



THE CLASSICAL ACADEMY BOARD OF DIRECTORS MEETING (OPEN TO THE PUBLIC)

DATE: MONDAY, MAY 11, 2026, 6:00 – 8:30 P.M.

LOCATION: NORTH CAMPUS – SECONDARY SCHOOL, 2ND
FLOOR, ROOM 2466 (CHOIR ROOM)

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 (6:00 P.M.)
Mrs. Hawkins called the meeting to order at 6:00 PM. | 1 min (6:00) (6:01) |
| II. Pledge of Allegiance/Mission/Roll Call
Roll Call: (Director Brightwell: Here // Director Fleming: Absent // Director Fradette: Here // Director Heyns: Here // Director Moffat: Here // Vice-Chair Young: Here // Chair Hawkins: Here).
A quorum was present. | 2 min (6:01) (6:02) |
| III. Approval of Agenda
Motion: Mr. Brightwell moved to approve the 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) | 2 min (6:03) (6:03) |
| IV. Celebrate TCA (TCA D20 Art Winners)
Action: (Harris)
Motion: (Info)
Rationale: to highlight accomplishments of TCA students, staff, and parents
Several TCA student artists displayed their artwork as we celebrated their recent success at the District 20 Art Show and the Scholastic Art Awards! Despite tougher competition and fewer awards being given this year, our TCA students earned an impressive total of eight awards, which included art from the elementary, middle, and high school divisions. Furthermore, two students received a Silver Key and an Honorable Mention in the highly competitive Scholastic Art Competition, which drew more than 5,000 entries. What a testament to our incredible visual arts program! | 5 min (6:04) (6:01) |
| V. Comments from the Audience (Audience members have 3 minutes to address the Board)
(NOTE: Per procedural practice, if more than one person is speaking on the same topic we request that one or two representatives share on behalf of the group.) <ul style="list-style-type: none">• Carrie Loewenstein – Library | 10 min (6:10) (6:09) |
| VI. Comments from the Board of Directors
(NOTE: Per procedural practice, if more than one person is speaking on the same topic we request that one or two representatives share on behalf of the group.) <ul style="list-style-type: none">• Mr. Heyns shared appreciation for the artwork presented, noting the impressive creativity of students. He also mentioned the wonderful school activities happening over the past few weeks.• Mrs. Moffat commented on the many end-of-year festivities and events, including the junior high concert, art show, and senior capstone projects. She expressed pride in students and gratitude for the collective effort of staff and faculty in producing a strong and meaningful finish to the year.• Mr. Brightwell thanked Mr. Fradette for his perspective on snow days and the importance of enjoying time with children during those moments.• Mrs. Hawkins reflected on the many opportunities students have to demonstrate excellence and character, including academic and creative work. She emphasized the value of student expression, respectful dialogue, and the benefits of these foundational learning experiences. | 10 min (6:20) (6:12) |

- VII. Legislative Update** 10 min (6:30) (6:19)
 Action: (EAC Personnel)
 Motion: (Info)
 Rationale: to update the Board on Colorado Legislative session
 Ross Izard from the EAC provided an update on the Colorado legislative session, including discussion surrounding the School Finance Act and state budget challenges. More information will be known regarding budgeting for schools as the legislative session is scheduled to conclude on May 13.
- VIII. Report of the President** 15 min (6:40) (6:33)
 Action: (Thomason)
 Motion: (Info)
 Rationale: to highlight cabinet activities (Pres., Ops, Academics, HR, Finance).
 Dr. Thomason highlighted the following items from his report:
- The April Kindergarten orientation events welcomed approximately 150 new families across our elementary campuses, these presentations focused on TCA's core values, educational philosophy, parent partnership, and helping families understand a typical Kindergarten day.
 - The Kretchman Cup was held on Thursday, May 7 where students were recognized for their ability to engage with philosophical and academic discussion topics.
 - Budget Memo #2 was discussed, including ongoing uncertainty surrounding the School Finance Act. Preliminary projections currently include approximately a 4.2% compensation increase, a potential \$1,000 returning staff bonus, reduced insurance premiums, and lower deductible thresholds for staff benefits.
- IX. Consent Agenda** 3 min (6:55) (6:47)
 Board Directed items to be removed from Consent Agenda:
 Motion: (Vote) to file the Consent Agenda
- Finance (VanGambleare)
 - March Financials
 - Auditor Engagement
 - Quarterly Financial Summary
 - Review Form 990
 - Governance Committee Policy Review
 - KE-TCA
 - SAC Minutes
 - Cottage School Program/College Pathways, April 7, 2026
 - North Elementary, March 31, 2026
 - Central Elementary, April 20, 2026
 - High School, April 2, 2026
 - 2026 TCA Board Election Report
 - Survey, Ballots, and Systems Election Report
 - Daily Election Participation Rates
- 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: April 13, 2026** 2 min (6:58) (6:47)
 Action: (Altman)
 Motion: (Vote) to approve the April 13, 2026 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 (7:00) (6:48)
- XI. Discussion Agenda Items**
- Items removed from Consent Agenda
 - Cabinet Level Reports
 - Student Fee Schedule** 5 min (7:05) (6:55)
 Action: (Jolly, Birkey)
 Motion: (Vote) to approve the student fee schedule for the 2026-27 school year
 Rationale: to review and approve the student fee schedule for 2026-27 school year
Motion: Mr. Brightwell 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)

