

The Paideia Academies Inc.  
Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on September 24, 2018 at 5:05 PM

## Minutes

### I. Verified Quorum –All present

In Person – Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz

Guests present:

Mr. Brice of Consilium Financial Group

Ms. Hannah

Mr. Lucas Landreth

### Approve previous minutes

Motion to approve board minutes from August 27, 2018.

Motion made by Dr. Tietgen

Second made by Dr. Hess

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes with revision that he was not present at the previous meeting and abstained from verifying the notes

Mrs. Leach – yes

Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion passes by majority vote

### II. Call to the public

No members of the public requested comment

### III. Selection of 2018/2019 corporate officers

Clarification of the bylaws Article V concerning Officers.

Dr. Winsor explained that the corporate officers are appointed by the corporate board at the annual meeting. The current corporate officers are:

President: Brian Winsor

Vice President of Assessment, Intervention and Data: Beth Mendonca

Vice President of Curriculum and Instruction: Victoria Garrison

Treasurer: none

Secretary: none

A discussion ensued of the necessity or practicality of having 2 vice presidents and the need to have a treasurer and secretary. Dr. Tietgen review the bylaws 5.1, "... Corporate Board of Directors... may comprise, as determined by the Corporate Board of Directors..." and explained that the treasurer and secretary are not required by the bylaws. Dr. Winsor explained that the Arizona Corporate Commission does not require a secretary and treasurer. We have listed a president and 2 vice presidents for years. All the corporate board members are listed on the ACC site.

Motion by Dr. Tietgen to retain the current corporate officers for the 2018/2019 school year.

Second by Mrs. Leach

Vote:

Dr. Winsor – yes  
Ms. Garrison – yes  
Mrs. Schmaltz – yes  
Dr. Hess – yes  
Mrs. Leach – yes  
Mrs. Mendonca – yes  
Dr. Tietgen – yes  
Motion passes unanimous

#### IV. Selection of Board Officers

Dr. Winsor explained that while the bylaws does not require the corporate board to select internal leadership, it is desirable to define roles, responsibilities and stewardships for the corporate board.

Nominations:

Dr. Winsor nominated Dr. Tietgen to be the chair of the board. Second by Mrs. Mendonca

Dr. Winsor nominated Mrs. Schmaltz. Second by Dr. Tietgen

Dr. Hess nominated himself as a vice chair. Second by Mrs. Schmaltz

Mrs. Leach nominated herself for Secretary. Second by Dr. Winsor

Ms. Garrison made a motion to approve the nominated corporate board officers

Second by Dr. Tietgen

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion passes unanimous

Dr. Winsor then changed seats from the front of the conference table with Dr. Tietgen to the side of the table to indicate the change of stewardship

#### V. Nomination and Vote for New Corporate Board Members

Dr. Tieggen opened the nominations for new board members.

Dr. Winsor introduced and nominated Mr. Lucas Landreth.

Mr. Landreth is a highly educated engineer. He is a father of 2 Paideia scholars and has been active in school functions for several years.

Mrs. Schmaltz second the nomination

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Mrs. Mendonca – yes

Dr. Tietgen – yes

Nomination passes unanimous

Dr. Winsor instructed Mr. Landreth to complete some paperwork and bring a copy of his Fingerprint Clearance Card to the office as soon as possible.

VI. Financial Dashboard Review

Mr. Brice of Consilium Group presented a general overview of Paideia Academy, Inc. Unaudited Financial Report as of 08/31/2018.

A thorough review of the Days Cash on Hand, Debt Service Ratio and annual net profitability was presented.

VII. Board Summit & Training

Dr. Tietgen directed the board members in selecting a date for the Corporate Board annual training and strategy meeting

The date selected was November 8<sup>th</sup> 2018 from 1:00 pm to 4:00 pm

Second made by Ms. Garrison

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion to accept the date passes unanimous

VIII. Adjournment at 6:25 pm

Motion to adjourn by Dr. Winsor

Second made by Dr. Hess

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion passes unanimous

Next corporate meeting to be held on November 26, 2018 PM at the Baseline Corporate Headquarters.

  
Approved by Name and Date

BENJAMIN TIETGEN, 10/22/18







**AGENDA & MINUTES**  
**Corporate Board Monthly Meeting**

1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -  
 Through Education*  
 by  
*Focusing and Executing on the  
 Wildly Important Goal*

**Posted:** 9/21/2018 4:00 pm  
**Date:** 9/24/2018  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz  
**Starting Time:** 5:00 pm  
**Ending Time:**

**In attendance by Verify Quorum:**

Dr. Winsor \_\_\_; Mrs. Mendonca \_\_\_; Ms. Garrison \_\_\_; Mrs. Leach \_\_\_; Dr. Tietgen \_\_\_; Dr. Hess \_\_\_; Mrs. Schmaltz

**New Agenda Items:**

Item #	Agenda Topic	Purpose/Decision	Lead	Desired Outcome/Notes/Decisions
I	Approve previous meeting notes	C	Winsor	
II	Call to the public			<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation</i>
III	Selection of 2018/2019 corporate officers	C	Winsor	
	<i>President – (currently Dr. Winsor)</i>			
	<i>Vice President(s)</i>			
	<i>Treasurer</i>			
	<i>Secretary</i>			
IV	Selection of Board Officers			
	Chair			
	Vice Chair(s)			
	Treasurer			
	Secretary			
V	Nominations and Vote for New Corporate Board members	C	Chair	
VI	Financial Dashboard Review	B	Brice	
	Enrollment			
	Budget projections			
VII	Board Summit & Training	C	Winsor	
	Set a date and time			
VIII	Adjournment			
	Next meeting	C	Winsor	
	1535 E Baseline Rd, Phoenix AZ 85042			
	Executive Conference Room			

**Purpose**

- A = Informational**
- B = Discussion/Input**
- C = Discussion/Decision**

**It is everyone's responsibility to:**

- Keep all focused on our shared moral purpose/vision/mission/4dx process.
- Raise clarifying questions about ideas and proposals.
- Bringing possible solutions along with challenges.
- Using good listening skills: either build on the ongoing discussion or clearly signal that we want to change the subject, and ask if it is okay.



The Paideia Academies Inc.  
Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on August 27, 2018 at 5:02 PM

#### Minutes

##### I. Verified Quorum –All present

Telephonic – Dr. Tietgen

In Person – Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Hess, Mrs. Schmaltz

##### Guests present:

Mr. Brice of Consilium Financial Group

Ms. Hannah

Mr. Lucas

##### Approve previous minutes

Motion to approve board minutes from July 14, 2018.

Motion made by Mrs. Mendonca,

Second made by Mrs. Leach

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – abstained, was not at previous meeting

Mrs. Leach – yes

Mrs. Mendonca – yes

Dr. Tietgen – abstained, was unable to review minutes

Motion passes by majority vote

##### II. Call to the public

No members of the public requested comment

##### III. Vote for 2018/2019 annual officers

Discussion by board members unsure of the specific duties of each of the board officer stewardships. Each expressed a desire to have a month to study the differing positions to be better prepared to accept or reject any nominations and votes. Dr. Tietgen counseled that we wait a month or 2 for any anticipated new board members to be eligible for a leadership position. Dr. Winsor counseled against newly appointed board members to hold leadership positions. Options to postpone the vote to next month or to wait for the annual board summit and training session.

Motion:

Dr. Hess made motion to postpone vote to the September 24<sup>th</sup> 2018 board meeting and directed the Executive Leadership team to send information to the board members describing the roles and responsibilities of each leadership position.

Second by Mrs. Mendonca

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion passes unanimous

IV. AzMerit Results Presentation by Mrs. Mendonca

Mrs. Mendonca presented the 2018 AZMerit results in Math, English Language Arts and Reading along with a progression chart of results from 2014/2015, 2015/2016, 2016/2017. Analysis was discussed of different cohorts of students over the years. She also presented the NWEA MAP results and described how to read the reports.

V. Intervention Efforts

Ms. Garrison and Mrs. Mendonca presented the school's intervention plan to raise academic achievement.

Working Wednesdays – as outlined in the Standard Operating Procedure manual page 92.

Coach Digital – as described in the Standard Operating Procedure manual page 93.

VI. Financial Dashboard Review

Dr. Winsor reviewed the academy's current enrollment as of August 27 2018 = 887

Mr. Brice of Consilium Group presented a general overview of Paideia Academy, Inc. Unaudited Financial Report as of 06/30/2018.

Mr. Brice educated the board on the common funding and expense sources as well as the 6 areas of fiduciary responsibility of the corporate board to the charter board. A thorough review of the Days Cash on Hand, Debt Service Ratio and annual net profitability was presented.

VII. Board Summit & Training

Motion made Mrs. Schmaltz to postpone setting a date until the September 24<sup>th</sup> 2018 board meeting with instructions to the Executive Leadership Team to send out a "Doodle" to ascertain the most convenient date to meet.

Second made by Ms. Garrison

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion passes unanimous

VIII. Adjournment

Motion to adjourn by Mrs. Leach

Second made by Dr. Hess

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

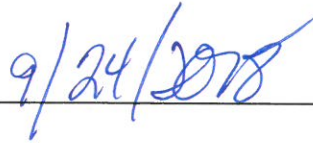
Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion passes unanimous

Next corporate meeting to be held on September 24th, 2018 PM at the Baseline Corporate Headquarters.

A handwritten signature in blue ink, appearing to read "B. Brundage".

A handwritten date in blue ink, "9/24/2018".

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Approved by Name and Date



**AGENDA & MINUTES**  
**Corporate Board Monthly Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -  
 Through Education*  
 by  
*Focusing and Executing on the  
 Wildly Important Goal*

**Posted:** 8/24/2018 4:00 pm  
**Date:** 8/27/2018  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz  
**Starting Time:** 5:00 pm  
**Ending Time:**

**In attendance by Verify Quorum:**

Dr. Winsor\_\_\_; Mrs. Mendonca\_\_\_; Ms. Garrison\_\_\_; Mrs. Leach\_\_\_; Mr. Tietgen\_\_\_; Dr. Hess\_\_\_; Mrs. Schmaltz

**New Agenda Items:**

Item #	Agenda Topic	Purpose/ Decision	Lead	Desired Outcome/Notes/Decisions
I	Approve previous meeting notes	C	Winsor	
II	Call to the public			<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation</i>
III	Vote for 2018/2019 annual officers	C	Winsor	
	Chair – (currently Dr. Winsor)			
	Vice Chair			
	Treasurer			
	Secretary			
IV	AZMerit Results 2018	A	Mendonca	
V	Intervention Efforts	A	Mendonca Garrison	
VI	Financial Dashboard Review	B	Brice	
	Enrollment			
	Budget projections			
VII	Board Summit & Training	C	Winsor	
	Set a date and time			
VIII	Adjournment			
	Next meeting	C	Winsor	
	1535 E Baseline Rd, Phoenix AZ 85042			
	Executive Conference Room			

**Purpose**

- A = Informational**
- B = Discussion/Input**
- C = Discussion/Decision**

**It is everyone's responsibility to:**

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- Bringing possible solutions along with challenges.
- Using good listening skills: either build on the ongoing discussion or clearly signal that we want to change the subject, and ask if it is okay.



