



THE CLASSICAL ACADEMY

BOARD OF DIRECTORS MEETING

(OPEN TO THE PUBLIC)

MONDAY, SEPTEMBER 9, 2024, 6:00-8:50 P.M.

LOCATION: TCA 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.

AGENDA

Presentation Time/Start Time

- | | |
|---|----------------------|
| I. Call to Order (6:00 pm) | 1 min (6:00) (6:01) |
| <ul style="list-style-type: none">• The Board Chair (Mr. Fradette) called the meeting to order at 6:01 PM. | |
| II. Pledge of Allegiance/Mission/Roll Call | 2 min (6:01) (6:01) |
| Roll Call: (Mr. Brightwell: Here // Mrs. Hawkins: Here // Mr. Heyns: Here // Mrs. Moffat: Here // Mr. Skorich: Here // Mr. Young: Here // Mr. Fradette: Here) A quorum was present. | |
| III. Approval of Agenda | 2 min (6:03) (6:02) |
| <ul style="list-style-type: none">• Motion: Mr. Fradette moved to approve the agenda and was seconded.• Discussion: none• <u>Vote: By a roll call of 7-0 the Board approved the motion, (Mr. Brightwell: Yea, Mrs. Hawkins: Yea, Mr. Heyns: Yea, Mrs. Moffat: Yea, Mr. Skorich: Yea, Mr. Young: Yea, Mr. Fradette: Yea)</u> | |
| IV. Celebrate TCA: Flag Football Team | 5 min (6:05) (6:02) |
| Action: (Harris)
Motion: (Info)
Rationale: to highlight accomplishments of TCA students, staff, and parents | |
| <ul style="list-style-type: none">• TCA has started a new Flag Football Team that is currently 4-0. The coach is Frank Haist, who was recently named Bronco's Coach of the Week and will be receiving \$2,500 for the program!• The Board heard from the four captains, who all shared some of their highlights from the season.• The team is currently ranked #1 in CHSAA and #12 in the Nation. | |
| V. Comments from the Audience (Audience members have 3 minutes to address the Board) | 10 min (6:10) (6:10) |
| (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) | |
| <ul style="list-style-type: none">• There were no audience comments. | |
| VI. Comments from the Board of Directors | 10 min (6:20) (6:10) |
| Mr. Brightwell: none
Mrs. Hawkins: Mrs. Hawkins shared about attending many Back-to-School nights and being reminded of the wonderful caliber of our teachers. She was continually reminded how the teachers and staff really love our kids.
Mr. Heyns: none
Mrs. Moffat: none
Mr. Skorich: Mr. Skorich shared a book and his gratitude to TCA for instilling a love of reading in his children.
Mr. Young: none
Mr. Fradette: Mr. Fradette shared about attending his Adopt a School soon. | |
| VII. Legal Update (Election Law/Bond Information) | 10 min (6:30) (6:14) |
| Action: (Brad Miller)
Motion: (Info)
Rationale: to provide Board governance training/best practice information | |
| <ul style="list-style-type: none">• Mr. Miller (TCA Attorney) highlighted the Board's role regarding an election in consideration of the Fair Campaign Act. | |

- VIII. Board Development** 15 min (6:40) (6:26)
 Action: (Wes Jolly; CCCI [Blake Galvin, Emily Velez, and Jonathan Hinds])
 Rationale: to reinforce good practices of effective school Boards and inform of our educational philosophy
- Mr. Jolly and his team shared with the Board about TCA's philosophy.
 - Blake Galvin (Secondary) is in his 20th year at TCA and shared how the TCA founders were purposeful and intentional as they were putting our rich philosophy in place.
 - Emily Velez (Elementary) addressed what it looks like at TCA to be Whole-Person Focused and Relationship Based.
 - Jonathan Hinds (College Pathways) and TCA alum spoke about being Idea Centered and Classically Oriented.
- IX. Report of the President & Cabinet Spotlights** 10 min (6:55) (6:43)
 Action: (Thomason)
 Motion: (Info)
 Rationale: to highlight cabinet activities (Pres., Ops, Academics, HR, Finance).
- Dr. Thomason highlighted the following items from his report:
 - Dr. Thomason greatly enjoyed connecting with families at the seven Back to School nights. He has also attended various community and sporting events. Dr. Thomason noted the success of our new flag football team.
 - Dr. Thomason will also be visiting East Elementary to visit elementary classrooms to read a book to students.
 - Enrollment is up approximately by 117 students compared to last year. An increase of Kindergarten enrollment has been noticed, and the general waitlist is longer.
- X. Consent Agenda** 3 min (7:05) (7:09)
 Board Directed items to be removed from Consent Agenda:
 Motion: (Vote) to file the Consent Agenda
- Finance (VanGampleare)
 - June Financials
 - July Financials
 - Board Agreement Signatures
 - Board Executive Session Affidavit Signatures
 - Board Oath of Office for New Member
- Motion: Mr. Brightwell moved to approve the agenda and was seconded.
 - Discussion: None.
 - Vote: By a roll call of 7-0 the Board approved the motion, (Mr. Brightwell: Yea, Mrs. Hawkins: Yea, Mr. Heyns: Yea, Mrs. Moffat: Yea, Mr. Skorich: Yea, Mr. Young: Yea, Mr. Fradette: Yea)
- XI. Minutes: August 13, 2024** 2 min (7:08) (7:10)
 Action: (Altman)
 Motion: (Vote) to approve the August 13, 2024 minutes
 Rationale: to provide a record of the Board meeting for files
- Motion: Mr. Heyns moved to approve the minutes and was seconded.
 - Discussion: None.
 - Vote: By a roll call of 7-0 the Board approved the motion, (Mr. Brightwell: Yea, Mrs. Hawkins: Yea, Mr. Heyns: Yea, Mrs. Moffat: Yea, Mr. Skorich: Yea, Mr. Young: Yea, Mr. Fradette: Yea)
- XII. Break** 5 min (7:10) (7:10)
- XIII. Discussion Agenda Items**
- A. Items removed from Consent Agenda**
- B. Cabinet Level Reports**
- Annual HR Report/Comparable Salaries/Retention** 20 min (7:15) (7:17)
 Action: (Thomason, Schulz)
 Motion: (Info)
 Rationale: To provide the Board with a yearly review of HR performance in accordance with TCA's Strategic Plan
 - Ms. Schulz shared the Annual HR Report. She highlighted that TCA has an excellent reputation for being a great place to work, while also recognizing the unique challenges TCA navigates.
 - Hiring can be difficult, and TCA finds the most success for finding new talent by utilizing the resource of word of mouth referrals via our website.
 - When employees leave, exit interviews are conducted with every employee. TCA always has high ratings, and this year, 100% of those leaving would recommend TCA as a workplace.
 - Salaries remain slightly above the average teacher when compared to area charter schools.
 - The Staff Turnover rates are average when compared to our 10-year average neighboring districts.
 - Annual Advancement and Stewardships Report** 10 min (7:35) (7:34)
 Action: (Thomason, Keffer)
 Motion: (Info)

