



# THE CLASSICAL ACADEMY

## BOARD OF DIRECTORS MEETING

MONDAY, APRIL 14, 2014, 6:00-10:30 P.M.

NORTH CAMPUS — TCA ROOM 2213/2214 (SECONDARY)

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/Question Time

- I. Call to Order (6:00 p.m.)
  - Called to order at 6:02
- II. Pledge of Allegiance / Roll Call 5 min
  - The following Board members were present: Dr. Cameron, Mr. Carter, Dr. Harrington, Dr. Leland, Mr. Palmer, Mr. Ramsdell, and Dr. Woody. Dr. Harrington needed to leave early from the meeting.
- III. Approval of Agenda 5 min
  - The agenda changed as follows:
    - Comments from the audience will be conducted in a fashion similar to a town hall meeting limited to 1 hour. The focus of the meeting will be on discussing the proposed budget. This will be an initial town hall meeting to discuss class size issues and how they affect the budget.
      - Dr. Leland will take min. to explain the reasoning/background behind the budget discussion and will address thoughts behind considering class size increases in K-2.
      - The last half of the meeting will be open to questions from the audience.
    - We will postpone Item V. Celebrate TCA until the May Board meeting
    - We will postpone Item VI. Board Development until the May Board meeting
    - Move Item IX.C.3. Board Sub-Committee List to Consent Item VIII.B.11.
    - By unanimous voice vote the Board approved the agenda.
- IV. Comments from the Audience (Audience members have 5 minutes to address the Board) 10 min

(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)

  - Discussion on budget/class size increases in K-2 grade/Dr. Leland
    - First, no decision will be made on the budget tonight. The Board is still in the process of gathering data to make an informed decision
      - There are many options on the table
    - Second, TCA is not at a financial precipice (we are not closing tomorrow)
    - The Board is looking hard at our long term sustainability
    - Throughout TCA's history we have had discussions on the "right" size for class sizes
    - Budget process
      - May is the deadline for the Board to vote on the budget (could be extended to June)
      - Apr is the first read of the budget

- Feb the administration presented the Board with a proposed budget with a goal of fixing teacher compensation
  - Mar the administration presented a 5 year financial projection using a variety of models
- There are essentially two primary buckets of funds
  - Per Pupil Revenue, PPR, (Money, determined by the state of Colorado, that is assigned to each student; the amount varies from district to district)
    - We consider this a recurring revenue source because we can count on a specific amount of money coming into our general fund
    - Teacher salaries are funded out of this bucket of money
    - We receive the same PPR as other district schools however, since we are not included in D20 bond votes (additional funds given to school districts above and beyond the PPR to build schools), we pay (sell our own bonds), to pay for our land and buildings (these funds come out of our PPR funds)
    - Consequently, we use up about 15% of our PPR funding on paying back the debt on the bonds we sold that other schools in District 20 do not have to do
    - The only way TCA can affect the PPR is to increase its student population
    - We have a good working relationship with D20 which enabled us to help D20 pass the Mil Levy R in 2008 that provided another source of recurring revenue
  - Everything else (Donations; fundraising, grants, gifts in kind, etc);
    - We consider these resources as non-recurring sources of revenue because we do not from year to year how much these sources of revenue will bring in
    - School projects, teacher appreciation, etc. are some of the items paid for through fundraising dollars
    - Fundraising history
      - Early on it was called the Book and Building fund (it used to be mandatory until TCA found out it was illegal to charge a tuition for students at a public school)
      - It was changed to the Titan Trust and offered greater latitude to donate to more diverse areas of parent interest (library, activities, projects, etc.
      - In 2010 we hired an advancement office and the Titan Trust changed to the Annual Fund with a focus on parents contributing to the general fund rather than to designed areas (this gave TCA to use funds for the greatest need facing TCA)
- All of the Board either have children or grandchildren who attend TCA (each of us donate)
- This year, we want to fix the gap in teacher's pay in two areas
  - Over the last few years, we have not increased our teacher's salaries to keep up with the COLA (Cost of Living Allowance)
    - This is primarily due to the decrease of the PPR (\$800) over a 4 year period
  - Comparatively speaking, our teacher's salaries lag behind their contemporaries (other charter school teachers)
- To address the large amounts of money to address the recurring costs associated with increasing teacher pay we need to evaluate how increases in class sizes will allow us to meet this goal (an option to consider when developing this year's budget)
  - Some historical considerations
    - Since 1998 we have always had 16 students in K
    - For 10 years, we have always had 20 students in 1<sup>st</sup> and 2<sup>nd</sup> without harming our TCA instructional philosophy
    - In 2010 we switched to a 16/18/18 model for K, 1<sup>st</sup>, and 2<sup>nd</sup>
    - Research on the "ideal" class size or what constitutes a "small" class size is wide ranging and is not conclusive
    - Some of the average class sizes of other districts
      - D20 (26-28)
      - D49 (30)
      - D11 (30)
      - D38 (28)
    - TCA developed/defined its own unique class size based upon the thoughts surrounding the trivium, Charlotte Mason, Art of Learning, etc. but it is not an

