



The Classical Academy

Board of Directors Meeting

(Open to the Public)

Date: Friday, May 30, 2025, 8:00-10:45 a.m.

Location: North Elementary Cafe

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

Allotted Time/Start Time

- I. Call to Order (8:00 a.m.)** 1 min (8:00) (8:01)
The Board Chair (Mr. Fradette) called the meeting to order at 8:01 AM.
- II. Pledge of Allegiance/Mission/Roll Call** 2 min (8:01) (8:01)
Roll Call: (Mr. Brightwell: Here // Mrs. Hawkins: Here // Mr. Heyns: Here // Mrs. Moffat: Here // Mr. Young: Here // Mr. Fradette: Here). A quorum was present.
- III. Approval of Agenda** 2 min (8:03) (8:01)
Motion: Mr. Fradette moved to approve the agenda with the amendment that Item IX.C.5. be removed and discussed at a later time. The motion did not receive a second.
Discussion: Mr. Fradette shared that TCA's Board is obligated to follow TCA policy, and if the board chooses to move forward, we do knowingly of our discriminatory policy.
Motion: Mr. Young moved to approve the agenda with the amendment that Item IX.C.5. be moved after Section V. and was seconded.
Discussion: None.
Vote: By a roll call of 6-0 the Board approved the motion. (Mr. Brightwell: Yea; Mrs. Hawkins: Yea; Mr. Heyns: Yea; Mrs. Moffat: Yea; Mr. Young: Yea; Mr. Fradette: Yea)
- IV. Comments from the Audience** 10 min (8:05) (8:04)
(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.)
 - The following community members signed up to share comments with the board:
 - Melissa Davis shared concerns about prior staff conduct and school response.
 - Colm McCormack thanked the board for stewarding our core values and encouraged the Board to proceed with the proposed statement.
 - Matthew Long expressed support for the Board statement aligning with TCA's core values.
 - Shawna Boren voiced support for the school's values and encouraged support for the statement.
 - Emily Jackson affirmed support for TCA's mission, stressed the importance of our words, and encouraged strong leadership.
 - Brett Dayberry called for strong leadership by supporting the statement.
 - Aaron Jalovec urged the Board to act in the interest of student well-being and do more to protect female athletes.
 - Kat Sciortino stressed fairness in sports, alignment in core values, and the importance of a yes vote on the statement.
 - Ashley Miranda supported moving forward with a statement.
 - Sarah Deeney encouraged the Board that a yes vote on the statement matters.
 - Rees Roberts urged the Board to vote yes on this statement and stand for fairness in sports.
 - Angela Beach spoke to biological differences and encouraged the Board to vote yes on the statement and protect our girls.
 - Jeff Erickson urged the Board to lead with clarity, remain rooted in school values, and model doing the right thing.

V. **Comments from the Board of Directors**

10 min (8:15) (8:43)

- Mr. Fradette opened by reminding everyone to share comments respectfully, without engaging in debate or directing questions toward others. He stated his position that TCA is a public charter school under D20 and Colorado law and expressed concern that the proposed statement openly discriminates and could create division. He urged the Board not to move forward with any statement that excludes or marginalizes members of the community, emphasizing the importance of handling situations on a case-by-case basis with thoughtfulness and care. He closed by commending administration, tutors, and staff for an exceptional year, noting successful graduation, strong hiring, and positive relationships with D20.
- Mr. Heyns addressed concerns about perceived division on the Board and clarified that while the topic is complex, the Board is united and has had many conversations about this topic. He emphasized that how the statement is shared with the community matters and should be done with clarity and care. He affirmed that everyone in the TCA community is valued and protected and that nothing fundamental is changing at TCA. He stressed the need to lead with both truth and compassion and noted that clarity, unity, and cultural awareness are essential as the Board moves forward.
- Mrs. Hawkins shared her appreciation for the opportunity to serve at both College Pathways and High School graduations. She thanked parents for their continued support and acknowledged the challenges TCA has overcome over the years. She reflected on the importance of remembering why TCA exists and thanked the community for staying informed about statewide issues.
- Mrs. Moffat shared that she had the honor of hearing from over 100 community members and expressed deep appreciation for each one. She emphasized that every voice is valued and honored in the TCA community.