CHARTER SCHOOL The Paideia Academies, Inc.  
 Charter Name  
 COUNTY Maricopa CTDS NUMBER 078206000  
 d.b.a. (as applicable)

FY 2019

STATE OF ARIZONA


CHARTER SCHOOL ANNUAL BUDGET

~~Proposed~~ Adopted  
 Version



BY THE GOVERNING BOARD

We hereby certify that the Budget for the School Year 2019 was  
 Proposed June 18, 2018  
 Adopted July 13, 2018  
 Revised \_\_\_\_\_  
 Date

  
Beth Mendonca  
Victoria Jovanova  
Christine  
Michelle  
Michelle  
 SIGNED

Board Chair  
Board Member  
Board Member  
Board Member  
Board Member  
Board Member  
 TITLE

1. TOTAL BUDGETED REVENUES FOR FISCAL YEAR 2018 \$ 5,155,528

2. ESTIMATED REVENUES BY SOURCE FOR FISCAL YEAR 2019

Local	1000	\$	268,500
Intermediate	2000	\$	
State	3000	\$	4,992,450
Federal	4000	\$	849,950
TOTAL		\$	6,110,900

Charter School Contact Employee: Dr. Brian Winsor  
 Telephone: (602) 343-3040 Email: bwinsor@paideiaemail.com

The FY 2019 budget file for the version described at left will be uploaded via the Common Logon on ADE's website by June 26, 2018  
 Type the Date as MM/DD/YYYY

  
 School Official Signature  
Beth Mendonca  
 School Official Signature

Brian Winsor  
 School Official (Typed Name)  
 Beth Mendonca  
 School Official (Typed Name)

- AVERAGE TEACHER SALARY (A.R.S. §15-189.05), as added by Laws 2018, Ch. 285, §3
- |  |    |        |
|--|----|--------|
| 1. Average salary of all teachers employed in budget year 2019 | \$ | 44,450 |
| 2. Average salary of all teachers employed in prior year 2018  | \$ | 40,753 |
| 3. Increase in average teacher salary from the prior year 2018 | \$ | 3,697  |
| 4. Percentage increase   |    | 9.1%   |

Comments on Average Salary Calculation (Optional):  
 \_\_\_\_\_





CHARTER SCHOOL The Paideia Academies, Inc.

COUNTY Maricopa

CTDS NUMBER 078206000

EXPENSES	Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Other 6800	Totals		% Increase/ Decrease
						Prior Year 2018	Budget Year 2019	
1000 Schoolwide Project								
100 Regular Education								
1000 Instruction	1,090,000	285,000	55,500	27,800	0	1,293,105	1,458,300	12.8%
Support Services								
2100 Students								
2200 Instruction	119,450	10,500	1,800	10,250	0	139,990	142,000	1.4%
2300 General Administration	85,000	3,750	9,800	300	0	97,530	98,850	1.4%
2400 School Administration	0	0	4,500	0	0	3,766	4,500	19.5%
2500 Central Services	200,000	14,000	3,800	8,000	2,275	226,860	228,075	0.5%
2600 Operation & Maintenance of Plant	105,000	8,500	94,250	8,800	17,000	231,199	233,550	1.0%
2900 Other Support Services	130,000	10,500	525,000	115,250	7,200	726,425	787,950	8.5%
3000 Operation of Noninstructional Services	15,500	1,500	0	3,400	250	20,266	20,650	1.9%
4000 Facilities Acquisition & Construction	0	0	0	0	599,725	599,678	599,725	0.0%
5000 Debt Service	0	0	0	0	0	0	0	0.0%
610 School-Sponsored Cocurricular Activities								
620 School-Sponsored Athletics								
630, 700, 800, 900 Other Programs								
Subtotal (lines 1-14)	1,744,950	333,750	694,650	173,800	626,450	3,338,819	3,573,600	7.0%
200 Special Education								
1000 Instruction	93,000	7,250	0	0	0	99,450	100,250	0.8%
Support Services								
2100 Students								
2200 Instruction	0	0	175,250	100	0	174,098	175,350	0.7%
2300 General Administration								
2400 School Administration								
2500 Central Services	8,350	575	1,500	0	0	5,138	10,425	102.9%
2600 Operation & Maintenance of Plant								
2900 Other Support Services								
3000 Operation of Noninstructional Services								
4000 Facilities Acquisition & Construction								
5000 Debt Service								
Subtotal (lines 16-26)	101,350	7,825	176,750	100	0	278,686	286,025	2.6%
400 Pupil Transportation								
530 Dropout Prevention Programs	0	0	215,000	0	0	187,501	215,000	14.7%
540 Joint Career & Technical Ed. & Vocational Ed. Center								
550 K-3 Reading								
Subtotal (lines 15 and 27-31)	55,000	5,200				60,200	0	-100.0%
Classroom Site Projects (from page 3, line 40)	1,901,300	346,775	1,086,400	173,900	626,450	3,920,106	4,134,825	9.7%
Instructional Improvement Project (from page 2, line 5)	300,000	39,900	0	0	0	225,373	339,900	50.8%
Structured English Immersion Project (from page 4, line 11)	0	0	0	0	0	18,472	31,450	70.3%
Compensatory Instruction Project (from page 2, line 22)	0	0	0	0	0	0	0	0.0%
Federal and State Projects (from page 2, line 32)	2,201,300	386,675	1,086,400	173,900	626,450	4,844,586	5,356,125	10.6%
Total (lines 32-37)								
38.								

**FEDERAL AND STATE PROJECTS**

	Prior Year 2018	Budget Year 2019
1100-1399 FEDERAL PROJECTS		
1. 1100-1130 ESEA Title I-Helping Disadvantaged Children	253,289	315,000
2. 1140-1150 ESEA Title II-Prof. Dev. And Technology	4,100	4,100
3. 1160 ESEA Title IV-21st Century Schools	0	0
4. 1170-1180 ESEA Title V-Promote Informed Parent Choice	0	0
5. 1190 ESEA Title III-Limited Eng. & Immigrant Students	7,500	22,900
6. 1200 ESEA Title VII-Indian Education	0	0
7. 1210 ESEA Title VI-Flexibility and Accountability	0	0
8. 1220 IDEA, Part B	88,273	125,500
9. 1230 Johnson-O'Malley	0	0
10. 1240 Workforce Investment Act	0	0
11. 1250 AEA-Adult Education	0	0
12. 1260-1270 Vocational Education-Basic Grants	0	0
13. 1280 ESEA Title X-Homeless Education	0	0
14. 1290 Medicaid Reimbursement	0	0
15. 1300 Charter School Implementation Proj. (Stimulus)	0	0
16. 13 Impact Aid	0	0
17. 1310-1399 Other Federal Projects	327,473	382,450
18. Total Federal Projects (lines 1-17)	680,635	849,950
<b>1400-1499 STATE PROJECTS</b>		
19. 1400 Vocational Education	0	0
20. 1410 Early Childhood Block Grant	0	0
21. 1420 Extended School Year-Pupils with Disabilities	0	0
22. 1425 Adult Basic Education	0	0
23. 1430 Chemical Abuse Prevention Programs	0	0
24. 1435 Academic Contests	0	0
25. 1450 Gifted Education	0	0
26. 1456 College Credit Exam Incentives	0	0
27. 1457 Results-based Funding	0	0
28. 1460 Environmental Special Plate	0	0
29. 1465 Charter School Stimulus Fund	0	0
30. 1470-1499 Other State Projects	0	0
31. Total State Projects (lines 19-30)	0	0
32. Total Federal and State Projects (lines 18 and 31)	680,635	849,950

**CAPITAL ACQUISITIONS**

	Prior Year	Budget Year
1. 0191 Land and Land Improvements	0	0
2. 0192 Site Improvements	0	0
3. 0194 Buildings and Building Improvements	0	0
4. 0196 Equipment	0	0
5. 0198 Construction in Progress	0	0
6. Total Capital Acquisitions (lines 1-5)	0	0
7. Total Capital Acquisitions, if any, budgeted on lines 1-5 above for the K-3 Reading Program	0	0

**SPECIAL EDUCATION PROGRAMS BY TYPE**

	Program 200 Prior Year 2018	Program 200 Budget Year 2019
1. Total All Disability Classifications	277,637	286,025
2. Gifted Education	0	0
3. ELL Incremental Costs	0	0
4. ELL Compensatory Instruction	0	0
5. Remedial Education	0	0
6. Vocational and Technological Ed.	0	0
7. Career Education	0	0
8. Total (lines 1-7)	277,637	286,025

**INSTRUCTIONAL IMPROVEMENT PROJECT**  
Indicate amounts budgeted in Project 1020 for the following:

	Prior Year 2018	Budget Year 2019
1. Teacher Compensation Increases	18,472	31,450
2. Class Size Reduction	0	0
3. Dropout Prevention Programs	0	0
4. Instructional Improvement Programs	0	0
5. Total Instructional Improvement (lines 1-4)	18,472	31,450

**PROPOSED RATIOS FOR  
SPECIAL EDUCATION**

Teacher-Pupil 1 to 25.0  
Staff-Pupil 1 to 16.0

**STATE EQUALIZATION ASSISTANCE BUDGETED  
FOR FOOD SERVICE EXPENSES**

Enter the amount of State Equalization Assistance budgeted for Food Service, Function 3100.

**SELECTED EXPENSES BY TYPE**  
(Must be included on page 1)

Audit Services	13,500
Classroom Instruction	1,990,100
	20650

Expenses	Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Prior Year 2018	Totals	Budget Year 2019	% Increase/ Decrease
Classroom Site Project 1011 - Base Salary								
1000 Instruction	60,000	7,980			45,075		67,980	50.8%
2100 Support Services - Students								
2200 Support Services - Instruction								
Program 100 Subtotal (lines 1-3)	60,000	7,980			45,075		67,980	50.8%
200 Special Education								
1000 Instruction								
2100 Support Services - Students								
2200 Support Services - Instruction								
Program 200 Subtotal (lines 5-7)	0	0			0		0	
Other Programs (Specify)								
1000 Instruction								
2100 Support Services - Students								
2200 Support Services - Instruction								
Other Programs Subtotal (lines 9-11)	0	0			0		0	
Total Expenses (lines 4, 8, and 12)	60,000	7,980			45,075		67,980	50.8%
Classroom Site Project 1012 - Performance Pay								
100 Regular Education								
1000 Instruction	120,000	15,960			90,149		135,960	50.8%
2100 Support Services - Students								
2200 Support Services - Instruction								
Program 100 Subtotal (lines 14-16)	120,000	15,960			90,149		135,960	50.8%
200 Special Education								
1000 Instruction								
2100 Support Services - Students								
2200 Support Services - Instruction								
Program 200 Subtotal (lines 18-20)	0	0			0		0	
Other Programs (Specify)								
1000 Instruction								
2100 Support Services - Students								
2200 Support Services - Instruction								
Other Programs Subtotal (lines 22-24)	0	0			0		0	
Total Expenses (lines 17, 21, and 25)	120,000	15,960			90,149		135,960	50.8%
Classroom Site Project 1013 - Other								
100 Regular Education								
1000 Instruction	120,000	15,960			90,149		135,960	50.8%
2100 Support Services - Students								
2200 Support Services - Instruction								
Program 100 Subtotal (lines 27-29)	120,000	15,960			90,149		135,960	50.8%
200 Special Education								
1000 Instruction								
2100 Support Services - Students								
2200 Support Services - Instruction								
Program 200 Subtotal (lines 31-33)	0	0			0		0	
530 Dropout Prevention Programs								
1000 Instruction								
Other Programs (Specify)								
1000 Instruction								
2100 Support Services - Students								
2200 Support Services - Instruction								
Program 200 Subtotal (lines 36-37)	0	0			0		0	
Other Programs Subtotal (lines 36-37)	0	0			0		0	
Total Expenses (lines 30, 34, 35, and 38)	120,000	15,960			90,149		135,960	50.8%
Total Classroom Site Projects (lines 13, 26, and 39)	300,000	39,900			225,373		339,900	50.8%

