why this model has been received so enthusiastically by the staff, why it matters, and why it is good for the children. The hope is to solicit parental understanding and support. If not, the plan is to go back to the current schedule and calendar.

The Board thanked Veronica and the Administration for getting staff input prior to coming to the Board. They requested the Administration meet with parents prior to making a final decision.

K. Fundraising Report/Update

Item: Report on the current and predicted status of fund-raising efforts

Presenter: Mark Hyatt

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For: Information/Discussion

Mark Hyatt stated the Titan Trust is down 14% where we were last year. Matthew Monberg will present the state of the fundraising efforts at the March 9th Board Meeting.

L. Board Orientation and Board Policies

Item: To discuss orientation process for newly elected and re-elected board members

Presenter: Matt Carpenter

For: First Read

Not discussed.

M. Succession Planning

Item: To discuss a plan/process for TCA President Succession

Presenter: Matt Carpenter

For: Second Read/Vote

Not discussed.

N. Board Planning/Debrief/Additional Items

Item: To discuss future items the Board should discuss and debrief the board meeting

Presenter: Matt Carpenter/Steve Pope

For: Discussion

The Board and the Administration discussed the actions for the Administration including:

- a) Propose President's Objectives for the Art of Learning
- b) Provide detailed analysis of SRO roles, responsibilities, cost, and benefits
- c) Have Larry Borland (or equivalent) do an analysis of TCA safety and security and provide analysis at March Board Meeting
- d) Ask District 20 for a Budget Extension
- e) Provide worst case scenario for budget draft
- f) Develop a plan for the elementary school day and get feedback from parents on lengthening the school day

Matt Carpenter also said he would get back to Keith Griggs, reference his son's assault on the SAR. Peter Hilts said the School Accountability Report comes out of Infinite Campus.

Chris Bender, Peter Hilts, and Leesa Waliszewski will continue to meet weekly to discuss Core Values until the March Board Meeting.

Mark and Matt agreed to draft a letter to the community in response to the Board Meeting and send it out as soon as possible.

VII. Future Agenda Items

A. Announcement of Board Candidates – Mar.

B. Current Year Budget Revision – Mar.

C. Preliminary Annual Budget (for next fiscal year) – Mar.

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- D. Endowment Review – Mar.
- E. Spotlight: Celebrating TCA – Apr.
- F. Board of Directors Election – Apr.
- G. President’s Annual Review (Begin) – Apr.
- H. Board Meeting Schedule & Agenda Item Review – Apr.

VIII. Adjournment

Moved by Chris Bender, seconded by Clark Miller, to adjourn meeting at 1:00a.m. Roll Call. Approved by unanimous vote.