This agenda item (IX.C.5.) was moved up for discussion during the meeting.

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TCA Board Statement

10 min (9:45) (8:57)

Action: (Fradette/Hawkins)

Motion: (Vote)

Rationale: to review a Board statement concerning the value of male and female in matters related to Colorado public school operations as related to state and federal law

- Mr. Fradette read an alternative statement for transparency that was not up for vote.
- Mrs. Hawkins read the revised and final statement aloud for the Board to vote.

Motion: Mrs. Hawkins motioned to vote on the revised statement.

Discussion:

- Mr. Young noted that while various drafts offered different levels of detail, the core message remained consistent. He emphasized the importance of affirming biological distinctions and aligning responses to related situations. He clarified that the statement was not directing administration, but rather a way to express foundational beliefs.
- Mr. Brightwell shared that he personally agreed with the intent to protect students, especially girls. He also expressed concerns about the implications of making a public statement without specific application. He spoke about balancing his personal views with what would best serve the school community and reflected on the importance of considering both positive outcomes and potential challenges and what supports our core values.

Vote: By a roll call of 5-1 the Board approved the motion. (Mr. Brightwell: Yea; Mrs. Hawkins: Yea; Mr. Heyns: Yea; Mrs. Moffat: Yea; Mr. Young: Yea; Mr. Fradette: Nay)

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

10 min (8:25) (9:12)

Action: (Thomason)

Motion: (Info)

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

Dr. Thomason highlighted the following items from his report:

- Graduation was a wonderful celebration, with parents proudly handing their children their diplomas.
- The May Match raised over \$60,000, surpassing the \$30,000 goal, and staff bonuses are planned for the fall.
- The track season had another successful season with TCA teams excelling under the guidance of exceptional coaches.

VII. **Consent Agenda**

3 min (8:35) (9:19)

Board Directed items to be removed from Consent Agenda:

Motion: (Vote) to file the Consent Agenda

A. Finance (VanGampleare)

1. April Financials

B. SAC Minutes

1. East Elementary, April 28, 2025
2. East Elementary, February 3, 2025
3. Junior High, April 30, 2025

Motion: Mr. Young moved to approve the consent agenda and was seconded.

Discussion: None.

Vote: By a roll call of 6-0 the Board approved the motion. (Mr. Brightwell: Yea; Mrs. Hawkins: Yea; Mr. Heyns: Yea; Mrs. Moffat: Yea; Yea; Mr. Young: Yea; Mr. Fradette: Yea)

VIII. Minutes: May 12, 2025

2 min (8:38) (9:19)

Action: (Altman)

Motion: (Vote) to approve the May 12, 2025 minutes

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

Motion: Mrs. Moffat moved to approve the minutes and was seconded.

Discussion: None.

Vote: By a roll call of 6-0 the Board approved the motion. (Mr. Brightwell: Yea; Mrs. Hawkins: Yea; Mr. Heyns: Yea; Mrs. Moffat: Yea; Mr. Young: Yea; Mr. Fradette: Yea)

Break

5 min (8:40) (9:19)

IX. Discussion Agenda Items

A. Items removed from Consent Agenda

B. Cabinet Level Reports

1. Current Year Budget Modification

5 min (8:45) (9:24)

Action: (VanGambleare)

Motion: (Vote) to approve the budget revision to the 2024-25 school year

Rationale: to adjust the current year budget

Mr. VanGambleare presented the current year budget modification.

Motion: Mr. Heyns moved to approve the current year budget modification and was seconded.

Discussion: None.

Vote: By a roll call of 6-0 the Board approved the motion. (Mr. Brightwell: Yea; Mrs. Hawkins: Yea; Mr. Heyns: Yea; Mrs. Moffat: Yea; Mr. Young: Yea; Mr. Fradette: Yea)

2. Budget Approval for Next FY

5 min (8:50) (9:27)

Action: (VanGambleare)

Motion: (Vote) to approve the TCA budget for the 2025-26 school year

Rationale: to approve the proposed budget for the 2025-26 school year

Mr. VanGambleare presented the budget for the next fiscal year, highlighting the need for an additional million dollars beyond the bond issue for upcoming expenditures for the building project at East. He noted that this funding may be required for the project.