Expenses	Number of Personnel		Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Other 6800	Totals		% Increase/Decrease
	Prior Year	Budget Year						Prior Year 2018	Budget Year 2019	
Structured English Immersion Project - 1071										
260 Special Education-ELL Incremental Costs										
1000 Instruction	0.00							0	0	
Support Services										
2100 Students	0.00							0	0	
2200 Instruction	0.00							0	0	
2300 General Administration	0.00							0	0	
2400 School Administration	0.00							0	0	
2500 Central Services	0.00							0	0	
2600 Operation & Maintenance of Plant	0.00							0	0	
2900 Other Support Services	0.00							0	0	
Program 260 Subtotal (lines 1-8)	0.00	0.00	0	0	0	0	0	0	0	
430 Pupil Transportation-ELL Incremental Costs										
Support Services										
2700 Student Transportation	0.00							0	0	
Total Expenses (lines 9 and 10)	0.00	0.00	0	0	0	0	0	0	0	

Expenses	Number of Personnel		Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Other 6800	Totals		% Increase/Decrease
	Prior Year	Budget Year						Prior Year 2018	Budget Year 2019	
Compensatory Instruction Project - 1072										
265 Special Education-ELL Compensatory Instruction										
1000 Instruction	0.00							0	0	
Support Services										
2100 Students	0.00							0	0	
2200 Instruction	0.00							0	0	
2300 General Administration	0.00							0	0	
2400 School Administration	0.00							0	0	
2500 Central Services	0.00							0	0	
2600 Operation & Maintenance of Plant	0.00							0	0	
2900 Other Support Services	0.00							0	0	
Program 265 Subtotal (lines 12-19)	0.00	0.00	0	0	0	0	0	0	0	
435 Pupil Transportation-ELL Compensatory Instruction										
Support Services										
2700 Student Transportation	0.00							0	0	
Total Expenses (lines 20 and 21)	0.00	0.00	0	0	0	0	0	0	0	

**FY 2019 SUMMARY OF CHARTER SCHOOL PROPOSED BUDGET**

CTDS Number 078206000

	Totals		%
	Prior Year 2018	Budget Year 2019	
<b>1000 SCHOOLWIDE PROJECT</b>	<b>1,293,105</b>	<b>1,458,300</b>	<b>12.8%</b>
100 Regular Education	139,990	142,000	1.4%
1000 Instruction	97,530	98,850	1.4%
Support Services	3,766	4,500	19.5%
2100 Students	226,860	228,075	0.5%
2200 Instruction	231,199	233,550	1.0%
2300 General Administration	726,425	787,950	8.5%
2400 School Administration	0	0	
2500 Central Services	20,266	20,650	1.9%
2600 Operation & Maintenance of Plant	0	0	
2700 Other Support Services	599,678	599,725	0.0%
2800 Operation of Noninstructional Services	0	0	
2900 Other Support Services	0	0	
3000 Operation of Noninstructional Services	0	0	
4000 Facilities Acquisition & Construction	0	0	
5000 Debt Service	0	0	
610 School-Sponsored Cocurricular Activities	0	0	
620 School-Sponsored Athletics	0	0	
630, 700, 800, 900 Other Programs	0	0	
Regular Education Subtotal	3,338,819	3,573,600	7.0%
<b>200 Special Education</b>	<b>99,450</b>	<b>100,250</b>	<b>0.8%</b>
2100 Students	174,098	175,350	0.7%
2200 Instruction	0	0	
2300 General Administration	0	0	
2400 School Administration	5,138	10,425	102.9%
2500 Central Services	0	0	
2600 Operation & Maintenance of Plant	0	0	
2700 Other Support Services	0	0	
2800 Operation of Noninstructional Services	0	0	
2900 Other Support Services	0	0	
3000 Operation of Noninstructional Services	0	0	
4000 Facilities Acquisition & Construction	0	0	
5000 Debt Service	0	0	
Special Education Subtotal	278,686	286,025	2.6%
<b>400 Pupil Transportation</b>	<b>187,501</b>	<b>215,000</b>	<b>14.7%</b>
530 Dropout Prevention Programs	0	0	
540 Joint Career & Tech. Ed. & Voc. Ed. Center	60,200	0	-100.0%
550 K-3 Reading	54,900	60,200	9.7%
Total	3,920,106	4,134,825	5.5%

The budget of The Pajedia Academies, Inc. for fiscal year 2019 was officially proposed by the Governing Board on June 18, 2018. The complete budget may be reviewed by contacting Dr. Brian Winsor at (602) 343-3040 or bwinsor@pajediainc.com.

SPECIAL EDUCATION PROGRAMS	Totals		%
	Prior Year 2018	Budget Year 2019	
Total All Disability Classifications	277,637	286,025	3.0%
Gifted Education	0	0	
ELL Incremental Costs	0	0	
ELL Compensatory Instruction	0	0	
Remedial Education	0	0	
Vocational and Technological Ed.	0	0	
Career Education	0	0	
Total	277,637	286,025	3.0%

EXPENSES BY PROJECT	Totals		%
	Prior Year 2018	Budget Year 2019	
Schoolwide	3,920,106	4,134,825	5.5%
Classroom Site Projects	225,373	339,900	50.8%
Instructional Improvement	18,472	31,450	70.3%
ELL Structured English Immersion	0	0	
ELL Compensatory Instruction	680,635	849,950	24.9%
Federal Projects	0	0	
State Projects	0	0	
Capital Acquisitions	0	0	
Total Expenses	4,844,586	5,356,125	10.6%

AVERAGE TEACHER SALARY	
Average salary of all teachers employed in the budget year 2019	44,450
Average salary of all teachers employed in the prior year 2018	40,753
Increase in average teacher salary from the prior year 2018	3,697
Percentage increase	9.1%

Comments on Average Salary Calculation (Optional):



The Paideia Academies Inc.  
Corporate Board Meeting held telephonically

Called to order on July 13, 2018 at 1:00 PM

Minutes

I. Verified Quorum – All present

Telephonic – Dr. Winsor, Mrs. Mendonca, Dr. Tietgen, Mrs. Leach, Mrs. Schmaltz

Not present – Ms. Garrison, Dr. Hess

Guests present:

Mrs. Ja Lanell Jordan - Telephonic

1. Approval of Arizona State Proposed Budget for Fiscal Year 2019

Dr. Winsor opened for discussion to adopt the 2019 budget as is. Special note that the corrections still pending could be later amended once corrected by Mr. Brice of Consilium Financial Group.

Motion to approve Arizona State Proposed Budget for FY 2019 Budget as presented made by Mrs. Leach, Second made by Dr. Tietgen.

Yes votes: Dr. Tietgen, Mrs. Mendonca, Mrs. Schmaltz, Dr. Winsor, Mrs. Leach

No votes: none

Motion passes unanimously

Meeting adjourned at 1:05PM

Next corporate meeting to be held on July 16, 2018 at 5:00 PM at the Baseline Corporate Headquarters.

  
Approved by Name and Date

8/27/2018



FY 2019 SUMMARY OF CHARTER SCHOOL PROPOSED BUDGET

CTDS Number 078206000

	Totals		% Increase/Decrease
	Prior Year 2018	Budget Year 2019	
<b>1000 SCHOOLWIDE PROJECT</b>	1,293,105	1,458,300	12.8%
100 Regular Education	139,990	142,000	1.4%
1000 Instruction	97,530	98,850	1.4%
Support Services	3,766	4,500	19.5%
2100 Students	226,860	228,075	0.5%
2200 Instruction	231,199	233,550	1.0%
2300 General Administration	726,425	787,950	8.5%
2400 School Administration	0	0	
2500 Central Services	20,286	20,650	1.9%
2600 Operation & Maintenance of Plant	0	0	
2700 Other Support Services	599,678	599,725	0.0%
2800 Operation of Noninstructional Services	0	0	
2900 Other Support Services	0	0	
3000 Operation of Noninstructional Services	0	0	
3100 Facilities Acquisition & Construction	0	0	
3200 Debt Service	0	0	
3300 School-Sponsored Cocurricular Activities	0	0	
3400 School-Sponsored Athletics	0	0	
3500 Other Programs	0	0	
3600, 700, 800, 900 Other Programs	0	0	
Regular Education Subtotal	3,338,819	3,573,600	7.0%
200 Special Education	99,450	100,250	0.8%
1000 Instruction	174,098	175,350	0.7%
Support Services	0	0	
2100 Students	0	0	
2200 Instruction	5,138	10,425	102.9%
2300 General Administration	0	0	
2400 School Administration	0	0	
2500 Central Services	0	0	
2600 Operation & Maintenance of Plant	0	0	
2700 Other Support Services	0	0	
2800 Operation of Noninstructional Services	0	0	
2900 Facilities Acquisition & Construction	0	0	
3000 Debt Service	0	0	
Special Education Subtotal	278,686	286,025	2.6%
400 Pupil Transportation	187,501	215,000	14.7%
530 Dropout Prevention Programs	0	0	
540 Joint Career & Tech. Ed. & Voc. Ed. Center	60,200	0	-100.0%
550 K-3 Reading	54,900	60,200	9.7%
Total	3,920,106	4,134,825	5.5%

The budget of The Paideia Academies, Inc. for fiscal year 2019 was officially proposed by the Governing Board on June 18, 2018. The complete budget may be reviewed by contacting Dr. Brian Winsor at (602) 343-3040 or bwinsor@paideiamail.com.

SPECIAL EDUCATION PROGRAMS	Totals		% Increase/Decrease
	Prior Year 2018	Budget Year 2019	
Total All Disability Classifications	277,637	286,025	3.0%
Gifted Education	0	0	
ELL Incremental Costs	0	0	
ELL Compensatory Instruction	0	0	
Remedial Education	0	0	
Vocational and Technological Ed.	0	0	
Career Education	0	0	
Total	277,637	286,025	3.0%

EXPENSES BY PROJECT	Totals		% Increase/Decrease
	Prior Year 2018	Budget Year 2019	
Schoolwide	3,920,106	4,134,825	5.5%
Classroom Site Projects	225,373	339,900	50.8%
Instructional Improvement	18,472	31,450	70.3%
ELL Structured English Immersion	0	0	
ELL Compensatory Instruction	0	0	
Federal Projects	680,635	849,950	24.9%
State Projects	0	0	
Capital Acquisitions	0	0	
Total Expenses	4,844,586	5,356,125	10.6%

AVERAGE TEACHER SALARY	
Average salary of all teachers employed in the budget year 2019	44,450
Average salary of all teachers employed in the prior year 2018	40,753
Increase in average teacher salary from the prior year 2018	3,697
Percentage increase	9.1%

Comments on Average Salary Calculation (Optional):

District/Charter: The Paideia Academies, Inc.

CTDS: 078206000

This is a notification that the above-mentioned School District/Charter School will hold a public hearing and board meeting to **adopt** its Fiscal Year 2019 Expenditure Budget.

Meeting Date: 7/13/2018

Meeting Time: 1:00 pm Arizona Time

Location: Teleconference. Dial-in (712) 775-7270, access code 278971

All guests should mute their phones before dialing in.

