

Paideia Academies Inc. Corporate Board Meeting Notes
February 27, 2023

Meeting held in-person at the Paideia Corporate Headquarter
Corporate Conference Room
1535 E Baseline Rd.
Phoenix AZ 85042

5:03 pm Called to Order by Ms. Garrison

I. Call to Order/Verifying Quorum

Members Present in person:

Dr. Winsor
Mrs. Mendonca
Dr. Pena
Ms. Garrison
Mrs. Baker
Mrs. Schmaltz

Absent:

Dr. Tietgen
Mrs. Hobeiche

Guests:

Mr. Joel Brice via Zoom Link

II. Discussion/Vote to approve previous minutes – January 23, 2023

Motion by Mrs. Schmaltz to approve the Paideia Corporate Board meeting minutes from January 23, 2023

Second by Mrs. Baker

Voice Vote-

Yes: Unanimous
No: none
Abstentions: Mrs. Mendonca
Absent: Dr. Tietgen, Mrs. Hobeiche

Motion passes unanimously

III. Discussion/Vote – Executive Director Evaluation Goals and Competencies for FY2023

- Discussion and review of goals and competencies

Dr. Winsor reviewed the goals for the current fiscal year.

Goal 1 – Complete the addition buildout on the Baseline campus by June 30, 2023.

Complete the addition build to include state of the art fixtures and furnishings for complete readiness for FY24 to include:

Science Labs -Life Science and Physical Sciences
Health and Wellness Lab
Nature Sanctuary Gardens

Goal 2 – Enrollment of 810 for FY2023 / ADM 809 for FY2023

Goal 3 – Maintain Financial Dashboard indicators:

DSCR: 1.49
DCOH: 252
Net Income: \$310,837

Goal 4 – Campus Leadership Empowerment via All Access Pass

Cascade implementation of FranklinCovey All Access Pass through the:
Corporate Leadership team
Paideia Elementary Campus Leads

Paideia Liberal Arts Academy Leads
Community Outreach Team

Goal 5 – Complete the Greenhouse by August 2023

Discussion of the goal regarding the Greenhouse Project on the PLA campus. It was suggested that the goal isn't attainable this year due to the grant not being awarded until July 2023 which is next fiscal year. After discussion about what can be accomplished this year the following goal was created.

Goal 5 – Greenhouse Grant Submittal

Submit National Farm to School Implementation Grant by January 30th, 2023.

Dr. Winsor next reviewed the Executive Director Competencies for discussion.

- A. Relationship with the board
- B. Community Relations
- C. Staff Relationships
- D. Business and Finance
- E. Instructional Leadership

After review and discussion by the board members, all competencies were accepted as important for the role of the executive director.

Motion by Mrs. Baker to adopt the Executive Director annual goals and competencies for FY2023.

Second by Mrs. Schmaltz

Roll Call Vote-

- Dr. Winsor - yes
- Mrs. Mendonca - yes
- Dr. Pena - yes
- Ms. Garrison - yes
- Mrs. Baker - yes
- Mrs. Schmaltz - yes

Yes: Unanimous

No: none

Abstentions:

Absent: Dr. Tietgen, Mrs. Hobeiche

Motion passes unanimously

IV. Discussion/Vote to adopt the Paideia Parent Classroom Visits, Tours or Observations Policy

Discussion: Board members weren't aware of the new law requiring the policy and being posted in our policy handbook and on our website. Suggestion to add in translation services during a tour. Once it was explained that the policy will be translated and posted and that it is mostly to govern the system of visiting and visitor's behaviors it was more readily understood.

Motion by Mrs. Schmaltz to adopt the Paideia Parent Classroom Visits, Tours or Observations Policy.

Second by Dr. Pena

Roll Call Vote-

- Dr. Winsor - yes
- Mrs. Mendonca - yes
- Dr. Pena - yes
- Ms. Garrison - yes
- Mrs. Baker - yes
- Mrs. Schmaltz - yes

Yes: Unanimous

No: none

Abstentions:

Absent: Dr. Tietgen, Mrs. Hobeiche

Motion passes unanimously

V. Discussion/Vote to adopt the Paideia Moment of Silence Policy

Discussion: Policy read by each board member silently. Discussion and explanation that the elementary campus already has a mindful minute during their morning assembly, would that work for this policy. Ms. Garrison explained that it will work if we make it a full minute and remove any language suggesting how the students might use the mindful minute. Currently the leading scholar says, "please join me for a mindful minute, take 10 breaths and think about your day." We have to change that to, "please join me for a moment of silence" and then use a stop watch of something to time it. Mrs. Baker expressed concern over the language in the 5th bullet point, "students who engage in activities that interfere with other students' participation in the moment of silence in any way... will be subject to student discipline." Dr. Winsor explained that this would be the case anyway for disrupting the learning environment.

Motion by Ms. Garrison to adopt the Paideia Moment of Silence Policy.

