



THE CLASSICAL ACADEMY

BOARD OF DIRECTORS MEETING

(OPEN TO THE PUBLIC)

MONDAY, SEPTEMBER 13, 2021, 6:00-8:00 P.M.

NORTH CAMPUS – SECONDARY SCHOOL, 1ST FLOOR, ROOM
1102

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

	Allocated Time/Start Time
I. Call to Order (6:00 pm)	1 min (6:00) (6:00)
• The Board Chair (Mr. Fradette) called the meeting to order at 6:00	
II. Pledge of Allegiance/Mission/Roll Call	2 min (6:01) (6:01)
• Roll call: (Dr. Andre; Here // Mr. Fradette; Here // Mrs. Goin; Here // Mr. Hannan; Here // Mrs. Johnson; Here // Dr. Mayfield; Here (On the Phone) // Mrs. Wittleder; Here). A quorum was present. Dr. Sojourner also phoned in to the meeting.	
III. Approval of Agenda	2 min (6:03) (6:02)
• Motion: Mr. Hannan moved to approve the agenda and was seconded.	
• Discussion: None	
• <u>Vote: By a roll call vote of 7-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Fradette; Yea // Mrs. Goin; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Dr. Mayfield; Yea // Mrs. Wittleder; Yea)</u>	
IV. Celebrate TCA (7th Grade Boot Camp)	5 min (6:05) (6:03)
Action: (Harris)	
Motion: (Info)	
Rationale: to highlight accomplishments of TCA students, staff, and parents	
• We celebrated the Junior High's BOOT (Basic Optimal Organizational Training) Camp.	
• This orientation is held on the first day of school to help students prepare for a successful transition to junior high.	
• At the board meeting, students shared their favorite moments from the day, which included tours, locker organization, and team building activities along with meeting lots of new friends.	
• BOOT Camp is one of our TCA distinctives and is a great way to help our students be successful at the secondary level.	
V. Comments from the Audience (Audience members have 3 minutes to address the Board)	5 min (6:10) (6:11)
(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)	
• Mrs. Miranda: Thanked Board for making wearing masks a parents choice rather than a mandate	
• Mrs. Redd: Thanked the board for making wearing a mask a freedom of choice	
• Mrs. Young: Thanked the Board for starting the year on a positive note without requiring students to wear masks	
• Mr. Stecklein: Thanked the Board for not mandating wearing masks; concerned about equity, exclusivity, and diversity training creeping into schools	
VI. Comments from the Board of Directors	5 min (6:15) (6:20)
• Dr. Andre: Teachers have brought energy to the start of the year don't lose hope as the year progresses	
• Mrs. Wittleder: Attended back to school nights; good to see students, parents, teacher faces and eagerness to start the new year off; interesting to note how things cross over from one campus to another—same values	
• Mrs. Johnson: I have the utmost respect for our teachers and administrators for their hard work in starting the school year off on a positive note	
• Mr. Hannan: Great start to a new year and enjoyed attending the Central Elementary PTO meeting	
VII. Board Development (Character at Elementary School)	10 min (6:20) (6:36)
Action: (Jolly, Nelson)	

Motion: (Info)

Rationale: to reinforce good practices of effective school Boards

- Mrs. Nelson described how character is taught within the elementary curriculum at TCA (See Attachment 1)
- Mrs. Nelson referenced the VIACCharacter.org website as a useful tool and source for learning more about individual character strengths.

VIII. **Legislative Update**

10 min (6:30) (6:46)

Action: (Miller)

Motion: (Info)

Rationale: to update the Board on Colorado Legislative actions

- Mr. Miller highlighted the following items:
 - Challenges ahead for COVID requirements (masks and vaccination requirements)
 - It is not expected that the El Paso County Health will require masks or vaccination mandates at this time
 - Statewide efforts of interest to charter schools include the following actions:
 - Critical Race Theory in Schools
 - Gender Expression
 - Teacher Unionization
 - Teacher Certification Requirements

IX. **Report of the President (and Covid Update) & Cabinet Spotlights**

15 min (6:40) (7:10)

Action: (Sojourner)

Motion: (Info)

Rationale: to highlight cabinet activities (Pres., Ops, Academics, HR, Finance)

- Dr. Sojourner highlighted the following items from his report:
 - Enthusiastic about Back to School Nights to see principals, parents and students at high energy levels
 - CMAS results:
 - TCA scores did not plummet as many other schools did during the pandemic. In addition, out participation rates were high.
 - COVID:
 - Back to school as normal as possible (no requirement to wear masks, stay home if you are sick, minimal student quarantines)
 - Choir, Band, Theater, and Sports activities will go on as scheduled
 - Grandparents Day will proceed as planned
 - Veteran's Day will be celebrated at each school

X. **Consent Agenda**

3 min (6:55) (7:06)