2. **Annual Staff Climate Survey** 10 min (7:10) (6:57)
Action: (Schulz)
Motion: (Info)
Rationale: to review the results of the annual staff climate survey
Mrs. Schulz shared the results of the 2025–26 Employee Climate Survey, highlighting TCA’s continued commitment to maintaining a strong and healthy work environment. The survey was conducted in late January and reflected positive trends in staff perceptions. Employees feel their voices are heard and there is a continued confidence in TCA’s culture and leadership. Staff concerns centered primarily on rising cost of living pressures, evolving benefits offerings, and clarity around governance roles and Board support of staff.

Principals and Directors will review school-specific results with their teams to celebrate successes and address opportunities for growth, while Board discussion included questions about staff understanding of Board roles and ways the Board can continue strengthening support for employees.
3. **Fiscal Year 26/27 Budget** 10 min (7:20) (7:38)
Action: (VanGampleare)
Motion: (1st Read)
Rationale: to review the proposed budget for the 2026-27 school year
Mr. VanGampleare presented the draft 2026–27 fiscal year budget, highlighting a projected 2.7% increase in per-pupil funding. He discussed approximately \$1.3 million in normal maintenance needs across TCA’s seven schools. He also noted that additional budget details will be presented at the next meeting once the state budget has been finalized.
4. **Annual Charter Contract Review** 5 min (7:30) (7:56)
Action: (Pacht)
Motion: (1st Read)
Rationale: to annually review and approve changes to the Charter Contract between TCA and ASD20
Mr. Pacht presented a working draft of the annual charter contract review, noting that details are still being refined in collaboration with the district and additional information will be shared at the next meeting.

C. Board Level Reports

1. **Annual Board Self-Evaluation/Results** 5 min (7:35) (8:03)
Action: (Hawkins)
Motion: (Discussion)
Rationale: to review the results of the Board Self Evaluation
The Board engaged in a robust discussion regarding the annual Board Self-Evaluation results, reflecting on both areas of strength and opportunities for growth. Directors emphasized the importance of self-reflection, continued governance training, healthy communication, and maintaining respectful relationships while navigating difficult conversations. Directors discussed strengthening trust within the Board and between the Board and administration, clarifying governance roles and responsibilities, and approaching differing perspectives with grace and authentic listening. Board members acknowledged that while some of the feedback was difficult to process, it also provided an important opportunity to strengthen board culture and unity.
2. **President’s Evaluation Discussion** 10 min (7:40) (8:20)
Action: (Board)
Motion: (Discussion)
Rationale: to discuss the President’s Evaluation
The Board held a thoughtful discussion regarding the President’s evaluation process and potential revisions to the current evaluation tool. Directors discussed the importance of ensuring the evaluation remains aligned with the Board’s governance objectives, strategic priorities, and presidential goals. Directors emphasized the need for collaboration and continued discussion as revisions are explored. The conversation also included explanation regarding the process for developing proposed changes. Attorney Hall clarified that board directors or leadership may work on policies or evaluation tools informally before formal board discussion and approval. He emphasized that any final revisions would still require full board consideration and approval before implementation. Directors highlighted the importance of clear communication surrounding the purpose of any revisions and recognized that any final updates would require full Board review, feedback, and approval before implementation.