Guests are not permitted to make comments during the meeting.

A copy of the agenda of the matters to be discussed or decided at the meeting may be obtained by contacting:

Dr. Brian Winsor at [bwinsor@paideiamail.com](mailto:bwinsor@paideiamail.com) or 602-343-3047

The above information is posted on the ADE website pursuant to ARS §15-905(C) and is not intended to satisfy Open Meeting Law requirements under ARS §38-431.02 et seq.

The Paideia Academies, Inc.

Corporate Board Meeting held at 1535 East Baseline Road, Phoenix, Arizona 85042

Called to order at 5:04 PM 6/3/2019

## Minutes

- I. Verified Quorum- All present
  - In Person- Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz, Mr. Landreth, Mrs. Leach
  - Guests- Mr. Brice, Ms. Kaisara

## Approve previous minutes

Motion to approve previous board minutes from April 22, 2019.

Motion made by Dr. Hess to approve minutes with corrections.

Second made by Mrs. Schmaltz

Vote:

Dr. Winsor-yes

Mrs. Mendonca- yes

Ms. Garrison- yes

Mrs. Schmaltz- yes

Mr. Landreth- yes

Mrs. Leach- yes

Dr. Hess- yes

Dr. Tietgen- yes

Motion passes by majority vote

- II. Call to the public
  - No members of the public requested comment

- III. Policies Review 2019/2020
  - Dr. Winsor and Ms. Garrison presented the 2019-2020 school calendar.
  - Motion made by Mrs. Schmaltz to adopt the presented 2019-2020 calendar.
  - Second made by Mrs. Leach
  - Vote:
  - Dr. Winsor-yes
  - Mrs. Mendonca- yes
  - Ms. Garrison- yes
  - Mrs. Schmaltz- yes
  - Mr. Landreth- yes
  - Mrs. Leach- yes
  - Dr. Hess- yes
  - Dr. Tietgen- yes
  - Motion passes by majority vote

Dr. Winsor presented the 2019/2020 administration salary schedule. Board discussed steps versus experience and what is required to move steps.

Motion made by Mrs. Leach to adopt the presented 2019/2020 administration salary schedule as presented.

Second made by Dr. Hess.

Vote:

Dr. Winsor-yes

Mrs. Mendonca- yes

Ms. Garrison- yes

Mrs. Schmaltz- yes

Mr. Landreth- yes

Mrs. Leach- yes

Dr. Hess- yes

Dr. Tietgen- yes

Motion passes by majority vote

IV. Leadership Appointment

Dr. Winsor presented Ms. Margo Kaisara candidate for an assistant principal position to begin the 2019/2020 school year. Ms. Margo Kaisara introduced herself and gave her background to the board. The board reviewed her resume and asked questions.

Motion made by Dr. Hess to appoint Ms. Margo Kaisara as the assistant principal of Paideia Academies for the 2019/2020 school year, as long as funding is possible.

Second made by Mrs. Schmaltz

Vote:

Dr. Winsor-yes

Mrs. Mendonca- yes

Ms. Garrison- yes

Mrs. Schmaltz- yes

Mr. Landreth- yes

Mrs. Leach- yes

Dr. Hess- yes

Dr. Tietgen- yes

Motion passes by majority vote

V. Resolution to Purchase Preschool

Dr. Tietgen presented Dr. Winsor and Mrs. Mendonca's counter offer of \$95,320 for the purchase of Paideia Preschool of South Mountain along with all physical assets owned by the preschool. The \$95,320 value was based on an analysis of CPA William Sprague. The board discussed how the total of \$95,320 compared to their original offer versus what is market acceptable. Board came to the conclusion \$95,320 was an acceptable purchase price. Dr. Tietgen presented the resolution in written form that explained the purchase would not exceed \$95,320.

Motion was made by Mr. Landreth to approve the resolution and purchase of Paideia Preschool South Mountain for an amount no to exceed \$95,320.

Second made by Ms. Garrison  
Vote:  
Ms. Garrison- yes  
Mrs. Schmaltz- yes  
Mr. Landreth- yes  
Mrs. Leach- yes  
Dr. Hess- yes  
Dr. Tietgen- yes  
Motion passes by majority vote  
Dr. Winsor- recused from voting  
Mrs. Mendonca- recused from voting

VI. Academic Growth

Mrs. Mendonca and Mrs. Garrison presented the 2019 AZ Merit Test results for ELA and Math. Board recognized and discussed the significant increase in the majority of scores across all grade levels. Ms. Garrison reviewed action taken to increase teacher effectiveness for academic growth and achievement. No vote needed.

VII. Revisit Charter Amendment Plan – Enrollment Cap Increase

Dr. Winsor presented the need to modify the amendment request to increase the enrollment cap to at least 1800, with the expectation of 900 needed K-6 and 900 for 7-12. The board reviewed campus budget phases.

Motion made by Dr. Hess to approve the enrollment cap to 1800 on the amendment plan.

Second made by Mrs. Schmaltz

Vote:  
Dr. Winsor-yes  
Mrs. Mendonca- yes  
Ms. Garrison- yes  
Mrs. Schmaltz- yes  
Mr. Landreth- yes  
Mrs. Leach- yes  
Dr. Hess- yes  
Dr. Tietgen- yes  
Motion passes by majority vote

VIII Financial Review

Mr. Brice presented the financial dashboard, reviewing the financial standing of Paideia Academies up to date compared to the budget. He explained the budget projections and Key Indicators FY 2019. There were no financial concerns regarding Paideia Academies budget at this time.

IX Proposed State Budget FY 2020

Mr. Brice presented the FY 2020 Annual Budget. The board questioned and discussed the increased costs in funding for 2020 in some areas of the budget. Mr. Brice explained it was due to some items being reallocated to get paid directly from Federal Funds. The review of the FY 2020 Annual Budget supported that Paideia Academy is projected to be financial stable and strong.

Motion made by Mrs. Schmaltz to adopt the proposed FY 2020 Annual Budget.

Second by Mrs. Leach

Vote:

Dr. Winsor-yes

Mrs. Mendonca- yes

Ms. Garrison- yes

Mrs. Schmaltz- yes

Mr. Landreth- yes

Mrs. Leach- yes

Dr. Hess- yes

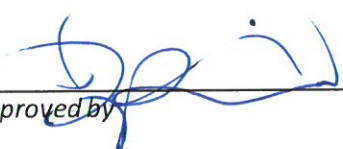
Dr. Tietgen- yes

Motion passes by majority vote

Meet adjournment at 7:32 pm.

Next corporate board meeting to be held on July 8, 2019 at 5PM at the Baseline Corporate Headquarters.

Approved by



Date

7/8/19



CHARTER SCHOOL The Paideia Academies, Inc. Charter Name  
 COUNTY Maricopa CTDS NUMBER 078206000  
 d.b.a. (as applicable)

**FY 2020**  
**STATE OF ARIZONA**  
**CHARTER SCHOOL ANNUAL BUDGET**  
 Proposed \_\_\_\_\_ Version \_\_\_\_\_

BY THE GOVERNING BOARD  
 We hereby certify that the Budget for the School Year 2020 was  
 Proposed June 3, 2019  
 Adopted \_\_\_\_\_  
 Revised \_\_\_\_\_  
 Date \_\_\_\_\_

*Alexa Hamlin*  
*Beth Mendonca*  
*Amanda*  
*Christina*  
*Beth Mendonca*  
 DIRECTOR - VP  
 TITLE  
 SIGNED

1. TOTAL BUDGETED REVENUES FOR FISCAL YEAR 2019 \$ 6,110,900

2. ESTIMATED REVENUES BY SOURCE FOR FISCAL YEAR 2020

Local	1000	\$ 294,155
Intermediate	2000	\$
State	3000	\$ 6,144,152
Federal	4000	\$ 811,575
TOTAL		\$ 7,249,882

Charter School Contact Employee: Dr. Brian Winsor Email: bwinsor@paideiamail.com  
 Telephone: (602) 343-3040

The FY 2020 budget file for the version described at left will be uploaded via the Common Logon on ADE's website by June 10, 2019  
 Type the Date as MM/DD/YYYY  
*Beth Mendonca*  
 School Official Signature

Brian Winsor School Official (Typed Name)  
Beth Mendonca School Official (Typed Name)

AVERAGE TEACHER SALARY (A.R.S. §15-189.05)  
 Check box if the school is new and will begin operations in FY 2020.  
 1. Average salary of all teachers employed in budget year 2020 \$ 47,065  
 2. Average salary of all teachers employed in prior year 2019 \$ 44,605  
 3. Increase in average teacher salary from the prior year 2019 \$ 2,460  
 4. Percentage increase 5.5%

Comments on average salary calculation (optional):  
 5. Average salary of all teachers employed in FY 2018 \$ 40,753  
 6. Total percentage increase in average teacher salary since FY 2018 15.5%



CHARTER CONTACT INFORMATION

Prefix	First Name	Last Name	Suffix	Email Address	Telephone Number
	Brian	Winsor		bwinsor@paideiamail.com	602-343-3040
	Brian	Winsor		bwinsor@paideiamail.com	602-343-3040
	Mattie	Burney		mburney@paideiamail.com	602-343-3040
	Mattie	Burney		mburney@paideiamail.com	602-343-3040
	Salma	De Los Santos		sdelossantos@paideiamail.com	602-343-3040
	Maja	Rodriguez		mrodriguez@paideiamail.com	602-343-3040
	Brian	Winsor		bwinsor@paideiamail.com	602-343-3040
	Beth	Mendonca		bmendonca@paideiamail.com	602-343-3040
	Victoria	Garrison		vgarrison@paideiamail.com	602-343-3040
	Benjamin	Tietgen		btietgen@paideiamail.com	602-343-3040
	Amanda	Leach		aleach@paideiamail.com	602-343-3040
	Aaron	Hess		ahess@paideiamail.com	602-343-3040
	Jennifer	Schmaltz		jschmaltz@paideiamail.com	602-343-3040
	Lucas	Landreth		llandreth@paideiamail.com	602-343-3040

Select from dropdown  
 [InfiniteCampus (InfiniteCampus)]

