



THE CLASSICAL ACADEMY

BOARD OF DIRECTORS

(OPEN TO THE PUBLIC)

MONDAY, SEPTEMBER 10, 2018, 6:00-7:42 P.M.

NORTH CAMPUS – SECONDARY LIBRARY CONFERENCE ROOM (TITAN ROOMS A AND B, 1ST FLOOR)

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/Start Time

- | | | |
|------|--|----------------------|
| I. | Call to Order (6:00 pm) | 1 min (6:00) (6:02) |
| | <ul style="list-style-type: none">• The Chair (Mr. Moulton) called the meeting to order at 6:02 pm | |
| II. | Pledge of Allegiance/Mission/Roll Call | 3 min (6:01) (6:03) |
| | <ul style="list-style-type: none">• Roll call: (Mr. Bennett; Here // Mrs. Goin; Here // Dr. Jennings; Here // Ms. Littleton; Here // Mr. Moulton; Here // Mr. Rudder; Here // Mrs. Van Vleet; Here) A quorum was present. | |
| III. | Approval of Agenda | 3 min (6:04) (6:04) |
| | <ul style="list-style-type: none">• Motion: Mrs. Goin moved to approve the agenda with the following change and was seconded:<ul style="list-style-type: none">○ Item VI. Board Development topic changed to Student Club Considerations• Discussion: None• <u>Vote: By a roll call vote of 7-0 the Board approved the motion. (Mr. Bennett: Yea // Mrs. Goin; Yea // Dr. Jennings; Yea // Ms. Littleton; Yea // Mr. Moulton; Yea // Mr. Rudder; Yea // Mrs. Van Vleet; Yea)</u> | |
| IV. | Comments from the Audience (Audience members have 5 minutes to address the Board)
(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) | 5 min (6:07) (6:04) |
| | <ul style="list-style-type: none">• There were no comments from the audience | |
| V. | Comments from the Board of Directors | 5 min (6:12) (6:05) |
| | <ul style="list-style-type: none">• Ms. Littleton announced that the County Commissioners were going to read a proclamation regarding suicide prevention month on Thursday• Mr. Rudder stated he liked the looks of the new Board room | |
| VI. | Board Development (CDE and SBOE Requirements for Participation in State Tests)
Student Club Considerations
Action: (Miller)
Motion: (Info)
Rationale: to reinforce good practices of effective school boards | 10 min (6:17) (6:06) |
| | <ul style="list-style-type: none">• Mr. Miller reviewed the following items concerning student clubs at TCA:<ul style="list-style-type: none">○ Sponsored TCA clubs vs non-curricular clubs○ Sponsor responsibilities○ Advertising and soliciting for non-curricular clubs/organizations meetings on school grounds○ Non-discriminatory policy for outside organizations to use TCA facilities | |
| VII. | Celebrate TCA (CSP Student)
Action: (Harris) | 5 min (6:27) (6:25) |

Motion: (Info)

Rationale: to highlight accomplishments of TCA students, staff, and parents

- This month we celebrated Cottage School 5th Grader Isaac VanDorsten
- He was selected as a Huntsville, Alabama U.S. Space Camp scholarship recipient this past summer.
 - Isaac shared some of his experiences at camp which included being the commander of a space flight, taking a spin in an anti-gravity simulator, and building and launching a rocket.

VIII. **Report of the President & Cabinet Spotlights**

15 min (6:32) (6:18)

Action: (Sojourner)

Motion: (Info)

Rationale: to highlight cabinet activities (Pres., Ops, Academic Services, and Advancement)

- Dr. Sojourner highlighted the following items from his report:
 - Valedictorian speech at Traditional HS graduation by Braden Jones is published in the Palmarium and concentrated on all the things he loved about TCA
 - Reviewing the providers for this year's Board election; will make a recommendation at the October Board meeting
 - You may notice Mr. Tubb is not giving a construction update this month. Current construction projects are complete with the exception of a few punch list items. We will be giving you an update, in the near future, on the use of the additional bond monies we will receive.
 - DAS or I have spoken at all of the back to school nights emphasizing TCA's Core Value ideals
 - Showed the new long version of the TCA video
 - Even the little things mean a lot when we discuss Core Values
 - Following the dress code
 - Setting an example for kids in carpool line
 - There will soon be a new entrance to the business park off Voyager Parkway at the North Campus which will offer new challenges for carpool

IX. **Consent Agenda**

3 min (6:47) (6:30)

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
 - 1. Grant of Authority Policy
 - 2. Election Policy
 - 3. Board Evaluation Policy
 - 4. Board Meeting Policy
 - 5. Internal Financial Controls Policy

