



# THE CLASSICAL ACADEMY

## BOARD OF DIRECTORS MEETING

### (OPEN TO THE PUBLIC)

MONDAY, SEPTEMBER 11, 2023, 6:00-8:05 P.M.

LOCATION: TCA NORTH CAMPUS – SECONDARY SCHOOL,  
1<sup>ST</sup> 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.

## MINUTES

Presentation Time/Start Time

- |      |  |                      |
|------|--|----------------------|
| I.   | <b>Call to Order (6:00 pm)</b>   | 1 min (6:00) (6:00)  |
|      | <ul style="list-style-type: none"><li>The Board Chair (Mr. Fradette) called the meeting to order at 6:00.</li></ul>  |                      |
| II.  | <b>Pledge of Allegiance/Mission/Roll Call</b>  | 2 min (6:01) (6:01)  |
|      | <ul style="list-style-type: none"><li><b>Roll call: (Mr. Fradette; Here // Mr. Hannan; Here // Mrs. Hawkins; Here // Mrs. Johnson; Here // Mr. Palmer; Here // Mrs. Wittleder; Here // Mr. Young; Here). A quorum was present.</b></li></ul>   |                      |
| III. | <b>Approval of Agenda</b>  | 2 min (6:03) (6:02)  |
|      | <ul style="list-style-type: none"><li><b>Motion: Mr. Hannan moved to approve the agenda and was seconded.</b></li><li>Discussion: None</li><li><b><u>Vote: By a roll call vote of 7-0 the Board approved the motion. (Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Hawkins; Yea // Mrs. Johnson; Yea // Mr. Palmer; Yea // Mrs. Wittleder; Yea // Mr. Young; Yea).</u></b></li></ul>   |                      |
| IV.  | <b>Celebrate TCA (High School Band; Heart of Champions)</b>  | 5 min (6:05) (6:03)  |
|      | Action: (Harris)   |                      |
|      | Motion: (Info)   |                      |
|      | Rationale: to highlight accomplishments of TCA students, staff, and parents  |                      |
|      | <ul style="list-style-type: none"><li>We celebrated TCA's band, which was featured on 9 News "Hearts of Champions" series.</li><li>TCA was one of three bands selected statewide for the segment, showcasing the hard work that goes into preparing for the upcoming competition season.</li><li>TCA's band will be competing for its 3rd straight state title this year. For a live sneak peak, the band will perform part of their state competition routine at the homecoming football game on September 22nd.</li><li>The state competition will take place at the end of October.</li></ul>   |                      |
| V.   | <b>Comments from the Audience</b> (Audience members have 3 minutes to address the Board)   | 10 min (6:10) (6:11) |
|      | (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"><li>There were no comments from the audience.</li></ul>  |                      |
| VI.  | <b>Comments from the Board of Directors</b>  | 10 min (6:20) (6:12) |
|      | <ul style="list-style-type: none"><li>Mrs. Wittleder: Time to begin school rhythm for parents and teachers (school begins, students in new classes, new TCA leader); I want to thank Dr. Thomason for speaking impromptu to the JH football team;</li><li>Mrs. Johnson: Shared her appreciation for administrators creating the space and grace for TCA children to resolve conflicts.</li><li>Mr. Palmer: I've gone out to the football field on occasion and observed that great things are still happening, and things haven't changed, even two years removed;</li><li>Mrs. Hawkins: Took a moment to remember the events on Sept 11, we shall never forget; I am grateful that TCA preserves our history, music, and traditional national values/culture;</li><li>Mr. Fradette: AI will become an important topic in schools in the future; looking at the July Financials, I wanted to highlight a great positive that shows the increased progression of Titan Club members and sponsorships.</li></ul> |                      |
| VII. | <b>Board Training (Election Law/MLO Information)</b>   | 10 min (6:30) (6:25) |
|      | Action: (Brad Miller)  |                      |

Motion: (Info)

Rationale: to provide Board governance training/best practice information

- If you have any ideas to bring to the legislature, please share them with Mr. Miller. He is a member of a regional committee to draft an educational resolution to present to the state legislature.
- As you may have heard, ASD20 will be asking voters to approve a Mill Levy Override on November's ballot.
  - Generally speaking, an MLO is a property tax increase.
  - ASD20 has said that they will use the MLO to increase staff salaries, acquire elementary security guards, improve facilities, and provide a fair share of the MLO with charter schools.
  - Mr. Miller (TCA attorney) reviewed the do's and don'ts concerning election law (See attachment 1).

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

10 min (6:40) (6:37)

Action: (Thomason)

Motion: (Info)

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

- Dr. Thomason highlighted the following items from his report:
  - I attended 7 different TCA back to school nights.
    - Encouraged parents to be involved at TCA.
    - Mentioned MLO will be on the November ballot.
      - Parents were excited that the MLO would be used to increase teacher salaries and security,
      - Talked with close to 1500 to 2000 parents at back-to-school nights.
    - Encouraged parents to donate to the annual fund; it is important for parents support their teachers.
  - Mrs. Harris, Mr. Walters and I hosted Mrs. Heather Cloninger (ASD20 Board Member) and Mrs. Becky Allan (ASD20 CFO) toured TCA.
    - She was thoroughly impressed by what she saw at TCA.
    - She is looking forward to seeing one of our classrooms (she will be back and will see the homecoming assembly).
  - Talked with Mrs. Jinger Haberer about student growth and achievement.
  - I will begin reading to all elementary classrooms starting with Central Elementary; will choose a new elementary each year.
    - Reading to kids is powerful (I look forward to connecting with our elementary students).
    - Leaders are readers.