Charter's website address  
 www.paideiaacademies.com

Student Information System (SIS) Vendor

Charter's website address

EXPENSES	Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Other 6800	Totals		% Increase/ Decrease
						Prior Year 2019	Budget Year 2020	
1000 Schoolwide Project								
1000 Regular Education								
1000 Instruction	1,589,750	245,850	43,175	69,450	2,926	1,458,300	1,951,151	33.8% 1.
Support Services								
2100 Students	93,375	14,380	28,775	12,000	425	142,000	148,955	4.9% 2.
2200 Instruction	80,250	12,360	11,650		250	98,850	104,510	5.7% 3.
2300 General Administration			2,000		2,650	4,500	4,650	3.3% 4.
2400 School Administration	367,435	56,585	27,225	8,350	1,325	228,075	460,920	102.1% 5.
2500 Central Services	189,450	29,175	106,450	7,025	24,800	233,550	356,900	52.8% 6.
2600 Operation & Maintenance of Plant	38,270	5,900	196,300	112,900	7,150	787,950	360,520	-54.2% 7.
2900 Other Support Services						0	0	0 8.
3000 Operation of Noninstructional Services	24,750	3,825	250	0	250	20,650	29,075	40.8% 9.
4000 Facilities Acquisition & Construction						0	0	0 10.
5000 Debt Service					1,058,800	599,725	1,058,800	76.5% 11.
610 School-Sponsored Curricular Activities						0	0	0 12.
620 School-Sponsored Athletics						0	0	0 13.
630, 700, 800, 900 Other Programs						0	0	0 14.
Subtotal (lines 1-14)	2,383,280	368,075	415,825	209,725	1,098,576	3,573,600	4,475,481	25.2% 15.
200 Special Education								
1000 Instruction	87,070	13,175		4,860		100,250	105,105	4.8% 16.
Support Services								
2100 Students			166,450	2,150		175,350	168,600	-3.8% 17.
2200 Instruction	3,030	475				0	3,505	18.
2300 General Administration						0	0	0 19.
2400 School Administration	13,785	2,125	2,350			10,425	18,260	75.2% 20.
2500 Central Services						0	0	0 21.
2600 Operation & Maintenance of Plant						0	0	0 22.
2900 Other Support Services						0	0	0 23.
3000 Operation of Noninstructional Services						0	0	0 24.
4000 Facilities Acquisition & Construction						0	0	0 25.
5000 Debt Service						0	0	0 26.
Subtotal (lines 16-26)	103,885	15,775	168,800	7,010	0	286,025	295,470	3.3% 27.
400 Pupil Transportation			217,500			215,000	217,500	1.2% 28.
530 Dropout Prevention Programs						0	0	0 29.
540 Joint Career & Technical Ed. & Vocational Ed. Center						0	0	0 30.
550 K-3 Reading	52,940	8,155				60,200	61,095	1.5% 31.
Subtotal (lines 15 and 27-31)	2,540,105	392,005	802,125	216,735	1,098,576	4,134,825	5,049,546	22.1% 32.
Classroom Site Projects (from page 3, line 40)	353,000	36,865	0	0		339,900	389,865	14.7% 33.
Instructional Improvement Project (from page 2, line 5)						31,450	33,105	5.3% 34.
English Language Learner Project (from page 4, line 11)	0	0	0	0	0	0	0	0 35.
Compensatory Instruction Project (from page 4, line 22)	0	0	0	0	0	0	0	0 36.
Federal and State Projects (from page 2, line 32)						849,950	811,575	-4.5% 37.
Total (lines 32-37)	2,893,105	428,870	802,125	216,735	1,098,576	5,356,125	6,284,091	17.3% 38.

FEDERAL AND STATE PROJECTS

SPECIAL EDUCATION PROGRAMS BY TYPE

	Prior Year 2019	Budget Year 2020
1100-1399 FEDERAL PROJECTS		
1. 1100-1130 ESEA Title I-Helping Disadvantaged Children	315,000	315,000
2. 1140-1150 ESEA Title II-Prof. Dev. And Technology	4,100	12,450
3. 1160 ESEA Title IV-21st Century Schools	0	0
4. 1170-1180 ESEA Title V-Promote Informed Parent Choice	22,900	0
5. 1190 ESEA Title III-Limited Eng. & Immigrant Students	0	0
6. 1200 ESEA Title VII-Indian Education	0	0
7. 1210 ESEA Title VI-Flexibility and Accountability	125,500	98,625
8. 1220 IDEA, Part B	0	0
9. 1230 Johnson-O'Malley	0	0
10. 1240 Workforce Investment Act	0	0
11. 1250 AEA-Adult Education	0	0
12. 1260-1270 Vocational Education-Basic Grants	0	0
13. 1280 ESEA Title X-Homeless Education	0	0
14. 1290 Medicaid Reimbursement	0	0
15. 1300 Charter School Implementation Proj. (Stimulus)	0	0
16. 13 Impact Aid	0	0
17. 1310-1399 Other Federal Projects	382,450	385,500
18. Total Federal Projects (lines 1-17)	849,950	811,575
1400-1499 STATE PROJECTS		
19. 1400 Vocational Education	0	0
20. 1410 Early Childhood Block Grant	0	0
21. 1420 Extended School Year-Pupils with Disabilities	0	0
22. 1425 Adult Basic Education	0	0
23. 1430 Chemical Abuse Prevention Programs	0	0
24. 1435 Academic Contests	0	0
25. 1450 Gifted Education	0	0
26. 1456 College Credit Exam Incentives	0	0
27. 1457 Results-based Funding	0	0
28. 1460 Environmental Special Plate	0	0
29. 1465 Charter School Stimulus Fund	0	0
30. 1470-1499 Other State Projects	0	0
31. Total State Projects (lines 19-30)	0	0
32. Total Federal and State Projects (lines 18 and 31)	849,950	811,575

	Prior Year	Budget Year
CAPITAL ACQUISITIONS		
1. 0191 Land and Land Improvements	0	0
2. 0192 Site Improvements	0	300,000
3. 0194 Buildings and Building Improvements	0	0
4. 0196 Equipment	0	0
5. 0198 Construction in Progress	0	0
6. Total Capital Acquisitions (lines 1-5)	0	300,000
7. Total Capital Acquisitions, if any, budgeted on lines 1-5 above for the K-3 Reading Program	0	0

	Prior Year 2019	Budget Year 2020
1. Total All Disability Classifications	286,025	295,470
2. Gifted Education	0	0
3. ELL Incremental Costs	0	0
4. ELL Compensatory Instruction	0	0
5. Remedial Education	0	0
6. Vocational and Technical Ed.	0	0
7. Career Education	0	0
8. Total (lines 1-7)	286,025	295,470

INSTRUCTIONAL IMPROVEMENT PROJECT

Indicate amounts budgeted in Project 1020 for the following:

1. Teacher Compensation Increases	31,450	33,105
2. Class Size Reduction	0	0
3. Dropout Prevention Programs	0	0
4. Instructional Improvement Programs	0	0
5. Total Instructional Improvement (lines 1-4)	31,450	33,105

PROPOSED RATIOS FOR SPECIAL EDUCATION

Teacher-Pupil 1 to 22.6  
Staff-Pupil 1 to 11.3

STATE EQUALIZATION ASSISTANCE BUDGETED FOR FOOD SERVICE EXPENSES

Enter the amount of State Equalization Assistance budgeted for Food Service, Function 3100:

29,075

SELECTED EXPENSES BY TYPE

(Must be included on page 1)  
Audit Services 16,000  
Classroom Instruction 2,540,321

Expenses	Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Prior Year 2019	Budget Year 2020	% Increase/Decrease
Classroom Site Project 1011 - Base Salary							
100 Regular Education							
1000 Instruction	71,000	7,373			67,980	78,373	15.3%
2100 Support Services - Students					0	0	
2200 Support Services - Instruction					0	0	
Program 100 Subtotal (lines 1-3)	71,000	7,373			67,980	78,373	15.3%
200 Special Education							
1000 Instruction					0	0	
2100 Support Services - Students					0	0	
2200 Support Services - Instruction					0	0	
Program 200 Subtotal (lines 5-7)	0	0			0	0	
Other Programs (Specify)							
1000 Instruction					0	0	
2100 Support Services - Students					0	0	
2200 Support Services - Instruction					0	0	
Other Programs Subtotal (lines 9-11)	0	0			0	0	
Total Expenses (lines 4, 8, and 12)	71,000	7,373			67,980	78,373	15.3%
Classroom Site Project 1012 - Performance Pay							
100 Regular Education							
1000 Instruction	141,000	14,746			135,960	155,746	14.6%
2100 Support Services - Students					0	0	
2200 Support Services - Instruction					0	0	
Program 100 Subtotal (lines 14-16)	141,000	14,746			135,960	155,746	14.6%
200 Special Education							
1000 Instruction					0	0	
2100 Support Services - Students					0	0	
2200 Support Services - Instruction					0	0	
Program 200 Subtotal (lines 18-20)	0	0			0	0	
Other Programs (Specify)							
1000 Instruction					0	0	
2100 Support Services - Students					0	0	
2200 Support Services - Instruction					0	0	
Other Programs Subtotal (lines 22-24)	0	0			0	0	
Total Expenses (lines 17, 21, and 25)	141,000	14,746			135,960	155,746	14.6%
Classroom Site Project 1013 - Other							
100 Regular Education							
1000 Instruction	141,000	14,746			135,960	155,746	14.6%
2100 Support Services - Students					0	0	
2200 Support Services - Instruction					0	0	
Program 100 Subtotal (lines 27-29)	141,000	14,746	0	0	135,960	155,746	14.6%
200 Special Education							
1000 Instruction					0	0	
2100 Support Services - Students					0	0	
2200 Support Services - Instruction					0	0	
Program 200 Subtotal (lines 31-33)	0	0	0	0	0	0	
5300 Dropout Prevention Programs							
1000 Instruction					0	0	
Other Programs (Specify)					0	0	
1000 Instruction					0	0	
2100 Support Services - Students					0	0	
2200 Support Services - Instruction					0	0	
Program 200 Subtotal (lines 36-37)	0	0	0	0	0	0	
Other Programs Subtotal (lines 36-37)	0	0	0	0	0	0	
Total Expenses (lines 30, 34, 35, and 38)	141,000	14,746	0	0	135,960	155,746	14.6%
Total Classroom Site Projects (lines 13, 26, and 39)	353,000	36,865	0	0	339,900	389,865	14.7%



Expenses	Number of Personnel		Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Other 6800	Totals		% Increase/Decrease
	Prior Year	Budget Year						Prior Year 2019	Budget Year 2020	
English Language Learner Project - 1071										
260 Special Education-ELL Incremental Costs	1. 0.00							0	0	
1000 Instruction Support Services										
2100 Students	2. 0.00							0	0	
2200 Instruction	3. 0.00							0	0	
2300 General Administration	4. 0.00							0	0	
2400 School Administration	5. 0.00							0	0	
2500 Central Services	6. 0.00							0	0	
2600 Operation & Maintenance of Plant	7. 0.00							0	0	
2900 Other Support Services	8. 0.00							0	0	
Program 260 Subtotal (lines 1-8)	9. 0.00	0.00	0	0	0	0	0	0	0	
430 Pupil Transportation-ELL Incremental Costs										
Support Services										
2700 Student Transportation	10. 0.00							0	0	
Total Expenses (lines 9 and 10)	11. 0.00	0.00	0	0	0	0	0	0	0	

Expenses	Number of Personnel		Salaries 6100	Employee Benefits 6200	Purchased Services 6300, 6400, 6500	Supplies 6600	Other 6800	Totals		% Increase/Decrease
	Prior Year	Budget Year						Prior Year 2019	Budget Year 2020	
Compensatory Instruction Project - 1072										
265 Special Education-ELL Compensatory Instruction	12. 0.00							0	0	
1000 Instruction Support Services										
2100 Students	13. 0.00							0	0	
2200 Instruction	14. 0.00							0	0	
2300 General Administration	15. 0.00							0	0	
2400 School Administration	16. 0.00							0	0	
2500 Central Services	17. 0.00							0	0	
2600 Operation & Maintenance of Plant	18. 0.00							0	0	
2900 Other Support Services	19. 0.00							0	0	
Program 265 Subtotal (lines 12-19)	20. 0.00	0.00	0	0	0	0	0	0	0	
435 Pupil Transportation-ELL Compensatory Instruction										
Support Services										
2700 Student Transportation	21. 0.00							0	0	
Total Expenses (lines 20 and 21)	22. 0.00	0.00	0	0	0	0	0	0	0	

FY 2020 SUMMARY OF CHARTER SCHOOL PROPOSED BUDGET

CTDS Number 078206000

The budget of The Paideia Academies, Inc. for fiscal year 2020 was officially proposed by the Governing Board on June 03, 2019. The complete budget may be reviewed by contacting Dr. Brian Winsor at (602) 343-3040 or bwinsor@paideiamail.com.