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. Conflict of Interest Policy BCB-TCA
 - 2. Site Based Management ABB-TCA
 - 3. Budget Projections DBE-TCA
- C. Board Agreement Signatures
- D. Board Executive Session Affidavit Signatures
 - **Motion: Mr. Hannan 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. (Dr. Andre; Yea // Mr. Fradette; Yea // Mrs. Goin; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Dr. Mayfield; Yea // Mrs. Wittleder; Yea)**

XI. **Minutes: August 9, 2021**

2 min (6:58) (7:08)

Action: (Swanson)

Motion: (Vote) to approve the August 9, 2021 minutes

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

- **Motion: Mr. Hannan moved to approve the August 9, 2021 minutes and was seconded.**
- Discussion: None
- **Vote: By a roll call vote of 7-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Fradette; Yea // Mrs. Goin; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Dr. Mayfield; Yea // Mrs. Wittleder; Yea)**

XII. **Discussion Agenda Items**

A. **Items removed from Consent Agenda**

B. **Cabinet Level Reports**

1. **Annual HR Report/Comparable Salaries/Retention**

10 min (7:00) (7:37)

Action: (Sojourner, Schulz)

Motion: (Info)

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

- Marta Schulz, TCA's Director of Human Resources, provided our annual HR report, which included metrics involving staff turnover, satisfaction, compensation, and benefits.
- Ms. Schulz summarized the findings by stating that despite a challenging year, staff members persevered and "TCA continues to be an amazing place to work."
- Ms. Schulz also stated that referrals from our staff and parent community remains our best staff recruitment tool.

2. **Annual Advancement and Stewardship Report** 10 min (7:10) (8:02)

Action: (Sojourner/Simpson)

Motion: (Info)

Rationale: to review advancement activities from the prior year

- Jerome Simpson, TCA's Advancement Officer, presented the annual Advancement and Stewardship plan.
- Last year we raised approximately \$550K, which is far more than any other public K-12 school we've ever known about.
- Mr. Simpson indicated most of those funds raised are used to bless our teachers and staff each year via extra monetary compensation - called our Staff Returning Bonus.
- We are so grateful for the generosity of our TCA parents and grandparents, especially during these unprecedented times!

C. Board Level Reports

1. **Recruit New Board Members** 10 min (7:20) (8:26)

Action: (Johnson)

Motion: (Discussion)

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

- Mrs. Johnson reminded the board that is not too early to start looking for potential Board Candidates for this year's election
- It is important for the Board to stay united for the long term in achieving TCA's mission and to maintain its values

2. **Working Session Topics/Working Session Dates** 5 min (7:30) (8:34)

Action: (Fradette)

Motion: (Discussion)

Rational: To determine the topics for the next two Working Session and to review future Working Session dates

- Monday, September 27, 2021; Attend Mr. Miller's legislative information gathering (Not a Board Meeting or Working Session)
- Monday, November 1, 2021; Working Session Topic: "Assist Parents" mission statement

3. **Education Alliance of Colorado (EAC) Funding Request** 10 min (7:35) (8:40)

Action: (Goin)

Motion: (1st Read)

Rationale: to review funding for EAC in 2021-2022 school year

- The Board discussed the merits of participating in the EAC
 - Discussion included return on investment
- The cost for this year will be \$5.00 per student which includes costs for lobbying services
- The EAC organized a grassroots parent advocacy program to educate parents and to contact legislative representatives on issues important to charter schools
 - 40,000 emails were sent to legislators to influence their votes on charter school issues

D. Board Communication

5 min (7:45) (9:14)

Action: (Secretary)

Rationale: to develop and approve of communication update to community

- Celebrate TCA
- Elementary Character Program
- Advancement Progress
- HR Staff Turnover

E Future Board Agenda Items

5 min (7:50) (9:17)

1. **Annual Operations Report (Safety and Security Program Assessment), Info, Pacht**

F. Comments from the Board of Directors

5 min (7:55) (9:21)

- Mr. Hannan: I appreciate the Board Chair's leadership; we are trying our best to be good stewards of our positions
- Mrs. Wittleder: I am looking forward to our next working session where we can discuss issues and better understand each other in a collegial way
- Dr. Andre: How do we balance what is school safety with effective education practices; is our school safe? Dr. Sojourner's response was students are as safe at TCA as they have always been at TCA

XIII. Adjournment (Approx. 8:00 p.m.)

(8:00) (9:23)

- **Motion: Mr. Hannan moved to approve the August 9, 2021 minutes and was seconded.**
- Discussion: None
- **Vote: By a roll call vote of 6-0 the Board approved the motion. (Dr. Andre; Yea // Mr. Fradette; Yea // Mrs. Goin; Yea // Mr. Hannan; Yea // Mrs. Johnson; Yea // Mrs. Wittleder; Yea)**

Attachment

- 1) Elementary Character Presentation

Sonya Wittleder
TCA Board Secretary