



The Classical Academy

Board of Directors Meeting

(Open to the Public)

Monday, October 6, 2025, 6:00-7:30 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 P.M.) 1 min (6:00) (6:00)
Mrs. Hawkins called the meeting to order at 6:00 PM.
- II. **Pledge of Allegiance/Mission/Roll Call** 2 min (6:01) (6:01)
Roll Call: (Director Brightwell: Here // Director Fleming: Here // Director Fradette: Here // Director Heyns: Here // Director Moffat: Here // Vice-Chair Young: Here // Chair Hawkins: Here). Director Fleming joined the meeting via phone and joined in person at 7:53. A quorum was present.
- III. **Approval of Agenda** 2 min (6:03) (6:01)
Motion: Mr. Young moved to approve the agenda and was seconded.
Discussion: None
Vote: By a roll call vote of 7-0 the Board approved the motion. (Director Brightwell; Yea // Director Fleming; Yea // Director Fradette; Yea // Director Heyns; Yea // Director Moffat; Yea // Vice-Chair Young; Yea// Chair Hawkins; Yea).
- IV. **Celebrate TCA: Roman Day** 5 min (6:05) (6:02)
Action: (Harris)
Motion: (Info)
Rationale: to highlight accomplishments of TCA students, staff, and parents
 - Mrs. Harris introduced students that shared about TCA's Roman Curriculum Day. Third graders across all our campuses experience this participatory activity led by our Latin V students. Our elementary and secondary students shared highlights from the memorable day, specifically their experiences with the marketplace, battle in the gym, and Roman era food. Our high school students expressed how much they loved investing in our elementary learners.
- 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.
Name and topic are listed from the sign-up sheet.
 - Kim Voicu – Board Concern
 - Joella DeGroff – TCA Literature
 - Michelle Drake – TCA Literature/English Department
 - Jeremy Reed – TCA Literature
 - Sarah Pramanik – Policy/Process Transparency
 - Beth Wall – Loss of tradition
 - Jill Jolly – Board Concern / Bullying of staff
 - Jess Lohmeyer – Founder's Vision
 - Sarena Swartz – Parent Concern
 - Ashlee Springer – TCA Literature
 - Blake Galvin – Community Concern
 - Matt Houser – Library

- Kye Galvin – Graduate Perspective
- Matt Brunk

VI. **Comments from the Board of Directors** 10 min (6:20) (6:53)

- Mr. Heyns shared that the Board is a strong reflection of the community and encouraged open, in-person dialogue to foster understanding and connection. He expressed appreciation for the dedication of the administration and Board and offered a public apology to Mr. Jolly and Dr. Thomason for any hurt caused by the public.
- Mr. Fradette posed several questions to the Board for consideration, including whether library books have been submitted for review, whether the Board intends to review operational policy, and whether silence equates to deemed acceptance. Mr. Fradette also thanked the audience for making comments and outlined the Board takes all feedback into consideration. He expressed gratitude for the strong support shown to staff and administration and acknowledged the positive impact on students. He also encouraged increased Board transparency among directors to build trust and avoid working in silos.
- Mr. Young thanked the community for the engagement and encouraged constructive, fact-based conversations. He emphasized the importance of assuming the best in one another, avoiding misinformation, and working together to preserve TCA's mission and values.
- Mr. Brightwell echoed the comments of his fellow directors and thanked the community for their input. He reaffirmed that all individuals deserve dignity and respect, emphasizing the importance of dialogue and commitment to TCA's Core Values.
- Mrs. Moffat reminded the Board to be careful not to speak in response to public comments and acknowledged the concerns shared by parents. She stressed the importance of maintaining a safe place for dialogue and noted that no action resulted from the recent work session. Mrs. Moffat emphasized that the purpose of the Board is to ensure the implementation of TCA's mission and vision and reaffirmed her commitment as a Board director to act faithfully, transparently, and in alignment with TCA's Core Values in service of our parents, staff, and students. She expressed her belief that hard conversations can be held respectfully.
- Mrs. Hawkins thanked everyone for attending and acknowledged the concerns shared, emphasizing that the Board encourages dialogue about hard issues while being mindful of what can and cannot be shared. She highlighted that Board members volunteer countless hours out of genuine love for the school while working diligently behind the scenes. She also spoke about the commitment to ensuring TCA's long-term success and well-being for current and future generations.

VII. **Legal Update** 10 min (6:30) (7:22)

Action: (Miller)

Motion: (Info)

Rationale: to provide Board governance training/best practice information

- Mr. Miller, TCA Attorney, clarified that no action would be taken regarding the library policy during the meeting. He also provided a preview of upcoming legislative issues, including potential impacts on part-time programs and parent opt-out provisions related to materials conflicting with religious beliefs.

VIII. **Report of the President & Cabinet Spotlights** 10 min (6:40) (7:37)

Action: (Thomason)

Motion: (Info)

Rationale: to highlight cabinet activities (President, Operations, Academics, Human Resources, Finance)

Dr. Thomason highlighted the following items from his report:

- The Leadership Team began their first session of a three-part book study on *Unreasonable Hospitality* by Will Guidara. This will be a time to discuss what it means to go beyond service while aligning the conversation with the school's Core Values and mission.
- Grandparents Day was a wonderful success, as campuses were filled with the joy, wisdom, and lasting influence of grandparents. The "Adopt a Book" program sparked great excitement and generosity raising nearly \$30,000 across our elementary campuses.

