

The Paideia Academies Inc.  
Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on February 25, 2019 at 5:05 PM

## Minutes

### I. Verified Quorum –All present

In Person – Dr. Tietgen, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Winsor, Dr. Hess, Mrs. Schmaltz, Mr. Landreth

Guests present: Mrs. Catherine Miranda, Mr. Brice of Consilium Financial Group

### Approve previous minutes

Motion to approve previous board minutes from January 28, 2019.

Changes noted Mrs. Mendonca was not at the January meeting. Dr. Hess noted to change the DCOH requirement from 80 to 45.

Motion made by Mr. Landreth,

Second made by Mrs. Schmaltz

Vote:

Dr. Winsor – yes

Mrs. Mendonca – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes by majority vote

### II. Call to the public

No members of the public requested comment

### III. Board Development

Dr. Winsor introduced Mrs. Catherine Miranda as a former Arizona representative and senator.

Mrs. Miranda introduced, her history in education and government service and her desire to serve on the Paideia Corporate Board.

Dr. Winsor nominated Mrs. Miranda to be a Corporate Board Member.

Mrs. Leach made a second to the nomination

Vote:

Dr. Winsor – yes

Mrs. Mendonca – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes by majority vote

Dr. Winsor explained to Mrs. Miranda the requirement for Finger Print Clearance Card and other documents required by the Charter Board before she could formally begin her service on the board.

#### IV. New School Amendment Request

Dr. Winsor explained the necessity of approving an amendment request to open a new school verses solely requesting grade level expansion and enrollment cap increase. This way, as he understands it, the two Paideia schools would not impact one another in their annual academic grade from the state. He explained that the corporate board would have fiduciary stewardship over both schools. He also explained the necessity to include in the motion to move the 7<sup>th</sup> and 8<sup>th</sup> grade students from the Terrace campus to the new school so that the Charter Board could see the whole picture.

Board members asked clarifying questions.

Motion by Mrs. Leach to amend the charter to include a new school named Paideia Liberal Arts Academy housing 7<sup>th</sup> – 12<sup>th</sup> grades with an enrollment cap increase from 900 to 1700 students and that the current 7<sup>th</sup> and 8<sup>th</sup> grade students would move to the new school decreasing the grades served at the Terrace campus to Kindergarten through 6<sup>th</sup> grade.

Second made by Dr. Hess

No further discussion

Vote:

Ms. Garrison – yes

Mrs. Schmaltz – yes

Mrs. Leach – yes

Dr. Hess – yes

Mr. Landreth – yes

Mrs. Mendonca – yes

Dr. Winsor – yes

Dr. Tietgen – yes

Motion passes by majority vote

#### V. Teacher Employment Agreement/Contract

Discussion to determine what, if any, consequences be for teachers who terminate their employment before the end of the year. Discussion to continue with an “employment agreement” or move to a “contract”.

After much discussion on the merits of a financial consequence to early termination of the agreement and the perils of not being able to collect the money and it being perceived by potential teachers as a deterrent to accepting a position with Paideia it was decided to table the issue until the Executive Team could gather more information from our attorney.

Motion to table made by Mr. Landreth

Second by Mrs. Schmaltz

Vote:

Dr. Winsor – yes

Mrs. Mendonca – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes by majority vote

Executive Team directed to gain further information from attorney

Is this a common practice among charter schools?

What would be the impact of changing to a contract?

How could the school collect the penalty?

What is the appeals process for an employee who is faced with a penalty for early termination?

## VI. Kindergarten Enrollment Guidelines

Discussion regarding changing the kindergarten early enrollment policy:

Current policy

**Kindergarten admission:** *Only scholars who turn 5 before September 1<sup>st</sup> are automatically enrolled into Paideia's kindergarten. No scholar will be enrolled whose 5<sup>th</sup> birthday is after December 31<sup>st</sup> of the current academic year. Scholars with birthdays between September 1<sup>st</sup> and December 31<sup>st</sup> must meet the following criteria to be eligible to enroll:*

1. *Student must already be enrolled in an early childhood program, such as Headstart or Preschool;*
2. *A readiness letter (on the official letterhead of the early childhood institution) must be provided along with the enrollment packet. This letter must provide evidence that the child is ready for a full day Kindergarten program; and*
3. *Documentation of competency in a comprehensive early childhood assessment (such as an early childhood readiness assessment, DIBLES, AIMSweb, etc.). If none is available, Paideia Academy will provide the assessment.*

Discussion ensued about the challenges early kindergarten students face in future years along with the challenges kindergarten teachers face with them in the classroom. Most early kindergarten students have academic skills but lack the maturity level to make it in a structured kindergarten classroom.

Motion by Dr. Winsor to change the Kindergarten Enrollment policy to:

**Kindergarten admission:** *Only scholars who turn 5 on or before September 15<sup>th</sup> are enrolled into Paideia's kindergarten.*

Mrs. Landreth made a second to the nomination

Vote:

Dr. Winsor – yes

Mrs. Mendonca – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – recused himself from vote

Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes by majority vote

## VII. Financial Dashboard Review

Mr. Brice distributed a dashboard of financial standing for Paideia Academy. It was not fully presented due to time, however the quick over view showed the board Paideia Academy is in good financial standing.

## VIII. Paideia Preschool – Academy Purchase from Dr. Winsor and Mrs. Mendonca

Dr. Winsor and Mrs. Mendonca recused themselves and left the board room for the discussion and potential action. Mr. Joel Brice of Consilium financial led the discussion.

Mr. Brice explained the benefits of Paideia Academies acquiring Paideia Preschool. An estimate of 40-50 of the incoming Paideia Academy kindergarteners come directly from the Paideia Academy preschool. Those kindergarteners already have an understanding the Paideia culture and expectations. Offering a preschool on site to the families of Paideia Academy could be beneficial and bring new students to the academy. The board was very interested in acquiring the preschool and asked Mr. Brice to proceed with acquiring more information in regards to value.

Dr. Winsor and Mrs. Mendonca were invited back into the board room.

Joel Brice asked for them to get him Profit & Loss Statements for the past 3 years to assist in making a valuation.

IX. Adjournment

Motion to adjourn by Dr. Tietgen

Second made by Mr. Landreth

Vote:

Dr. Winsor – yes

Mrs. Mendonca – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes unanimous

Next corporate meeting to be held on March 25, 2019 at 5:00 PM at the Baseline Corporate Headquarters.

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Approved by Name and Date