	Prior Year 2019	Budget Year 2020	% Increase/Decrease
<b>1000 SCHOOLWIDE PROJECT</b>			
100 Regular Education			
1000 Instruction	1,458,300	1,951,151	33.8%
Support Services			
2100 Students	142,000	148,955	4.9%
2200 Instruction	98,850	104,510	5.7%
2300 General Administration	4,500	4,650	3.3%
2400 School Administration	228,075	460,920	102.1%
2500 Central Services	233,550	356,900	52.8%
2600 Operation & Maintenance of Plant	787,950	360,520	-54.2%
2900 Other Support Services	0	0	
3000 Operation of Noninstructional Services	20,650	29,075	40.8%
4000 Facilities Acquisition & Construction	0	0	
5000 Debt Service	599,725	1,058,800	76.5%
610 School-Sponsored Co-curricular Activities	0	0	
620 School-Sponsored Athletics	0	0	
630, 700, 800, 900 Other Programs	0	0	
Regular Education Subtotal	3,573,600	4,475,481	25.2%
200 Special Education			
1000 Instruction	100,250	105,105	4.8%
Support Services			
2100 Students	175,350	168,600	-3.8%
2200 Instruction	0	3,505	
2300 General Administration	0	0	
2400 School Administration	10,425	18,260	75.2%
2500 Central Services	0	0	
2600 Operation & Maintenance of Plant	0	0	
2900 Other Support Services	0	0	
3000 Operation of Noninstructional Services	0	0	
4000 Facilities Acquisition & Construction	0	0	
5000 Debt Service	0	0	
Special Education Subtotal	286,025	295,470	3.3%
400 Pupil Transportation	215,000	217,500	1.2%
530 Dropout Prevention Programs	0	0	
540 Joint Career & Tech. Ed. & Voc. Ed. Center	0	0	
550 K-3 Reading	60,200	61,095	1.5%
Total	4,134,825	5,049,546	22.1%

SPECIAL EDUCATION PROGRAMS	Totals		% Increase/Decrease
	Prior Year 2019	Budget Year 2020	
Total All Disability Classifications	286,025	295,470	3.3%
Gifted Education	0	0	
ELL Incremental Costs	0	0	
ELL Compensatory Instruction	0	0	
Remedial Education	0	0	
Vocational and Technical Ed.	0	0	
Career Education	0	0	
Total	286,025	295,470	3.3%

EXPENSES BY PROJECT

	Totals		% Increase/Decrease
	Prior Year 2019	Budget Year 2020	
Schoolwide	4,134,825	5,049,546	22.1%
Classroom Site Projects	339,900	389,865	14.7%
Instructional Improvement	31,450	33,105	5.3%
English Language Learner	0	0	
ELL Compensatory Instruction	0	0	
Federal Projects	849,950	811,575	-4.5%
State Projects	0	0	
Capital Acquisitions	0	300,000	
Total Expenses	5,356,125	6,584,091	22.9%

AVERAGE TEACHER SALARY

Average salary of all teachers employed in the budget year 2020	47,065
Average salary of all teachers employed in the prior year 2019	44,605
Increase in average teacher salary from the prior year 2019	2,460
Percentage increase	5.5%
Comments on average salary calculation (optional):	

Average salary of all teachers employed in FY 2018	40,753
Total percentage increase in average teacher salary since FY 2018	15.5%







**AGENDA & MINUTES**  
**Corporate Board Monthly Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -  
 Through Education*  
 by  
*Focusing and Executing on the  
 Wildly Important Goal*

**Posted:** 05/29/2019 8:00 am  
**Posted by:**  
**Posting locations:**  
 • Baseline foyer window  
 • Terrace foyer window  
 • Website  
**Date:** 06/03/2019  
**Starting Time:** 5:00 pm  
**Ending Time:**

**In attendance by Verify Quorum:**

Dr. Tietgen \_\_\_; Mrs. Mendonca \_\_\_; Ms. Garrison \_\_\_; Mrs. Leach \_\_\_; Dr. Winsor \_\_\_;  
 Dr. Hess \_\_\_; Mrs. Schmaltz \_\_\_; Mr. Landreth \_\_\_; Mrs. Miranda \_\_\_

**New Agenda Items:**

Item #	Agenda Topic	Purpose/ Decision	Lead	Desired Outcome/Notes/Decisions
I	Approve previous meeting notes	C	Tietgen	(Sign previous meeting notes)
	April 22, 2019			
II	Call to the public	A	Tietgen	
	<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation</i>			
III	Policies Review 2019/2020	C	Winsor	
	Review and vote on 2019/2020 campus calendar			
	Review and vote on 2019/2020 administration salary schedule			
IV	Leadership appointment	C	Winsor	
	Selection of assistant principal to work with Dr. Winsor in the 2019/2020 school year.			
V	Vote on Resolution to purchase preschool	C	Tietgen	
	Review counter-offer by Dr. Winsor and Mrs. Mendonca			
	Vote on resolution			
VI	Academic Growth/Achievement Review	A	Mendonca and Garrison	
	Mrs. Mendonca review academic growth and achievement for the 2019/2020 school year.			
	Ms. Garrison review actions taken to increase teacher effectiveness for academic growth and achievement.			
VII	Revisit Amendment Plan	C / B	Winsor	
	C Modify approval of amendment to increase enrollment cap request to at least 1800			
	B Review campus budget phases and future CMO plans			
VIII	Financial Review	B	J Brice	
	<i>Enrollment = Actual (+900)</i>		<i>Waiting Lists</i>	
	<i>Budget projections and Key Indicators FY 2019:</i>			
	<i>Net Income (+1)</i>		<i>DCOH (Bonds, +80)</i>	
	<i>DSCR (Bond, +1.15)</i>		<i>DCOH (Actual, +75)</i>	
	Review Fundraising project: #monthly donors = 500; minimal monthly donation = \$10; monthly donations = \$5000			
IX	Approval of Proposed State Budget FY 2020	C	Winsor	
X	Adjournment	C	Tietgen	
	Next meeting –			
	1535 E Baseline Rd, Phoenix AZ 85042 Executive Conference Room			
	Important topics for June – Approve Proposed Budget for FY 2020, Financial Policies,			

**Agenda Item Purpose**

**A = Informational, B = Discussion/Input; C = Discussion/Decision**



The Paideia Academies, Inc.

Corporate Board Meeting held at 1535 East Baseline Road, Phoenix, Arizona 85042

April 22, 2019

Called to order at 5:02 PM

## Minutes

Verified Quorum- Absent Mrs. Miranda (working on completing corporate board fingerprint requirement)

In Person- Dr. Winsor, Dr. Tietgen, Dr. Hess, Mr. Landreth, Mrs. Mendonca, Ms. Garrison, Mrs. Schmaltz, Mr. Landreth

Guests- Joel Brice

### I. Approve previous minutes

Motion to approve previous board minutes from March 25, 2019 with changes

Motion made by Mr. Tietgen

Second made by Mrs. Mendonca

Vote:

Dr. Winsor-yes

Ms. Garrison- yes

Mr. Landreth- yes

Dr. Tietgen- yes

Mrs. Mendonca – yes

Mrs. Leach – yes

Mrs. Schmaltz – yes

Mr. Landreth - yes

Motion passes by majority vote

### II. Call to the public

No members of the public requested comment

### III. Audit FY June 2018 Complete

Report by Dr. Winsor and Mr. Hess no material findings. Mr. Brice noted that there was a minor finding concerning payroll review by a school leader. The payroll is now more carefully reviewed by the campus leader (Dr. Winsor until a new principal is appointed) to watch for anomalies such as over or under payment. Payroll policy created to review and sign on the Wednesday before payroll is processed.

Our auditor Anthony Lorenzo to present and discuss the audit to the corporate board following our next audit.

### IV. Resolution Authorizing Bond Financing of Baseline Building

Resolution reviewed for accuracy and completeness by all board members.

Address of the Baseline building added to the 2<sup>nd</sup> “whereas” paragraph.

Motion to approve Resolution to Purchase the Baseline building using Bond Financing

Motion made by Mrs. Leach

Second made by Mr. Landreth

Vote:

Dr. Winsor-yes  
Ms. Garrison- yes  
Mr. Landreth- yes  
Dr. Tietgen- yes  
Mrs. Mendonca – yes  
Mrs. Leach – yes  
Mrs. Schmaltz – yes  
Mr. Landreth - yes

Motion passes by majority vote

V. Paideia Preschool – Academy Purchase

Dr. Winsor and Mrs. Mendonca recused themselves, as they are equal owners of the preschool. Corporate board discussed: What is being purchased, such as assets in seven classrooms, continuing students, staff, etc.

Mr. Brice presented a Preschool Purchase Valuation Guidance sheet, which represented Revenues, Ordinary Expenses, and Net Ordinary Income for 2012-2018. Mr. Brice presented the High and Low Purchase estimates, not including physical assets. The board discussed different purchase outcomes and amounts. The board all came to agreement to have the academy offer to purchase the preschool and assets for \$84,000 to be paid out to the sellers, Dr. Winsor and Mrs. Mendonca, as of July 1, 2019. Mrs. Mendonca and Dr. Winsor will assist the academy in transferring and/or attaining preschool licensure under Paideia Academies, Inc. Mrs. Mendonca will ask a surveyor who knows the preschool to come up with an estimate on the value of the assets in the preschool. Changing of licensing may occur as early as beginning of June. Dr. Tietgen will draft the resolution to purchase the preschool in accordance with the term agreed to in principal by both parties.

Motion made by Mrs. Schmaltz to approve Paideia Academies to purchase the preschool.

Second by Mr. Landreth

Ms. Garrison- yes  
Mrs. Schmaltz- yes  
Mr. Landreth- yes  
Mrs. Leach- yes  
Dr. Hess- yes  
Dr. Tietgen- yes

Motion passes by majority vote

Dr. Winsor- recused from voting

Mrs. Mendonca- recused from voting

VI. Fundraising Commitments by Board Members – information/discussion

Dr. Winsor reviewed the fundraising responsibilities of the corporate board members and urged them to become the first to commit to a monthly donation to the new fundraising portal. The goal is have 1000 monthly donations of \$10 each. This will make a major impact on the operational financing of the Paideia program. Dr. Winsor urged all board members to get others to make monthly donations.

VII. Financial Dashboard Review by Joel Brice

Mr. Brice reviewed the financial dashboard for month ending March 31, 2019.

Mr. Brice reviewed a minor change to the dashboard. The bond calculations of the dashboard indicators use more stringent metrics of financial health in the areas of Debt Service Coverage Ratios (DSCR) and Days Cash on Hand (DCOH). The Paideia dashboard will now report “bond” indicators for DSCR and both bond and actual for DCOH to give board of directors clear information on performance against bond and actual financial performance.

The school is on track to meet and exceed all bond and actual budget goals.

Net profit = \$297,662

Bond Debt Service Coverage Ratio = 1.42

Bond Days Cash on Hand = 83.56

Actual Days Cash on Hand = 77.46

Meeting adjourned at 7:30 pm

Next regular corporate board meeting schedule for May 20, 2019 at 5PM at the Baseline Corporate Headquarters.