Motion: Mr. Young moved to approve the budget for next FY and was seconded.

Discussion: None.

Vote: By a roll call of 6-0 the Board approved the motion. (Mr. Brightwell: Yea; Mrs. Hawkins: Yea; Mr. Heyns: Yea; Mrs. Moffat: Yea; Mr. Young: Yea; Mr. Fradette: Yea)

3. Annual Charter Contract Review

5 min (8:55) (9:32)

Action: (Pacht)

Motion: (Vote) to approve the Charter Contract between TCA and ASD20 for the 2025-26 school year

Rationale: to annually review and approve changes to the Charter Contract between TCA and ASD20

Motion: Mr. Brightwell moved to approve the annual charter contract and was seconded.

Discussion: None.

Vote: By a roll call of 6-0 the Board approved the motion. (Mr. Brightwell: Yea; Mrs. Hawkins: Yea; Mr. Heyns: Yea; Mrs. Moffat: Yea; Mr. Young: Yea; Mr. Fradette: Yea)

4. Annual Character Report

15 min (9:00) (9:33)

Action: (Jolly)

Motion: (Info)

Rationale: to review measures of character at TCA in accordance with Strategic Goal 1, Assessment 1-1-1

Mr. Jolly presented the annual character report, acknowledging that measuring character is a challenging endeavor. He outlined how TCA's character efforts have evolved over a 10-year period, focusing on twelve key measurement areas. He emphasized that one of the best things about TCA is the sense of safety and support for students.

C. Board Level Reports

1. July 11, 2025 Board Offsite Agenda

10 min (9:15) (9:44)

Action: (Fradette)

Motion: (Discussion)

Rationale: to finalize topics for the July Working Session

Dr. Jessica LeNeave from CLCS will lead a training session at the annual Board Offsite, which will begin

at 9:00 a.m.

2. **Appreciation Committee Annual Report** 5 min (9:25) (9:46)
Action: (Moffat/Heyns)
Motion: (Info)
Rationale: to review teacher appreciation activities at TCA
Mrs. Moffat provided an update from the committee, sharing the various efforts to show appreciation to TCA staff. She highlighted numerous PTO appreciation events, meals during special event days, TCA jackets, and birthday celebrations. All of these efforts are made possible by the generosity of our families, and she commended them for their contributions of time and resources.
3. **Board Evaluation Action Plan** 5 min (9:30) (9:49)
Action: (Fradette)
Motion: (Discussion)
Rationale: to review action items associated with the Board Annual Self Evaluation
Mr. Fradette presented the Board Evaluation Action Plan, that focuses on three main areas: a summer offsite for training on board responsibilities, continued education through CLCS, and fostering continuous improvement within the board.
4. **Adopt a School Board Reports and New Assignments** 10 min (9:35) (9:51)
Action: (Fradette)
Motion: (Discussion)
Rationale: an opportunity for Board Directors to share reports on their Adopt A School assignment and determine placements for the upcoming school year
Directors shared updates on the 2024-25 school year, expressing the appreciation for our wonderful schools. They praised the dedication of our principals and the leadership they provide to our staff and students. New assignments for 2025-26 school year were also distributed among the board:
 - Central Elementary – Mrs. Hawkins
 - North Elementary – Mrs. Moffat
 - East Elementary – Mr. Heyns
 - College Pathways/Cottage School – Mr. Brightwell
 - Junior High – Mr. Young
 - High School – Mr. Fradette
5. **TCA Board Statement** 10 min (9:45) (8:57)
Action: (Fradette/Hawkins)
Motion: (Vote)
Rationale: to review a Board statement concerning the value of male and female in matters related to Colorado public school operations as related to state and federal law
This agenda item was moved up for discussion after Item V.
6. **Capital Construction Committee Update** 5 min (9:55) (9:59)
Action: (Moffat, Hawkins)
Motion: (Info)
Rationale: to provide an update to the Board regarding Capital Construction
Mrs. Hawkins and Mrs. Moffat shared a Capital Construction update. The team is awaiting final word but is continuing to explore options to maximize funds. To mitigate costs, a potential merge of the fire alarm system with the current system and revised plumbing plans are being considered. Materials for the gym floor surface are also up for consideration, with a tentative groundbreaking planned for mid-July.
7. **Board Nomination Committee Update** 5 min (10:00) (10:03)
Action: (Brightwell, Heyns)
Motion: (Info)
Rationale: to provide an update to the Board regarding the Board Nomination Committee
Mr. Brightwell provided an update from the Board Nomination Committee, sharing that the group received interest from many qualified candidates. The committee reviewed resumes, conducted interviews, and was impressed by the caliber of applicants. The committee plans to move forward with a highly qualified finalist for recommendation in August.

