



THE CLASSICAL ACADEMY

BOARD OF DIRECTORS SPECIAL MEETING

MONDAY, MAY 7, 2012, 7:00-10:00 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 (7:00 p.m.)
 - Meeting called to order by Dr. Leland at 7:06pm.
- II. Pledge of Allegiance / Roll Call Est. Time: 5 min
 - Board members present: Dr. Cameron (via phone), Mr. Carter, Dr. Leland, Mr. Mast, Mr. Palmer (excused), Mr. Pope, Dr. Woody.
- III. Comments from TCA Lead Team Est. Time: 10 min
 - Kevin Collins thanked the board for the opportunity to provide a more extended statement to the board as follow-up to the May 7th Board meeting. Kevin gave an overview of what would be shared by him, Dorothy Simpson, and Rachael O'Donnell. They explained that after significant discussion, the Lead Team had reached consensus on the concerns being shared. The extended document was intended to restate and amplify their concerns and requests. They explained their view that the Board has significantly underestimated the impact of Dr. Bohn's departure and that the Board has not held itself accountable. The Lead Team was encouraged by the appointment of Kevin Collins as interim president, but are so concerned about the state of the Board – Lead Team relationship and lack of trust, that a third party mediator is recommended. They presented recommended ways to begin to rebuild trust with the Board.
 - Several board members expressed their views on the statements made by the Lead Team.
 - Dr. Leland expressed a commitment to work with a third party mediator to improve the Board and Lead Team working relationship, commenting on contacts that he had made so far in this area.
 - 7:44 pm Motion to move into Executive Session passed unanimously.
- IV. Executive Session Est. Time: 30 min
 - a. Executive session pursuant to C.R.S. 24-6-402(4)(b & f) for the purpose of discussing personnel matters, and to receive legal advice on specific legal questions. To discuss Lead Team employment matters.
 - 8:28 pm Motion to move out Exec Session passed unanimously.
- V. Matters related to Transition of Leadership Est. Time: 5 min
 - a. Presenter: Dr. Leland
 - Jim Kretchman conveyed high level feedback to the Lead Team on timing of next steps including a more formal response to the concerns and requests made by the Lead Team the week of May 14th.

- VI. Board Working/Planning Session – on matters related to organizational Structure and Top Leadership Position.
- a. Presenter: Dr. Leland
 - Dr. Leland led a discussion and brainstorming about organization, structure, and governance focused on whether a new top leadership structure is pursued or stay with current CEO model. Organization models discussed included: 1. President/CEO model, 2. Three in a box, and 3. Executive leadership team model.
 - Dr. Leland led a second brainstorming about what questions to ask of Educational Leaders in the area of organization, structure, and governance. Board members were asked to e-mail additional questions as well.
- VII. Adjournment (Approx. 9:50pm)
- 10:06pm Motion to adjourn passed unanimously.