



# THE CLASSICAL ACADEMY

## BOARD OF DIRECTORS MEETING

MONDAY, APRIL 30, 2012, 4:00 P.M.

COMMUNITY BIBLE STUDY – 790 STOUT ROAD

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

- I. Call to Order (4:00 p.m.)
- Meeting called to order by Dr. Leland at 4:07pm.
- II. Pledge of Allegiance / Roll Call Est. Time: 5 min
- Board members present: Dr. Cameron, Mr. Carter, Dr. Leland, Mr. Mast, Mr. Palmer, Mr. Pope, Dr. Woody.
- III. Comments from TCA Lead Team Est. Time: 5 min
- Don Stump read the following short statement to the board on behalf of the TCA Lead Team: “The working relationship between the Board of Directors of The Classical Academy and the administrative Lead Team is deeply fractured and cannot function. The success and integrity of the school is at risk because the Board cannot hold itself accountable and restore and restore an environment of trust and collaboration. Over the last two months we have communicated many details of our concerns to Board members in other settings. We eagerly await Board action in response.”
  - In response to queries by fellow board members, Dr. Woody shared several details from his view of Lead Team concerns that were shared with him and Dr. Leland during recent meeting they had with the Lead Team.
  - 4:46pm Motion to Change Agenda to move Exec Session agenda item earlier in the agenda and start now passed unanimously.
  - 4:47pm Motion to move into Exec Session passed unanimously.
  - 5:32pm Motion to suspend Exec Session passed unanimously.
- IV. Matter Related to Transition Est. Time: 1hr 50min
- a. Temporary Interim Placement
- Motion to place Kevin Collins in the role of Interim President through July 31<sup>st</sup> 2012, with possibility of extension, with the following limitations:
    - The Interim President shall not have the authority to make extraordinary decisions without prior approval from the Board. Notwithstanding Sec. 4.6 of the Bylaws or prior practice at TCA, for the purpose of this 2012 interim president position "extraordinary decisions" include but are not limited to the following:
      1. Making material changes to the duties of the Lead Team, including reassigning positions nor terminating the employment of any member of the Lead Team;
      2. Deviating from the budget by more than 5% of any gross line item;

3. Making material changes to the curriculum or educational program at TCA;
4. Entering into any agreements for TCA to buy, sell, or lease any real property;
5. Making material changes to any employee benefits, such as retirement or pension plans or health insurance.
  - Vote: Dr. Cameron - Aye, Mr. Carter - Aye, Dr. Leland - Aye, Mr. Mast - Aye, Mr. Palmer - Aye, Mr. Pope - Aye, Dr. Woody - Aye. Motion passed.

b. Board Agreement Ratification

- Dr. Leland presented a draft version of a TCA Board Agreement that draws together content from existing Board policies (Board Governing Style, Board Code of Conduct, Board Decision Making, and Board Job Descriptions) into an agreement that would be signed by each board member every year.
- Motion made to ratify with minor edits and sign the Board Agreement on May 14th.
  - Vote: Dr. Cameron - Aye, Mr. Carter - Aye, Dr. Leland - Aye, Mr. Mast - Aye, Mr. Palmer - Aye, Mr. Pope - Aye, Dr. Woody - Aye. Motion passed.

c. Discussion of Third Party Mediation

- Dr. Leland discussed the high level goals of short term mediation (Board & Lead Team) and long term accountability for the Board itself. He mentioned three organizations that he was considering for recommendation: Ridgeview Classical (George Sankar), Colorado League of Charter Schools (Jim Griffin), and Ducan McCrann Consulting. Dr. Leland plans to come back to the board on May 14th with a list or a proposal for short term mediation with a goal to start the engagement by the beginning of summer.

d. Board Statement of Educational Philosophy

- Dr. Leland explained that the Board may need to convey the board's assessment our Instructional Philosophy. Mr. Simpson asked a question about what the goal of the board resolution was. Dr. Leland explained that the objective of this high level resolution is for the Board to figure how to measure the implementation of Instructional Philosophy. Mrs. Simpson explained that the board currently has limited data on the implementation of the Instructional Philosophy. Dr. Leland stated that the board understands this is an issue and it will prioritize understanding the issues, revisit the organizational structure related to IP, and what the measures are for the school - not redefining the bullseye, but trying to assess if we are hitting the target.
- Mr. Carter suggested that the phrase 'in conjunction with the IP dept' be added to the proposed resolution in the final sentence of the resolution.
- Mr. Kretchman explained that when writing the Core Values document, they discussed that one of the measures of success is how satisfied are parents with the education that TCA is delivering. However, it is more difficult to measure the effectiveness of the instruction. Mr. Kretchman and Dr. Leland agreed that it would be good to meet soon with Mr. & Mrs. Simpson to further discuss how this can be measured.

e. Presenter: Dr. Leland

- 6:18pm Motion to resume Executive Session passed unanimously.

V. Executive Session

Est. Time: 30 min

- a. Executive session pursuant to CRS 24-6-402(4)(b, e, and f) for discussion of personnel matters concerning individual employees, to receive legal advice on specific legal matters and for negotiations and instruction to negotiators. Re: Lead Team employment matters, school security matters, and contract negotiations.
  - 7:51pm Motion to move out of Exec Session passed unanimously.

VI. Adjournment (Approx. 6:30pm)

- 7:52pm Motion to adjourn passed unanimously.