absolute but it does have guidelines and have been adjusted in the past without harm to our instructional philosophy or our core values

- Dr. Leland opened the floor to questions from the audience:
  - What is the reason for considering class size increases?
    - To address teacher compensation
  - By increasing the proposed class sizes, what is the corresponding increase in funds?
    - \$600-\$850K
    - If we don't do anything we will be running a deficit in 5 years
  - Are you voting on the budget tonight?
    - No, it is a first read.
  - When would parents have known about the discussion of increasing class sizes? This is the first we hear about it?
    - Although this seems a short process, we would have announced it after the Board meeting tonight. We plan to have a town hall meeting between now and the May Board meeting to hear parent's concerns and ideas.
  - Have teachers and principals been involved in the process?
    - The administration and staff have been discussing the teacher compensation from Sept to Feb using a variety of scenarios/models. As we ran all of the numbers we found out that we would be \$500,000 short.
  - Does the costs for the common core test figure into the \$500,000?
    - No. It is a separate line item. This year it costs us about \$140,000. We anticipate spending another \$230,000 next year.
  - The administration says it has cut costs in the last 5 years. How much have you cut in spending?
    - We have cut about \$5.4 million dollars over the last 5 years.
  - What are the other options you have looked at?
    - Increasing participation in the annual fund
    - Reviewing the letter of understanding
    - 
    - We are currently \$400,000 short of funds to address critical maintenance issues
  - Is it possible to delay class size increases for one more year? Give us the opportunity to raise the money.
    - The problem with delaying it one more year is that we have immediate challenges and needs to address that affect us next year and in the future
    - Donations do not address the issue of sustainability
  - Why add to K-2 which is the foundation of the school?
    - Getting students in earlier allows them to experience the TCA school environment and prevents backfilling students in later grades that have a harder time adapting to the TCA environment.
  - Why are teachers leaving?
    - Pay is a factor but it is not the only factor (moving, etc.)
- Some parent concerns:
  - We did not know that we needed to give
  - Nobody tells us how much to give
  - There was poor communication to the parents about the gravity of the situation
  - Parents did not have an opportunity to weigh in
  - Increasing class size will affect our culture and relationships between students and teachers
- Mr. Cameron
  - We want to ensure we honor and vow to keep class sizes small
  - We want to ensure we don't lose high quality teachers and minimize hiring teachers that may not be the best suited to TCA
  - We should consider adding cap sizes to the various grade levels so that it is difficult to increase class sizes in the future
- Mr. Ramsdell
  - We want to make it clear that the budget we are going to approve is not just a one year fix, our decision will affect us in years to come
  - The business model we currently have is not sustainable
- Dr. Coulter

- We must be able to attract and retain high quality teachers
- From a business perspective and from an ethical perspective it is not fair to balance the book on the backs of all of our employees
- To fix the teacher and staff compensations it will take two years (a two phase project)
- We must fix the problem of compensation if we want to be truly consistent (mean what we say) when we value the importance of our teachers and staff in the education of our students
- Dr. Leland thanked the parents for attending the Board meeting and providing inputs. We hope that parents will be willing to partner with TCA and take part in committees to develop ideas on how to improve fundraising.
  - We will be sending out a message to parents after this Board meeting and will be organizing another town hall meeting for additional parent/staff input before the May Board meeting.
- 7:16 pm, town hall meeting ended
- 7:35 pm, Board Meeting resumed

V. Celebrating TCA 10 min  
 ● Postponed until May Board meeting.

VI. Board Development: (Concerning Children as Persons) 15 min  
 Action: Simpson, Galvin, Brown  
 ● Postponed until May Board meeting.