- D. Board Communication** 5 min (10:05) (10:04)
- Action: (Moffat)
- Rationale: to develop and approve of communication update to community
- TCA Budget and Capital Construction Update
 - Adopt-a-School Program
 - Character Report
 - Board Statement

E. Future Board Agenda Items

5 min (10:10) (10:06)

1. Strategic Plan Review, Discussion, July, Fradette
2. Board and President's Goals, Discussion, July, Fradette
3. Annual Meeting (Seat New Board Member, Board Picture), Discussion, Aug, Fradette
4. Charter Review (signed copy for records), Info, Aug, Pacht
5. Strategic Plan Approval, Vote, Aug, Board Chair
6. Board Agreement/Conflict of Interest Disclosure/Executive Session Confidentiality Disclosure Statement/Oath of Office Sign, Info, Aug, Board Chair
7. Board and President Goals Approval, Vote, Aug, Board Chair
8. President Designates 2 Individuals as Emergency Replacements, Vote, Aug, Thomason
9. Board Committee Chair Assignments, Info, Aug, Board Chair

X. Comments from the Board of Directors

5 min (10:15) (8:00)

- Mr. Young expressed appreciation for the community engagement and the unity displayed by the board.
- Mr. Brightwell highlighted the diversity and perspective within the board, emphasizing the strength of our community.
- Mr. Heyns commended the board for its hard work, noting that no one is disengaged, and everyone is committed to the success of TCA.

XI. Executive Session (TCA President's Evaluation, Salary, and Benefits)

20 min (10:20) (10:09)

Action: (Fradette)

Motion: to move into executive session pursuant to C.R.S. 24-6-402 (4)(f) to discuss TCA President evaluation, salary, and benefits

Rationale: to finalize TCA President evaluation, salary, and benefits

Motion: Mrs. Moffat moved to move into executive session.

Discussion: None.

Vote: By a roll call of 6-0 the Board approved the motion. (Mr. Brightwell: Yea; Mrs. Hawkins: Yea; Mr. Heyns: Yea; Mrs. Moffat: Yea; Mr. Young: Yea; Mr. Fradette: Yea)

XII. Approve President Salary and Benefits

5 min (10:40) (10:55)

Action: (Fradette)

Motion: (Vote) To approve the TCA President's Salary and Benefits for 2025-26 school year

Rationale: To review and approve the TCA President's salary and benefits for the 2025-26 school year

Motion: Mrs. Hawkins moved to approve the president salary and benefits.

Discussion: None.

Vote: By a roll call of 5-0 the Board approved the motion. (Mr. Brightwell: Yea; Mrs. Hawkins: Yea; Mr. Heyns: Absent; Mrs. Moffat: Yea; Mr. Young: Yea; Mr. Fradette: Yea)

XIII. Adjournment (Approx. 10:45 a.m.)

(10:45) (10:56)

Motion: Mr. Young moved to move into executive session.

Discussion: None.

Vote: By a roll call of 5-0 the Board approved the motion. (Mr. Brightwell: Yea; Mrs. Hawkins: Yea; Mr. Heyns: Absent; Mrs. Moffat: Yea; Mr. Young: Yea; Mr. Fradette: Yea)

Laura Moffat
TCA Board Secretary