IX. **Consent Agenda** 3 min (6:50) (7:51)

Board Directed items to be removed from Consent Agenda:

Motion: (Vote) to file the Consent Agenda

- A. Finance (VanGampleare)
 1. August Financials
- B. Governance Committee: Board Policies Approval
 1. DBE-TCA: Budget Projections
 2. ABB-TCA: Site Based Management
 3. BCB-TCA: Board Conflict of Interest
 4. ECR-TCA: Emergency/Crisis Response
 5. CBC-TCA: Chief Executive Officer Succession Plan
- C. SAC Minutes
 1. CSP/CP, September 9, 2025
 2. Central Elementary, September 22, 2025

D. 2026 Board Election Timeline

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

Discussion: None.

Vote: By a roll call vote of 6-0 the Board approved the motion. (Director Brightwell; Yea // Director Fradette; Yea // Director Heyns; Yea // Director Moffat; Yea // Vice-Chair Young; Yea// Chair Hawkins; Yea).

X. **Minutes: September 8, 2025**

2 min (6:53) (7:52)

Action: (Altman)

Motion: (Vote) to approve the September 8, 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 vote of 6-0 the Board approved the motion. (Director Brightwell; Yea // Director Fradette; Yea // Director Heyns; Yea // Director Moffat; Yea // Vice-Chair Young; Yea// Chair Hawkins; Yea).

Break

5 min (6:55) (7:53)

XI. **Discussion Agenda Items**

A. **Items removed from Consent Agenda**

B. **Cabinet Level Reports**

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

10 min (7:00) (8:01)

Action: (Pacht)

Motion: (Info)

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

- Mr. Pacht, Director of Operations, gave an annual update on the safety/security programs and processes at TCA. He highlighted that safety and security is a top priority for our students and staff. Mr. Pacht stressed his current main concern at each campus was carpool. TCA has designed all our carpools to be efficient and safe for our students, while also being a good neighbor to nearby businesses and residences. We continue to ask our community for flexibility and patience.

C. **Board Level Reports**

1. **Capital Construction Committee Update**

5 min (7:10) (8:19)

Action: (Moffat, Hawkins)

Motion: (Info)

Rational: to provide an update to the Board regarding Capital Construction

- The Capital Construction Committee announced the official groundbreaking of our new East Campus addition as of October 2nd. The new gym and classrooms will support our Titans in their learning journey. Also, we successfully negotiated a guaranteed maximum price with the builder, allowing us to include everything we have envisioned within our Board approved budget. The project should be finished in August 2026!

D. **Board Communication**

5 min (7:15) (8:24)

Action: (Moffat)

Rationale: to develop and approve of communication update to community

- Celebrate TCA, Annual Operations Report; Capital Construction Committee Report

E. **Future Board Agenda Items**

5 min (7:20) (8:24)

1. Quarterly Financial Summary, Info, VanGambleare, Nov
2. Internal Financial Control Report, Info, VanGambleare, Nov
3. FAC – Review of Annual Financial Audit Report, Info, VanGambleare, Nov
4. Annual State Accreditation/Assessment/Achievement Report, Info, Jolly, Nov
5. Annual Accreditation Status, Info, Jolly, Nov
6. Annual Year Financial Review (Previous FY), Info, VanGambleare, Nov
7. President Bi-Annual Board Feedback, Executive Session, Hawkins, Nov
8. ASD20 Monitoring Report Summary, Info, Thomason, Nov

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

5 min (7:25) (8:26)

- Mr. Young spoke to the value of open discourse, noting that it's important for the community to see the Board actively engaged and working through issues.
- Mr. Fradette emphasized the importance of full Board transparency and expressed the need to address questions directly. He acknowledged that all individuals involved in the discussions share TCA's vision and are committed and dedicated people.

- Mr. Heyns reflected on the importance of dialogue, noting that social media often shoots “arrows” rather than fostering close, meaningful conversation. He encouraged personal engagement, listening to one another’s concerns and perspectives, and suggested meeting in person to continue constructive discussions.
- Mr. Fleming shared his perspective as a parent and new Board member, noting that when something is special, it can be vulnerable to criticism. He emphasized the importance of deliberate, patient decision-making rather than reacting based on short-term feelings.
- Mrs. Hawkins thanked her fellow Board members for their active participation and reminded everyone to give each other grace, communicate directly, and not assume harmful intent. She emphasized the importance of precise definitions, diligence, and the motto “trust but verify” in guiding Board actions.

XII. Executive Session

30 min. (7:30) (8:34)

Action: (Hawkins)

Motion: (Vote) to move into executive session pursuant to C.R.S. 24-6-402 (4)(b) for legal advice regarding grievance matters.

Rationale: to discuss legal advice on grievance matters

Motion: Mrs. Moffat moved to adjourn the meeting and was seconded.

Discussion: None.

Vote: By a roll call vote of 7-0 the Board approved the motion. (Director Brightwell; Yea // Director Fleming; Yea // Director Fradette; Yea // Director Heyns; Yea // Director Moffat; Yea // Vice-Chair Young; Yea// Chair Hawkins; Yea).

XIII. Adjournment (Approx. 7:30 P.M.)

(7:30) (10:31)

Motion: Mr. Young moved to adjourn the meeting and was seconded.

Discussion: None.

Vote: By a roll call vote of 7-0 the Board approved the motion. (Director Brightwell; Yea // Director Fleming; Yea // Director Fradette; Yea // Director Heyns; Yea // Director Moffat; Yea // Vice-Chair Young; Yea// Chair Hawkins; Yea).

Laura Moffat
Board Secretary