VII. Report of the President & Cabinet Spotlights 10 min / 5 min  
 Motion: to receive the report

- Dr. Sojourner is beginning his overlap time at TCA. He will be visiting schools and meeting with each of the cabinet members as he prepares to assume command on June 1.
- The on-line portion of the Board election is scheduled for April 21 through May 2. Our goal is to get 50% participation or at least better than last year's 22% voter turnout.
- We will be condensing the strategic plan for the Board to review. We must ensure we identify the measures and define success as we review our action steps.
- On April 26, 2014 we will be hosting a Founders Breakfast at 9:00 am in the North Campus Library. We will be rolling out the Titan's Creed for founders and past/current Board members.
- March 12, 2014 is the TCA Golf Tournament. It will be held at the Flying Horse Golf Club.
- The Board retreat is scheduled for Aug 1 and 2 at the Flying Horse Golf Club.
- April 2, 2014 we completed the secondary climate survey.
- April 2, 2014 Mr. Jolley participated in a discussion concerning the Common Core Standards and the implications that are involved in testing (costs and keyboarding skills). Charter school believe there are too many assessments and the costs are too high.
- The TCA Pride Award (Personal Responsibility in Daily Effort) given out by the Executive Director went to Mrs. Toni DeMott and Mrs. Kara McIntyre.
- Finalists for Titan of the Year will be announce on May 5, 2014. The Titan of the Year Award will be presented on August 11, 2014.
- Dr. Coulter is compositing a trilogy 1) Classical Education 2) Classical Education the TCA Way and 3) The Cost of a TCA Education. The first two have been sent out to the community. The third document will be sent out prior to the Board voting on the upcoming budget.
- Mr. Ramsdell would like the trilogy set to the Board when it is completed.
- Dr. Cameron moved to accept the report which was 2<sup>nd</sup> by Dr. Woody.
- By unanimous voice vote, the Board accepted the report.

VIII. Consent Agenda 5 min  
 Board Directed items to be removed from Consent Agenda:  
 Motion: to accept the Consent Agenda

- A. Minutes: March 10 (Swanson)
- B. Written Reports of the Executive Director and Cabinet
  - 1. Human Resources (Schulz)
    - a. Matters Relating to Personnel Action
  - 2. Operations Update (Collins)

- a. Ops Update
  3. Finance (VanGambleare)
    - a. February Financials
  4. Advancement Update (Laney)
    - a. March Annual Giving Update (\$Contributions)
    - b. March Annual Giving Update (% Families)
  5. Director of Academic Services (Jolly)
    - a. Athletic Participation
  6. Board Policy Review (Board)
    - a. Naming Buildings
    - b. Advancement Philosophy
  7. Board Meeting Schedule (Board)
  8. Board Strategic Calendar (Board) (Removed from Agenda, April 9, 2014)
  9. Minutes
    - a. Senate, March 18, 2014
    - b. North Elem. SAC, January 15, 2014
  10. New Board Member Training
- The Board asked Mr. Laney if it was possible to disaggregate donations by campus in the future.
  - Dr. Cameron asked if we have our own naming rights policy. No, we currently have adopted D20's policy. It may be a good idea to take another look at the policy as we begin to build future facilities.
  - Dr. Cameron moved to accept the consent agenda items and Mr. Carter 2<sup>nd</sup>.
    - By unanimous roll call vote, the Board accepted the consent agenda: Dr. Cameron (Yea), Mr. Carter (Yea), Dr. Harington (Yea), Dr. Leland (Yea), Mr. Palmer (Yea), Mr. Ramsdell (Yea), and Dr. Woody (Yea).

## IX. Discussion Agenda Items

### A. Items removed from Consent Agenda

- 5.a. Athletic Participation
  - Dr. Woody moved to accept the Athletic Participation policy and was 2<sup>nd</sup> by Mr. Ramsdell.
  - Discussion
    - There is another category to placing students into schools for activities "Parental Preference"
    - It is not an automatic selection by the parent. Students are placed in a pool. The pool is open to any student (providing the school does not provide the activity the student wishes to participate; does not include clubs) online, home school, etc. However, there is no guarantee they will be able to play at the school they want.
    - There are factors that go into the selection process (siblings, prior rostering, parental preference)
    - Once a 9<sup>th</sup> grader enters the pool, that student stays at the designed school all 4 years. Students are not eligible to enter the pool each year so that they may change schools.
    - Junior high students follow the same rules.
    - Mr. Geiger is the person to direct questions about the pool process.
    - May 15 is the selection day.
    - Mr. Jolley will send out a message to parents following the Board meeting to let them know of the changes to the participation rules.
  - By unanimous roll call vote, the Board approved the new activity policy: Dr. Cameron (Yea), Mr. Carter (Yea), Dr. Harington (Yea), Dr. Leland (Yea), Mr. Palmer (Yea), Mr. Ramsdell (Yea), and Dr. Woody (Yea).