---

*Approved by*

*Date*



**AGI A & MINUTES**  
**Corporate Board Monthly Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -  
 Through Education*  
 by  
*Focusing and Executing on the  
 Wildly Important Goal*

*[Signature]*  
 Posted: 04/18/2019 8:30 am  
 Date: 04/22/2019

**Starting Time: 5:00 pm**  
**Ending Time:**

**In attendance by Verify Quorum:**

Dr. Tietgen \_\_\_; Mrs. Mendonca\_\_\_; Ms. Garrison\_\_\_; Mrs. Leach\_\_\_; Dr. Winsor \_\_\_;  
 Dr. Hess\_\_\_; Mrs. Schmaltz \_\_\_; Mr. Landreth\_\_\_; Mrs. Miranda\_\_\_

**New Agenda Items:**

Item #	Agenda Topic	Purpose/ Decision	Lead	Desired Outcome/Notes/Decisions
I	Approve previous meeting notes March 25, 2019	C	Tietgen	(Sign previous meeting notes)
II	Call to the public <i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation</i>	A	Tietgen	
III	Audit FY June 2018 Complete "Identified no issues" Thank you Mr. Brice and Paideia office staff Operational Performance / Financial Performance	A	Winsor	
IV	Bond Financing of Baseline Building Authorizing Resolution for Project and BOND TRANSACTION	B / C	Fernandes	Information/Discussion with possible vote
V	Paideia Preschool – Academy purchase	C	Tietgen	Winsor/Mendonca recuse – conflict of interest
VI	Fundraising Commitments by Board Members <i>"A little given often by many is more than a lot given once by a few"</i> <u>Paideia fundraising machine</u>	B	Winsor	Do you agree or disagree with this? Why
VII	Financial Dashboard Review <i>Enrollment</i> <i>Budget projections</i> <i>Key indicators</i>	B	J Brice	<i>Net Income (+1)</i> <i>DSCR (+1.15)</i> <i>DCOH (+80)</i>
VIII	Adjournment Next meeting – agenda topics include school calendar, parent handbook update, financial policies update, employee handbook update 1535 E Baseline Rd, Phoenix AZ 85042 Executive Conference Room	C	Tietgen	

**Purpose**

- A = Informational**
- B = Discussion/Input**
- C = Discussion/Decision**



The Paideia Academies, Inc.

Corporate Board Meeting held at 1535 East Baseline Road, Phoenix, Arizona 85042

March 25, 2019

Called to order at 5:05 PM

## Minutes

Verified Quorum- Absent Mrs. Leach, Mrs. Schmaltz

In Person- Dr. Winsor, Dr. Tietgen, Dr. Hess, Mr. Landreth, Mrs. Mendonca, Ms. Garrison

Telephonic – Mrs. Miranda

Guests- Joel Brice, Dane Fernandes of Law Firm **Kutak Rock LLP**

- I. Approve previous minutes  
Motion to approve previous board minutes from February 25, 2019 and March 18, 2019  
Motion made by Ms. Garrison  
Second made by Dr. Hess  
Vote:  
Dr. Winsor-yes  
Ms. Garrison- yes  
Mr. Landreth- yes  
Dr. Tietgen- yes  
Mrs. Mendonca - yes  
Motion passes by majority vote
- II. Call to the public  
No members of the public requested comment
- III. Paideia Preschool – Academy Purchase  
Dr. Winsor and Mrs. Mendonca recused themselves as they are equal owners of the preschool. There was discussion about the various routes that the board could take, including purchasing the preschool. There was expressed interest in purchasing the preschool, with decisions about the financing to be discussed at a later time. There was no vote on this item as there was not a quorum to present a motion (Dr. Winsor and Mrs. Mendonca recused themselves from the discussion and vote, and Mrs. Schmaltz and Mrs. Leach were absent) .
- IV. Creation of Management Company  
Dr. Winsor recused himself as he would be the owner of the management company  
Discussion presented by Mr. Fernandes and Joel Brice. There was a discussion regarding the creation of a management company. Mr. Fernandes discussed the various reasons for the creation of such a company and gave board members additional information about what it would entail. No motion or vote ensued from the discussion.
- V. Intellectual Property License Agreement  
Dr. Winsor recused himself as he would own the IP License  
Discussion presented by Mr. Fernandes regarding the interest Dr. Winsor has expressed in acquiring an IP License. There was a discussion about the intent of the IP License. No motion or vote ensued from the discussion.

VI. Bond Financing of Baseline Building –

Mr. Fernandes who is the school's bond counsel, briefly outlined the bond process. He explained that we need a resolution to allow the school to be reimbursed for expenses such as the ASU Playground project. The reimbursement resolution uses federal tax code to allow bond proceeds to reimburse the school for certain small projects and costs.

Motion by Dr. Hess to adopt the Resolution expressing official intent regarding certain capital expenditures to be reimbursed with proceeds of an obligation.

Second by Dr. Winsor

Vote:

Dr. Winsor-yes

Ms. Garrison- yes

Mr. Landreth- yes

Dr. Tietgen- yes

Mrs. Mendonca - yes

Motion passes by majority vote

VII. Financial Dashboard Review by Joel Brice

Mr. Brice reviewed the financial dashboard for month ending February 28, 2019.

The school is on track to meet and exceed all budget goals.


Net profit = \$333,820

Debt Service Coverage Ratio = 1.77

Days Cash on Hand = 81.77

Meeting adjourned at 7:30 pm

Next corporate board meeting to be held on April 22, 2019 at 5PM at the Baseline Corporate Headquarters.

  
Approved by

  
Date



**AGENDA & MINUTES**  
**Corporate Board Monthly Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -  
 Through Education*  
 by  
*Focusing and Executing on the  
 Wildly Important Goal*

*(Signature)*  
 Posted: 03/21/2019 8:30 am  
 Date: 03/25/2019

*Terrace Fayer and  
 Elaine Fayer*  
 Starting Time: 5:00 pm  
 Ending Time:

**In attendance by Verify Quorum:**

Dr. Tietgen \_\_\_; Mrs. Mendonca \_\_\_; Ms. Garrison \_\_\_; Mrs. Leach \_\_\_; Dr. Winsor \_\_\_;  
 Dr. Hess \_\_\_; Mrs. Schmaltz \_\_\_; Mr. Landreth \_\_\_; Mrs. Miranda \_\_\_

**New Agenda Items:**

Item #	Agenda Topic	Purpose/ Decision	Lead	Desired Outcome/Notes/Decisions
I	Approve previous meeting notes	C	Tietgen	<i>(Sign previous meeting notes)</i>
	February 25, 2019 March 18, 2019			
II	Call to the public	A	Tietgen	
	<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation</i>			
III	Paideia Preschool – Academy purchase	C	Tietgen	<i>Winsor/Mendonca recuse – conflict of interest</i>
	Discussion - Academy to purchase preschool? What are the benefits, what are the risks?			
	This could improve the future income and expense of the academy in bond process and income potential			
	Joel Brice conducted valuation w/out EL direction			
IV	Creation of Management Company	B	Fernandez	Dr. Winsor to recuse himself – conflict of interest
	Dane Fernandez will lead the discussion			
V	Intellectual Property License Agreement	B	Fernandez	Dr. Winsor to recuse himself – conflict of interest
	Create IP License with Dr. Winsor			
VI	Bond Financing of Baseline Building	B / C	Fernandez	Information/Discussion with possible vote
	Bond Application			
	Reimbursement Resolution			
VII	Financial Dashboard Review	B	J Brice	
	<i>Enrollment</i>			
	<i>Budget projections</i>			
	<i>Key indicators</i>	<i>Net Income (+1)</i>	<i>DSCR (+1.15)</i>	<i>DCOH (+80)</i>
IX	Adjournment	C	Tietgen	
	Next meeting – agenda topics include school calendar, parent handbook update, financial policies update, employee handbook update			
	1535 E Baseline Rd, Phoenix AZ 85042			
	Executive Conference Room			

**Purpose**

- A = Informational**
- B = Discussion/Input**
- C = Discussion/Decision**



The Paideia Academies, Inc.

Corporate Board Meeting held at 7777 S 15<sup>th</sup> Terrace, Phoenix, Arizona 85042 and telephonically

March 18, 2019

Called to order at 10:05 AM

Minutes

I. Verify Quorum –

Telephonic – Dr. Tietgen, Mrs. Schmaltz, Mrs. Leach, Dr. Hess, Mr. Landreth.

In person – Dr. Winsor, Mrs. Mendonca, Ms. Garrison

II. Teacher Employment Agreement - 2020

Purpose of meeting to discuss and approve teacher employment agreement revision from the previous agreements. Options to consider meant to address the challenge faced by the school when teachers terminate their agreement early. After consulting with the school's attorney, John Blanchard, the corporate board were presented with the following four options:

- 1) Paragraph 9 as written without alternative language
- 2) Paragraph 9 as written with only alternative language
- 3) Paragraph 9 as written including alternative language
- 4) Paragraph 9 stricken completely

Discussion between board members included the concern that the punitive paragraph might deter teachers from signing the agreement. If so, perhaps we didn't want that teacher as it is an indicator of early self-termination. Most board members stated dislike for the paragraph but felt it was needed as this year alone we lost 7 teachers to early self-termination. Discussion further addressed the idea that special circumstances could occur when the penalty would not be required as indicated by the word "may" in the second paragraph.

Ms. Garrison made the motion to accept the agreement with paragraph 9 as written without alternative language.

Mrs. Mendonca made a second to the motion.

Roll call vote:

Dr. Hess - yes

Dr. Winsor-yes

Ms. Garrison- yes

Mrs. Schmaltz- yes

Mr. Landreth- yes

Mrs. Leach- yes with input that she did agree with alternative language


Dr. Tietgen- yes

Motion passes by unanimous vote

Meeting adjourned at 10:25 AM

Next corporate board meeting to be held on March 25, 2019 5PM at the Baseline Corporate Headquarters.

Approved by

  
Benjamin Tietgen, Chair

Date:

3/25/19



**AGENDA & MINUTES**  
**Corporate Board Monthly Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -  
 Through Education*  
 by  
*Focusing and Executing on the  
 Wildly Important Goal*

Posted: 03/15/2019 8:30 am  
 Date: 03/18/2019  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz, Mr. Landreth, Mrs. Miranda  
**Starting Time:** 10:30 am  
**Ending Time:**

**In attendance by Verify Quorum:**

Dr. Tietgen \_\_\_; Mrs. Mendonca \_\_\_; Ms. Garrison \_\_\_; Mrs. Leach \_\_\_; Dr. Winsor \_\_\_;  
 Dr. Hess \_\_\_; Mrs. Schmaltz \_\_\_; Mr. Landreth \_\_\_; Mrs. Miranda \_\_\_  
 Teleconference  
 Call In Number: 1(712)775-7270  
 Access Code:278971  
 PIN:9855

**New Agenda Items:**

Item #	Agenda Topic	Purpose / Decision	Lead	Desired Outcome/Notes/Decisions
I	Teacher Employment Agreement	C	Winsor	
	<i>Vote for newly revised version of the Paideia employment agreement – options:</i>			
	1) Paragraph 9 as written without alternative language			
	2) Paragraph 9 as written with only alternative language			
	3) Paragraph 9 with as written including alternative language			
	4) Paragraph 9 stricken completely			
II	Adjournment	C	Tietgen	
	Next meeting March 25, 2019 5:00 pm			
	1535 E Baseline Rd, Phoenix AZ 85042			
	Executive Conference Room			

**Purpose**  
**A = Informational**  
**B = Discussion/Input**  
**C = Discussion/Decision**

The Paideia Academies Inc.  
Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on February 25, 2019 at 5:05 PM

#### Minutes

##### I. Verified Quorum –All present

In Person – Dr. Tietgen, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Winsor, Dr. Hess, Mrs. Schmaltz, Mr. Landreth

Guests present: Mrs. Catherine Miranda, Mr. Brice of Consilium Financial Group

##### Approve previous minutes

Motion to approve previous board minutes from January 28, 2019.