IX. **Consent Agenda**

3 min (6:50) (7:00)

Board Directed items to be removed from Consent Agenda:

Motion: (Vote) to file the Consent Agenda

A. Finance (VanGambleare)

1. July Financials

B. Board Agreement Signatures

C. Board Executive Session Affidavit Signatures

- **Motion: Mr. Hannan moved to file the Consent Agenda and was seconded.**
- Discussion: None.
- **Vote: By a roll call vote of 7-0 the Board approved the motion. (Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Hawkins; Yea // Mrs. Johnson; Yea // Mr. Palmer; Yea // Mrs. Wittleder; Yea // Mr. Young; Yea).**

X. **Minutes: August 14, 2023**

2 min (6:53) (7:01)

Action: (Swanson)

Motion: (Vote) to approve the August 14, 2023 minutes

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

- **Motion: Mr. Hannan moved to approve the August 14, 2023 minutes with the following change and was seconded:**
  - **Under Item IX. Comments from the Board of Directors, amend Mrs. Johnson's statement to read "I am serving on the D20 Mil Levy Override Committee as a private citizen."**
- Discussion: None.
- **Vote: By a roll call vote of 7-0 the Board approved the motion. (Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Hawkins; Yea // Mrs. Johnson; Yea // Mr. Palmer; Yea // Mrs. Wittleder; Yea // Mr. Young; Yea).**

XI. **Break**

5 min (6:55) (7:02)

XII. **Discussion Agenda Items**

A. **Items removed from Consent Agenda**

B. **Cabinet Level Reports**

1. **Annual HR Report/Comparable Salaries/Retention**

20 min (7:00) (7:07)

Action: (Thomason, Schulz)

Motion: (Info)

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

- Marta Schulz, Director of Human Resources, presented TCA's annual HR Report, summarizing that TCA continues to excel as an excellent place to work.
- Heading into this school year, employee turnover remained in line with TCA's averages.

- Recruiting excellent teachers who exemplify TCA's Core Values continues to be a priority goal for TCA.
- Word of mouth referrals from our staff and parents continue to be our most successful recruiting effort.

**C. Board Level Reports**

**1. Working Session Topics** 5 min (7:20) (7:45)

Action: (Fradette)

Motion: (Discussion)

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

- The Board did not have any working session topics that they wished to talk about.
- The Board agreed to cancel the September 25, 2023 Board Working Session.

**2. Recruit New Board Members** 5 min (7:25) (7:49)

Action: (Fradette)

Motion: (Discussion)

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

- The Board recognized it is always important to be on the lookout for potential Board candidates.
- This year, it will be important to find a replacement for Mr. Palmer as the appointed Board member.

**3. Digital Health Update** 10 min (7:30) (7:52)

Action: (Palmer, Wittleder)

Motion: (Information)

Rationale: Update from the Digital Health Committee

- Board member Scott Palmer updated us on the implementation of the Digital Health Policy.
- The Digital Health policy was enacted at the beginning of the school year.
- There have been minimal first-time offenses and no second offenses.
- Thank you to TCA's community for providing a school atmosphere conducive to learning.

**4. Election Policy Review** 10 min (7:40) (8:04)

Action: (Fradette)

Motion: (1<sup>st</sup> Read)

Rationale: to review incorporating training opportunities for Board Candidates and newly elected Board Directors

- The only changes to the Board Election Policy were to add training opportunities:
  - Potential Board Candidates would be offered training in what to expect and expectations of a Board Candidate in January.
  - Newly elected Board Directors will be offered New Board Director training by the training committee from April through August.
- The Training Committee will develop checklists and other training material for both types of training.

**D. Board Communication** 5 min (7:50) (8:10)

Action: (Secretary)

Rationale: to develop and approve of communication update to community

- Celebrate TCA
- HR Report
- Digital Health Update
- Mil Levy Override

**E. Future Board Agenda Items** 5 min (7:55) (8:11)

1. Annual Operations Report (Safety and Security Assessment), Oct, Info, Pacht
2. Budget Projection Policy, Oct, Governance Committee
3. Site Based Management Policy, Oct, Governance Committee
4. Conflict of Interest Policy, Oct, Governance Committee
5. Conflict Resolution Policy, Oct, Governance Committee

**F. Comments from the Board of Directors** 5 min (8:00) (8:12)

- **There were no comments from the Board of Directors.**

**XIII. Adjournment** (Approx. 8:05 p.m.) (8:05) (8:13)

- **Motion: Mr. Hannan moved to adjourn the meeting and was seconded.**
- Discussion: None
- **Vote: By a roll call vote of 7-0 the Board approved the motion. (Mr. Fradette; Yea // Mr. Hannan; Yea // Mrs. Hawkins; Yea // Mrs. Johnson; Yea // Mr. Palmer; Yea // Mrs. Wittleder; Yea // Mr. Young; Yea).**

Attachments:

- 1) Election Do's and Don'ts

Sonya Wittleder  
TCA Board Secretary