Rationale: Review advancement activities from the prior year and the upcoming year

- Ms. Keffer shared this year's advancement update.
- The 2023-24 Annual Fund goal was met. The number of recurring gifts has also increased. Last year, TCA had 498 Annual Givers with 177 Recurring Givers. These fundraising efforts go directly towards the returning bonus for teachers/staff.
- Ms. Keffer is hopeful that we can increase the number of Recurring Givers and develop opportunities with alumni.

C. Board Level Reports

1. TCA Board D20 Bond Draft Resolution

10 min (7:45) (7:47)

Action: (Fradette)

Motion: (Discussion/1st Read)

Rationale: To evaluate the potential of a TCA Board Resolution pertaining to the D20 Bond.

- The Governance Committee met to discuss the ASD20 Bond and the potential for a Board Resolution in support of the bond.
- TCA is grateful to D20 for including us on this bond.

2. Working Session Topics

5 min (7:55) (8:15)

Action: (Fradette)

Motion: (Discussion)

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

- The Board will cancel the working session for September 30 and will discuss the potential of an October 28 Working Session at the October 7 meeting.

3. Recruit New Board Members

5 min (8:00) (8:19)

Action: (Fradette)

Motion: (Discussion)

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

- There have not been any recent issues with finding candidates for the Board election.

D. Board Communication

5 min (8:05) (8:20)

Action: (Secretary)

Rationale: to develop and approve of communication update to community

- Celebrate TCA
- Advancement Report
- Human Resources Annual Report
- Annual Advancement
- District 20 Bond

E. Future Board Agenda Items

5 min (8:10) (8:21)

1. Annual Operations Report (Safety and Security Assessment), Oct, Info, Pacht
2. Board Meetings Policy, Oct, Governance Committee
3. Grant of Authority Policy, Oct, Governance Committee
4. Board Evaluations Policy, Oct, Governance Committee
5. Election Policy, Oct, Governance Committee
6. Internal Financial Controls Policy, Oct, Governance Committee

F. Comments from the Board of Directors

5 min (8:15) (8:21)

Mr. Brightwell: "Shoutout" to Ms. Schulz for her work helping make TCA a place where people want to work.

Mrs. Hawkins: none

Mr. Heyns: none

Mrs. Moffat: Thank you for the wonderful HR presentation and the efforts to represent employment retention and the work with staff salaries.

Mr. Skorich: none

Mr. Young: none

Mr. Fradette: none

XIV. Executive Session

30 min (8:20) (8:24)

Action: (Fradette)

Motion: (Vote) to move into executive session pursuant to C.R.S. 24-6-402 (4)(b) conference with an attorney for the purpose of receiving legal advice on policy issues.

Rationale: to discuss legal policy issues.

- Motion: Mr. Fradette moved to adjourn the meeting and was seconded.
- Discussion: None.
- Vote: By a roll call of 7-0 the Board approved the motion, (Mr. Brightwell: Yea, Mrs. Hawkins: Yea, Mr. Heyns: Yea, Mrs. Moffat: Yea, Mr. Skorich: Yea, Mr. Young: Yea, Mr. Fradette: Yea)

XV. Adjournment (Approx. 8:50 p.m.)

(8:50) (9:30)

- Motion: Mr. Young moved to adjourn the meeting and was seconded.
- Discussion: None.

- Vote: By a roll call of 7-0 the Board approved the motion, (Mr. Brightwell: Yea, Mrs. Hawkins: Yea, Mr. Heyns: Yea, Mrs. Moffat: Yea, Mr. Skorich: Yea, Mr. Young: Yea, Mr. Fradette: Yea)

Laura Moffat
TCA Board Secretary