### B. Cabinet Level Reports

1. TCA Charter with District 20 Update 5 min /5 min  
 Action: Collins  
 Motion: Information  
 Rationale: to inform on progress of the proposed changes to the 2014-15 Charter with ASD20

- Mr. Collins reviewed some of the charter items that TCA will discuss with D20 when we prepare to review and amend the current charter to include:
    - TCA policy review and process for D20 approval
      - 477 policies
      - 89 District/State policies waived
      - 121 District Policies we accept
      - 95 policies that replace District policies
      - The remainder are TCA stand alone policies
    - Registrar practices
    - Participation in activities
    - Financial process
    - Recall process of TCA Board
    - Conflict of interest
    - Renew charter every 3 years instead of each year
      - We would still want to update exhibits each year
    - Change references to “Executive Director” to “President”
    - IT support
    - Security
    - MLO
    - Monitoring report due in October of each year
  - Mr. Collins will provide greater detail in May for the Board’s 1<sup>st</sup> read
  - At the June Board meeting, the Board will vote on the changes made to the Charter Agreement
  - The District will vote on the changes 10 day later at their Board meeting
2. Parent Survey Data Analysis (Raw Data) 10 min /10 min  
 Action: Jolly  
 Motion: to accept the parent survey data (raw) and look forward to reviewing school action plans at the May 2014 Board meeting  
 Rationale: to allow the Board to review the data analysis of the Parent Survey (Raw Data)
- raw data form the parent survey
    - Safety was rated the highest
    - Relationship building was rated 2<sup>nd</sup> highest
    - Mr. Jolly did not include all of the comments in the report but are available to you if you want to see them (over 300 pages)
  - The next report (May Board Meeting) will include action plans form each school. The plans will identify 2 strengths as well as 3 challenges each school must address
  - The Board asked Mr. Jolly to identify questions in the surveys that are directly related to the Board and to include the parent comments associated with those questions
3. Curriculum Review: Math 5 min /5 min  
 Action: Jolly  
 Motion: Information  
 Rationale: to inform the Board of changes to the TCA curriculum
- A new math curriculum has been selected that is more in depth
  - It integrates a fundamental building block approach
  - This year we reviewed 6<sup>th</sup>-12<sup>th</sup> grade; 6<sup>th</sup> grade is a pivotal year
    - 6<sup>th</sup>-8<sup>th</sup> grade we are using the same publisher only we will be getting the newest edition
      - For your information the middle school books have labels that highlight curriculum aligned with Common Core Standards
      - Teachers were would choose this text regardless of the text’s association with the Common Core Standards because it is the best book
    - Algebra ½ are happy with the current book
    - Geometry is moving to more emphasis on algebra than geometry
      - We will be purchasing Harold Jacobs book with a more classical focus and attention on geometry
    - Higher level math (Calculus and AP courses) will keep the same books
  - Next year we will review K-5<sup>th</sup>