- **Motion: Mr. Rudder 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. Bennett: Yea // Mrs. Goin; Yea // Dr. Jennings; Yea // Ms. Littleton; Yea // Mr. Moulton; Yea // Mr. Rudder; Yea // Mrs. Van Vleet; Yea)**

X. **Minutes: August 13, 2018**

2 min (6:50) (6:31)

Action: (Swanson)

Motion: (Vote) to approve the August 13, 2018 minutes

Rationale: to provide a record of the Board meeting for files

- **Motion: Mrs. Goin moved to approve the August 13, 2018 minutes and was seconded.**
- Discussion: None
- **Vote: By a roll call vote of 7-0 the Board approved the motion. (Mr. Bennett: Yea // Mrs. Goin; Yea // Dr. Jennings; Yea // Ms. Littleton; Yea // Mr. Moulton; Yea // Mr. Rudder; Yea // Mrs. Van Vleet; Yea)**

XI. **Discussion Agenda Items**

A. **Items removed from Consent Agenda**

B. **Cabinet Level Reports**

1. **HR Annual Report**

15 min (6:52) (6:32)

Action: (Schulz)

Motion: (Info)

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

- Ms. Schulz highlighted the following items from her report:
 - 91% of staff completed climate survey (highest in TCA history)

- Overall outcome was that TCA staff had a strong positive feeling about working at TCA; positive workplace environment
 - Clear sense of mission
 - Relational leaders
 - Feel supported
 - Listened too
 - Empowered to resolve conflict
 - Transparent communication
 - Focus on raising salaries and benefits comparative to other charter schools
- This year was the lowest teacher turnover ever recorded at TCA
 - Lower than District 20
 - Turnover due to
 - Family needs
 - Other employment in education
 - Employment outside education
 - TCA continues to select teachers who best meet TCA's Core Values
- Our best recruiting tool is "by word of mouth"
- We were able to give all TCA staff a 3.9% pay increase
 - Additionally, in Oct 2018 fulltime staff will receive \$1,000 returning bonus
 - Highest ever returning bonus
 - Non full time returning employees will receive a prorated amount
- Our starting salary is second highest amongst local area charter schools
 - One reason is that they have higher class sizes
 - Another reason, their teacher calendar is 17 days longer
- Medical benefits continue to be high however, we are trending in the right direction
 - Although positive, a trend in the right direction does not mean an immediate reduction in costs (trends must be visible over a period of time)

C. Board Level Reports

1. Recruit New Board Members

10 min (7:07) (7:00)

Action: (Rudder)

Motion: (Discussion)

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

- Dr, Jennings and Mrs. VanVleet are up for re-election this year
 - Dr. Jennings will not be seeking another term
- Board should be actively engaged in finding candidates to run for the Board
 - It would be helpful if one of the Board Candidates had a financial background
 - It is never too early to search for candidates to run for the Board

2. Working Session Topics

10 min (7:17) (7:03)

Action: (Moulton)

Motion: (Discussion)

Rationale: to determine next Working Session topics

- The Board reviewed the current list of suggested future Board discussion topics and agreed to remove/retain for discussion the following topics:
 - Remove
 - Calendar start times
 - Spring Break calendar scheduled
 - Staff Awards
 - Core Values cycle review
 - Student Clubs
 - Retain for Discussion on September 24 Working Session
 - Board of Directors class approval philosophy
 - Discussion on TCA's purpose, including philosophy regarding college prep graduation requirements vocational education
 - Board's role in parent survey development
 - Discuss ways to increase voter turnout
- Change the September Board Working Session start time to 5:30 pm and end at 7:00 pm in the Pikes Peak Room

D. Board Communication

5 min (7:27) (7:13)

Action: (Secretary)

Rationale: to develop and approve of communication update to community

- Celebrate TCA
- HR Report

E. Future Board Agenda Items

5 min (7:32) (7:14)

1. ASD20 Monitoring Report Summary, October, Dr. Sojourner
2. Election Policy Review, October, Governance Committee
3. Annual Operations Report, October, Safety and Security Program Assessment, Tubb

F. Comments from the Board of Directors

5 min (7:37) (7:15)

- There were no comments from the Board

XII. Adjournment (Approx. 7:42 p.m.)

(7:42) (7:15)

- **Motion: Mrs. Littleton 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. Bennett: Yea // Mrs. Goin; Yea // Dr. Jennings; Yea // Ms. Littleton; Yea // Mr. Moulton; Yea // Mr. Rudder; Yea // Mrs. Van Vleet; Yea)**

Rich Bennett
Board Secretary