Second by Mrs. Mendonca

Roll Call Vote-

Dr. Winsor - yes

Mrs. Mendonca - yes

Dr. Pena - yes

Ms. Garrison - yes

Mrs. Schmaltz - yes

Yes: Unanimous

No: none

Abstentions: Mrs. Baker

Absent: Dr. Tietgen, Mrs. Hobeiche

Motion passes

VI. Discussion/Vote on revised Teacher Employment Contract

Change of contract signature page. Previous version required the campus principal and board chair. Changed by removing the Principal signature and adding Executive Director signature.

No discussion.

Motion by Dr. Winsor to adopt the revised Teacher Employment Contract.

Second by Mrs. Mendonca

Voice Vote-

Yes: Unanimous

No: none

Abstentions:

Absent: Dr. Tietgen, Mrs. Hobeiche

Motion passes unanimously

VII. Discussion/Vote on revised teacher salary schedule

Discussion. Questions on where the comparable salary schedule was taken. Dr. Winsor answered Roosevelt District was \$2000 higher than our current schedule. Suggestion by board members to include surrounding districts from where our teachers live or might travel through to get to Paideia. The suggestion was noted by Dr. Winsor for future salary schedules. Contracts are due to teachers by March 3rd and thus the need for getting the salary schedule approved today.

Motion by Mrs. Schmaltz to approve revised teacher salary schedule dated February 27, 2023.

Second by Mrs. Mendonca

Roll Call Vote-

Dr. Winsor - yes

Mrs. Mendonca - yes

Dr. Pena - yes

Ms. Garrison - yes

Mrs. Baker - yes

Mrs. Schmaltz - yes

Yes: Unanimous
No: none
Abstentions:
Absent: Dr. Tietgen, Mrs. Hobeiche
Motion passes unanimously

- VIII. Discussion/Vote to approve Fiscal Year 2024 Corporate Calendar
Discussion: Monthly focus themes were reviewed to include National Hispanic, National Book, Native American Heritage, Black History, National Women's, Nature/Garden months. Discussion by Ms. Garrison of the addition of 9/11 Education Day, Constitution Day, Sandra Day O'Connor Civics Day.
Motion by Mrs. Schmaltz to adopt the Corporate Calendar for Fiscal Year 2024.
Second by Dr. Pena
Voice Vote-
Yes: Unanimous
No: none
Abstentions:
Absent: Dr. Tietgen, Mrs. Hobeiche
Motion passes unanimously
- IX. Discussion/Vote Move Kindergarten enrollment birthday requirement from Sept 15 to Sept 30.
Discussion: Moving the birthdate requirement to the end of the month can clear up confusion and arguments for extending a day or two. We also lose kindergarteners who's birthdates are in the month of September.
Motion by Mrs. Baker to approve the change of Kindergarten birthdate requirement from Sept 15 to Sept 30th.
Second by Mrs. Schmaltz
Voice Vote-
Yes: Unanimous
No: none
Abstentions:
Absent: Dr. Tietgen, Mrs. Hobeiche
Motion passes unanimously
- X. Discussion/Vote to Adopt Corporate Resolution to enter into contract with Valley Del Sol Transportation LLC for transportation services Fiscal Year 2024.
Motion by Ms. Garrison to adopt Corporate Resolution to enter into contract with Valley Del Sol Transportation LLC for transportation services Fiscal Year 2024 .
Second by Mrs. Mendonca
Roll Call Vote-
Dr. Winsor - yes
Mrs. Mendonca - yes
Dr. Pena - yes
Ms. Garrison - yes
Mrs. Baker - yes
Mrs. Schmaltz - yes
Yes: Unanimous
No: none
Abstentions:
Absent: Dr. Tietgen, Mrs. Hobeiche
Motion passes unanimously
- XI. Executive Director Report
- Paideia Sports and extra-curricular activities going very well by Dr. Winsor

- Baseline building project on schedule by Dr. Winsor
- Review of enrollment data by Dr. Winsor
- Review of benchmark growth and achievement data by Mrs. Mendonca
 - i. Benchmark data demonstrate our scholars are growing but still many are behind grade level.
- Review of curriculum-based-assessment data and curriculum by Ms. Garrison
 - i. CBA demonstrate our scholars are making good progress through the curriculum
- Review of financial data and end of year projections by Joel Brice. All budget categories as budgeted. There are no budgetary concerns at this time. All is expected to go as planned for the remainder of the year.
 - i. Debt Service Coverage Ratio: 1.38
 - ii. Days Cash on Hand: 252
 - iii. Net Income: \$1,147,284

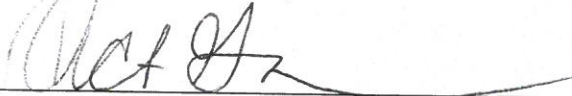
XII. Public Comment – None.

XIII. Adjournment

Ms. Garrison moved to adjourn the meeting at 6:35 pm
 Second by Mrs. Mendonca

- Voice vote
 - Yes – Unanimous
 - No – none
 - Abstentions – none
 - Absent – ~~Mrs. Mendonca~~ Dr. Tietgen, Mrs. Hobeiche
 - Motion passes unanimously

Meeting adjourned at 6:40 pm



 Approved by Date 5-2-23