- Dr. Cameron noted that he has seen the algebra book by Harold Jacobs
    - There are some gaps between pre-algebra to algebra
    - He had to supplement information more than what he wanted
  - Dr. Cameron asked about statistics and are they being introduced at earlier levels
    - The Common Core Standards have more statistics in 7<sup>th</sup> grade on up
    - Mr. Jolly said TCA may introduce a statistics class in the spring
  - Mr. Jolly asked the Board to approve the math curriculum change so that we can begin purchasing the books
  - Mr. Ramsdell moved to approve the math curriculum changes and was seconded by Dr. Woody.
  - By unanimous voice vote, the Board approved the math curriculum changes.
4. Student Fee Schedule 5 min/10 min
- Action: Jolly  
Motion: 1st Read  
Rationale: to review the student fees for FY 14-15
- The principals want to put all of the fees up front for parents to see
  - Mr. Shields wants to begin communicating with parents about fees before next year
    - There are concerns about the number of fees and the high costs of activities at high school
    - He will evaluate them next year
    - College Board AP tests increased by \$5
  - Hugh DiPretore was able to reduce the mountain lab fee from \$185 to \$150
  - Dr. Woody asked to see what the average amount a parent with a student in elementary school pays for fees compared to a parent of a high school student
  - Dr. Cameron wondered if all the fees paid for activities are self-sustaining and if not, could they be
    - Mr. VanGambleare said they are except when you add in stipends for coaches
    - Stipends run another \$130,000
    - If you offer small stipends for coaches you may see a large turnover in coaches
    - We may need to look at other incentives to attract or retain good coaches
  - There was a discussion concerning the advantages of NAVIACE and saving money
  - The Board asked to see the average sports fees a student pays (junior vs senior athlete)
  - Mr. Carter was concerned that smaller sports (golf for instance) would have a larger amount to pay rather than larger teams (football, soccer, track etc.) who could distribute the costs across a greater number of participants
    - If fees for high school activities become too high parents may be less likely to donate to the annual fund
  - The Board took a break from 9:11 to 9:21 pm
5. Student Count Estimates for Next FY 5 min /5 min
- Action: VanGambleare  
Motion: Information  
Rationale: to inform the Board as to the classroom levels estimates for next year
- Mr. VanGambleare led a discussion outlined by the following topics:
    - Compensation of our teachers and staff has stagnated in the last 4 years
    - Economic drawdown (recession) caused Per Pupil Revenue (PPR) to decrease by almost \$800
      - In 2009-10 PPR was \$6,827
      - It is estimated that for 2014-15 PPR will be \$6,585 (it is still about \$242 per student short of what it used to be)
    - While COLA went up 10.5% in the last 4 years, TCA has only given our teachers a 6.0% raise and nothing else
    - TCA teacher salaries lag other charter school teachers by 6.7%
    - Our goal is to give each staff member a 2.8% COLA increase additionally we want to fix our current teacher pay structure
      - By fixing the current pay structure the average teacher salary would increase by 6.7%.
      - Other staff salaries will be address in the 2015-2016 school year

- Our concern is sustainability; our present business model is not sustainable
    - To be able to afford the increase in salary in the long run we have looked at a variety of models to increase PPR (sustainable revenue source)
    - To increase the amount of PPR we must increase our student population
      - We have looked a variety of models; the one that we have chosen increases class sizes in K-2 grades to 18, 20, 20 respectfully
      - We feel this model works mathematically (attrition rates), affects us the least in regards to maintaining our cultural identity
6. Preliminary Budget Approval for Next FY 5 min /5 min  
 Action: VanGambleare  
 Motion: to approve the 1<sup>st</sup> read (see actual motion in read aheads)  
 Rationale: to review the budget for FY 14-15
- Mr. VanGambleare led a discussion highlighted by the following main points:
    - Per Pupil Revenue (PPR) is \$6,585
    - The budget presented uses a model of 18, 20, 20 (reverences the number of students in K, 1<sup>st</sup>, and 2<sup>nd</sup> grades)
    - The Mil Levy Override will be fully phased in this year (increase by \$180,000)
    - Benefits have increase from 6.4% to 7.8%
    - PERA contributions by the employer have increased
  - Mr. Ramsdell was concerned about the increase of health benefits over the next few years; Mr. VanGambleare assured him that estimates for the rise in health care costs have been built into the budget
  - Dr. Cameron asked if it was realistic to think that PPR would increase by \$1,000; Mr. VanGambleare said if the current trends are replicated that it is possible; it is still a best guess
  - Dr.Leland asked how the Student success act impacts our budget; it would reduce the negative factor; it may adversely affect us if the current student count process (one time, Oct 1) is changed to a quarterly or monthly average count
  - Dr. Cameron proposed creating a hard cap policy of 18, 20, 20 students per classroom in K-2<sup>nd</sup> grade to ensure parents don't think we would readdress this issue in the future and increase class sizes again
    - Dr. Cameron felt that there was a significant risk to lose parent trust if we take class sizes over 20 in elementary
  - Our plan is to give a 2.8% pay increase to all teachers/staff at the minimum
  - The audience questioned the Board that the parents were not told quickly enough nor provided with enough information
  - Dr. Woody was concerned that “small” class size has never been defined; what is the threshold for a “small” class size
  - Mr. Ramsdell pointed out that historically that our 1<sup>st</sup> and 2<sup>nd</sup> class sizes have been at 19 or 20 and has not affect the students or the teachers
  - Dr. Leland reiterated that no decision will be made tonight and that the Board is still gathering information about finances and will balance the decision with TCA's Core Values and Instructional Philosophy
  - The Board asked Mr. VanGambleare to provide information for budget that uses 18, 20, 20 as a hard cap, 22 students in 3<sup>rd</sup> through 6<sup>th</sup> grade and 24 students in secondary.
    - Other considerations:
      - 2.8% pay increase COLA across the Board
      - 5.5% average teacher salary increase
      - 10% tutor pay increase
  - The Board will look at scheduling budget discussion earlier on its strategic calendar
  - The Board will hold a town hall meeting before the May Board meeting to get additional feedback from parents and staff