3. **Board Policy on Policies Update** 10 min (7:50) (8:35)
 Action: (Hawkins, Board)
 Motion: (Discussion)
 Rationale: to discuss the Governance Committee work on the proposed policy on policies
 Mrs. Hawkins provided an update on the Governance Committee's discussion regarding a potential policy on policies and invited Board directors to share feedback. Discussion centered on the distinction between governance responsibilities and administrative authority, with several directors emphasizing the importance of maintaining clear boundaries between Board oversight and administration implementation. Board directors discussed whether existing Bylaws, Robert's Rules procedures, and current governance structures already provide sufficient mechanisms for the Board to raise questions or review policies when needed. Additional conversation focused on whether the Board should receive informational updates or redlined versions of changes made to Board-delegated policies, primarily for awareness and alignment with the school's mission and legal obligations rather than operational oversight. Directors also discussed the importance of having clear procedural guidance or a defined process to reduce confusion and establish consistent expectations when policy questions arise. The Board generally agreed that further discussion and clarification may be beneficial but acknowledged the importance of avoiding unnecessary administrative burden or overstepping governance boundaries. Due to timing constraints and the end-of-year calendar, it was indicated that the topic would be paused and revisited at a later date.
4. **Adopt a School Reports** 10 min (8:00) (9:08)
 Action: (Hawkins, Board) Motion: (Discussion)
 Rationale: to listen to Board experiences at adopted schools
- Mr. Fradette shared a positive update from East Elementary, referencing the wonderful leadership of Mrs. Amy Pope.
 - Mr. Heyns reported that the High School is doing very well under strong leadership. Student enrollment continues to increase, which brings new dynamics and a need for creative solutions to limited space.
 - Mrs. Moffat commended the North Elementary community and recognized the incredible staff, teachers, and PTO. She also shared appreciation for the strong leadership of Mrs. Jody Peterson and the positive culture evident throughout the school.
 - Mr. Brightwell shared updates from College Pathways and Cottage School, highlighting the April 30th Art Show and the impressive talent displayed by students.
 - Mr. Young shared that the Junior High is in good hands under the leadership of Mr. D.
 - Mrs. Hawkins provided updates from Central Elementary, recognizing the thoughtful care shown by administrators during CMAS testing. She also expressed appreciation for the leadership of Mr. Aaron Walters and Ms. Sherry Wilkewitz that contributes to the continued wonderful culture of the school.
5. **Capital Construction Committee Update** 5 min (8:10) (9:11)
 Action: (Hawkins/Moffat)
 Motion: (Info)
 Rationale: to provide an update to the Board regarding Capital Construction
 Mrs. Moffat shared an update on the East Campus expansion, including a "beam-signing" ceremony held at the construction site in mid-April. Construction is on schedule, with solar tubes now installed, illuminating the gym with abundant natural light. Drywall installation is also progressing, along with the construction of a firewall connecting the existing building to the new addition.

- D. **Board Communication** 5 min (8:15) (9:14)
 Action: (Moffat)
 Rationale: to develop and approve of communication update to community
 Celebrate TCA, Annual Staff Survey, Capital Construction Committee update

- E. **Future Board Agenda Items** 5 min (8:20) (9:16)
1. Annual Charter Contract Review, June, Vote, Pacht
 2. Budget Approval for Next FY, June, Vote, VanGambleare
 3. Annual Parent Survey Analysis, June, Info, Jolly
 4. Annual Character Report, June, Info, Jolly
 5. Appreciation Committee Annual Report, June, Info, Fradette/Fleming
 6. Adopt a School New Assignments, June, Discussion, Hawkins
 7. Board Evaluation Action Items, June, Discussion, Hawkins
 8. Confirm July Working Session Agenda, June, Discussion, Hawkins
 9. President Annual Evaluation and Compensation Evaluation, June, Exec Session, Vote, Hawkins

- F. **Comments from the Board of Directors** 5 min (8:25) (9:19)
- Mrs. Moffat thanked the Board for their service this year. She also mentioned that she will be absent from the next meeting due to pre-existing family plans that overlap with the rescheduled meeting.

XII. Adjournment (Approx. 8:30 P.M.)

(8:30) (9:20)

Motion: Mrs. Moffat moved to adjourn the meeting 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)

Laura Moffat
Board Secretary