### C. Board Subcommittee Reports

1. Bylaw Review Update Report 5 min/15min  
 Action: Leland/Coulter



Motion: to change TCA voting membership and termination of membership (see actual motion in read aheads)

Rationale: to discuss changes to the bylaws (membership, voting, etc.)

- Mr. Carter moved to approve the motion to change the voting rules in the TCA bylaws and was 2<sup>nd</sup> by Mr. Palmer.
- Discussion
  - Dr. Woody never felt disenfranchised by not being able to vote. From 2004-2007 he was a non-voting staff member and from 2009 to present he has been a non-voting Board member.
    - The president represents the staff and the Board represents the parents and students
    - He is opposed to the motion for the following reasons:
      - Changing the rules will override the intent of the Founders; they set up the bylaws for a specific reason
      - Opening up the voting eligibility to all staff will dilute and weaken the focus on students; non-parent staff will have a divided focus
      - We will confuse the organizational structure we have developed and gradually swing toward a union style mentality
      - Don't forget what our training modules tell us; not to forget Founders intent
      - It opens the door to other stake holders (without voting privileges) down the line and presents a slippery slope that would be hard to reverse
        - What about volunteers
        - Donors
        - Property tax payers
  - Mr. Ramsdell is not in favor of the motion for the following reasons:
    - The Board represents the parents and their students based upon the founders thoughts and wishes for developing a unique school
    - We will dilute the election process by adding non-parents to vote
    - By allowing non-parent voters, we would not match what we say and believe with what we would be doing (we partner with parents)
    - There are no business models where staff vote for their bosses
  - Mr. Palmer felt that the percentage of teachers that would be able to vote is low compared to the parent population
    - He does not feel letting non-parent staff to vote would violate our Core values
- Mr. Carter made a motion to table the vote until next month. There was no one to 2<sup>nd</sup> the motion.
- Dr. Leland called for a vote given that there was no further discussion.
- By a split roll call vote and per Robert's rules of order, the motion to change the voting rules in the TCA bylaws fails. Dr. Cameron (Nay), Mr. Carter (Yea), Dr. Harrington (Excused), Dr. Leland (Yea), Mr. Palmer (Yea), Mr. Ramsdell (Nay), and Dr. Woody (Nay).
- Dr. Leland wanted to thank the members of his committee and other staff members for a healthy debate on the issue and that not all decisions are final.

2. Board Budget 5 min/5 min

Action: Woody

Motion: to approve the Board Budget for 2014-15

Rationale: to review annual spending of the TCA Board

- Dr. Woody made the motion to approve the Board Budget for next year which was 2<sup>nd</sup> by Mr. Ramsdell.
- By unanimous roll call vote the Board approved the Board's budget for next year. Dr. Cameron (Yea), Mr. Carter (Yea), Dr. Harrington (Excused), Dr. Leland (Yea), Mr. Palmer (Yea), Mr. Ramsdell (Yea), and Dr. Woody (Yea).

3. Board Sub-Committee List 5 min/10 min

Action: Leland/Board Chairs

Motion: to accept the revised Board Sub-Committee List

Rational: to update the Board Sub Committee List

- Moved to consent item number VIII.B.11.

D. Board Development and Assessment

1. Board Communication Planned 5 min

Action: Carter

Rationale: to develop and approve of communication update to community

- Budget (plan for another town hall meeting)

E. Future Board Agenda Items 5 min

1. Board Working Session
  - a. May 7, 2014, 7:00 p.m.-10:00 p.m., Community Bible Study Building
  - b. Review Strategic Plan (Action Steps, Measures, Success Indicators, Report Dates)
2. Current Year (FY 13-14) Budget Revision (VanGamble)
3. Board Retreat August 1 and 2, 2014; Flying Horse

X. Adjournment (Approx. 9:05 p.m.)

- Mr. Carter moved to adjourn the meeting at 11:32 pm and was 2<sup>nd</sup> by Dr. Woody.
- By unanimous voice vote, the Board meeting was adjourned.