Changes noted Mrs. Mendonca was not at the January meeting. Dr. Hess noted to change the DCOH requirement from 80 to 45.

Motion made by Mr. Landreth,

Second made by Mrs. Schmaltz

Vote:

Dr. Winsor – yes

Mrs. Mendonca – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes by majority vote

##### II. Call to the public

No members of the public requested comment

##### III. Board Development

Dr. Winsor introduced Mrs. Catherine Miranda as a former Arizona representative and senator.

Mrs. Miranda introduced, her history in education and government service and her desire to serve on the Paideia Corporate Board.

Dr. Winsor nominated Mrs. Miranda to be a Corporate Board Member.

Mrs. Leach made a second to the nomination

Vote:

Dr. Winsor – yes

Mrs. Mendonca – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes by majority vote

Dr. Winsor explained to Mrs. Miranda the requirement for Finger Print Clearance Card and other documents required by the Charter Board before she could formally begin her service on the board.



#### IV. New School Amendment Request

Dr. Winsor explained the necessity of approving an amendment request to open a new school verses solely requesting grade level expansion and enrollment cap increase. This way, as he understands it, the two Paideia schools would not impact one another in their annual academic grade from the state. He explained that the corporate board would have fiduciary stewardship over both schools. He also explained the necessity to include in the motion to move the 7<sup>th</sup> and 8<sup>th</sup> grade students from the Terrace campus to the new school so that the Charter Board could see the whole picture.

Board members asked clarifying questions.

Motion by Mrs. Leach to amend the charter to include a new school named Paideia Liberal Arts Academy housing 7<sup>th</sup> – 12<sup>th</sup> grades with an enrollment cap increase from 900 to 1700 students and that the current 7<sup>th</sup> and 8<sup>th</sup> grade students would move to the new school decreasing the grades served at the Terrace campus to Kindergarten through 6<sup>th</sup> grade.

Second made by Dr. Hess

No further discussion

Vote:

Ms. Garrison – yes

Mrs. Schmaltz – yes

Mrs. Leach – yes

Dr. Hess – yes

Mr. Landreth – yes

Mrs. Mendonca – yes

Dr. Winsor – yes

Dr. Tietgen – yes

Motion passes by majority vote

#### V. Teacher Employment Agreement/Contract

Discussion to determine what, if any, consequences be for teachers who terminate their employment before the end of the year. Discussion to continue with an “employment agreement” or move to a “contract”.

After much discussion on the merits of a financial consequence to early termination of the agreement and the perils of not being able to collect the money and it being perceived by potential teachers as a deterrent to accepting a position with Paideia it was decided to table the issue until the Executive Team could gather more information from our attorney.

Motion to table made by Mr. Landreth

Second by Mrs. Schmaltz

Vote:

Dr. Winsor – yes

Mrs. Mendonca – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes by majority vote

Executive Team directed to gain further information from attorney

Is this a common practice among charter schools?

What would be the impact of changing to a contract?

How could the school collect the penalty?

What is the appeals process for an employee who is faced with a penalty for early termination?

#### VI. Kindergarten Enrollment Guidelines

Discussion regarding changing the kindergarten early enrollment policy:

Current policy

**Kindergarten admission:** *Only scholars who turn 5 before September 1<sup>st</sup> are automatically enrolled into Paideia's kindergarten. No scholar will be enrolled whose 5<sup>th</sup> birthday is after December 31<sup>st</sup> of the current academic year. Scholars with birthdays between September 1<sup>st</sup> and December 31<sup>st</sup> must meet the following criteria to be eligible to enroll:*

1. *Student must already be enrolled in an early childhood program, such as Headstart or Preschool;*
2. *A readiness letter (on the official letterhead of the early childhood institution) must be provided along with the enrollment packet. This letter must provide evidence that the child is ready for a full day Kindergarten program; and*
3. *Documentation of competency in a comprehensive early childhood assessment (such as an early childhood readiness assessment, DIBLES, AIMSweb, etc.). If none is available, Paideia Academy will provide the assessment.*

Discussion ensued about the challenges early kindergarten students face in future years along with the challenges kindergarten teachers face with them in the classroom. Most early kindergarten students have academic skills but lack the maturity level to make it in a structured kindergarten classroom.

Motion by Dr. Winsor to change the Kindergarten Enrollment policy to:

**Kindergarten admission:** *Only scholars who turn 5 on or before September 15<sup>th</sup> are enrolled into Paideia's kindergarten.*

Mrs. Landreth made a second to the nomination

Vote:

Dr. Winsor – yes

Mrs. Mendonca – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – recused himself from vote

Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes by majority vote

#### VII. Financial Dashboard Review

Mr. Brice distributed a dashboard of financial standing for Paideia Academy. It was not fully presented due to time, however the quick over view showed the board Paideia Academy is in good financial standing.

#### VIII. Paideia Preschool – Academy Purchase from Dr. Winsor and Mrs. Mendonca

Dr. Winsor and Mrs. Mendonca recused themselves and left the board room for the discussion and potential action. Mr. Joel Brice of Consilium financial led the discussion.

Mr. Brice explained the benefits of Paideia Academies acquiring Paideia Preschool. An estimate of 40-50 of the incoming Paideia Academy kindergarteners come directly from the Paideia Academy preschool. Those kindergarteners already have an understanding the Paideia culture and expectations. Offering a preschool on site to the families of Paideia Academy could be beneficial and bring new students to the academy. The board was very interested in acquiring the preschool and asked Mr. Brice to proceed with acquiring more information in regards to value.

Dr. Winsor and Mrs. Mendonca were invited back into the board room.

Joel Brice asked for them to get him Profit & Loss Statements for the past 3 years to assist in making a valuation.

IX. Adjournment

Motion to adjourn by Dr. Tietgen

Second made by Mr. Landreth

Vote:

Dr. Winsor – yes

Mrs. Mendonca – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

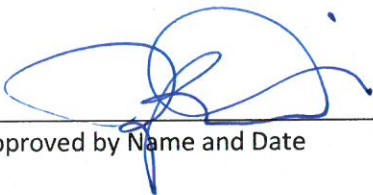
Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes unanimous

Next corporate meeting to be held on March 25, 2019 at 5:00 PM at the Baseline Corporate Headquarters.



3/25/2019

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Approved by Name and Date



# AGENDA & MINUTES

## Corporate Board Monthly Meeting

1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -  
 Through Education*  
 by  
*Focusing and Executing on the  
 Wildly Important Goal*

**Posted:** 02/22/2019 8:30 am  
**Date:** 02/25/2019  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz, Mr. Landreth  
**Starting Time:** 5:00 pm  
**Ending Time:**

**In attendance by Verify Quorum:**

Dr. Tietgen \_\_\_; Mrs. Mendonca \_\_\_; Ms. Garrison \_\_\_; Mrs. Leach \_\_\_; Dr. Winsor \_\_\_;  
 Dr. Hess \_\_\_; Mrs. Schmaltz \_\_\_; Mr. Landreth

**New Agenda Items:**

Item #	Agenda Topic	Purpose / Decision	Lead	Desired Outcome/Notes/Decisions
I	Approve previous meeting notes	C	Tietgen	<i>(Sign previous meeting notes)</i>
II	Call to the public	A	Tietgen	<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation</i>
III	Board Development	C	Tietgen	Introduce Catherine Miranda as potential corporate board of directors member Entertain nomination Vote
IV	Vote on New School Amendment Request	C	Winsor	<i>Propose grade level expansion 9 – 12 for new school</i> <i>Propose enrollment cap increase from 900 to 1700</i> Decrease grades from K-8 to K-6 in current campus This will enable grades 7-8 to move to the New School Paideia Liberal Arts Academy
V	Teacher Employment Agreement/Contract	C	Winsor	<i>Decide about consequences of early termination by employee</i> <i>Do we stay with "agreement" or move to a true "contract"?</i>
VI	Kindergarten Enrollment Guidelines	C	Winsor	Review and vote on handbook
VII	Financial Dashboard Review	B	J Brice	<i>Enrollment</i> <i>Budget projections</i> <i>Key indicators</i> <i>Net Income (+1)</i> <i>DSCR (+1.15)</i> <i>DCOH (+80)</i>
VIII	Paideia Preschool – Academy purchase	B	Tietgen	<i>Winsor/Mendonca recuse – conflict of interest</i> Discussion - Academy to purchase preschool? What are the benefits, what are the risks? This could improve the future income and expense of the academy in bond process and income potential Suggestion to direct Joel Brice to conduct valuation through outside vendor w/out EL direction.
IX	Adjournment	C	Tietgen	Next meeting 1535 E Baseline Rd, Phoenix AZ 85042 Executive Conference Room

**Purpose**

- A = Informational**
- B = Discussion/Input**
- C = Discussion/Decision**



The Paideia Academies Inc.  
Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on January 28, 2019 at 5:04 PM

## Minutes

### I. Verified Quorum –All present

In Person – Dr. Tietgen, Ms. Garrison, Mrs. Leach, Dr. Winsor, Dr. Hess, Mrs. Schmaltz, Mr. Landreth

Absent – Mrs. Mendonca

Guests present: Mr. Brice of Consilium Financial Group

### Approve previous minutes

Motion to approve previous board minutes from November 27, 2018.

Motion made by Mrs. Schmaltz,

Second made by Dr. Hess

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes by majority vote

### II. Call to the public

No members of the public requested comment

### III. AzMerit 2018 Data Review

Dr. Winsor reviewed the AzMERIT data for all grades.

Discussion on the different points achieved in proficiency and growth.

Discussion on the Special Education subgroup losing 2 points in Math and ELA due to low growth and proficiency.

Discussion on the math growth and proficiency. What is causing continued low proficiency and growth in math? Mrs. Garrison reported that the math curriculum was changed last year. The change will take approximately 3 years to see a marked difference. She also explained how the response method on the AzMerit math assessment was very difficult for the scholars to understand. Therefore, they missed questions by misunderstanding how to mark their answers.

Discussion on the comparison of Paideia Academy to the schools in a 5-mile radius.

Discussion on methods implemented to raise the proficiency and growth in the coming test season.

### IV. Expansion Analysis

Dr. Winsor led a discussion on population analysis from 2018 to 2023 in the 1-mile, 3-mile and 5-mile radius around Paideia.

Discussion of the secondary campus enrollment projections over the next 5 years.

Report on Financial Feasibility Study is being prepared by Joel Brice.

Brief report on Vision/Strategy summit for the secondary campus

### V. Financial Dashboard Review

Mr. Brice of Consilium Group presented a general overview of Paideia Academy, Inc. Unaudited Financial Report as of 12/31/2018.



Dashboard review indicates the school is on track to meet all budget goals.

Major dashboard goal/indicators are on track to being met by the end of the fiscal year 2019:

Net Income (*must be above \$1.00*): \$389,408

DSCR (*must be above 1.10*): 1.84

DCOH (*must be above 45*): 82.22

VIII. Adjournment

Motion to adjourn by Dr. Hess

Second made by Mrs. Schmaltz

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

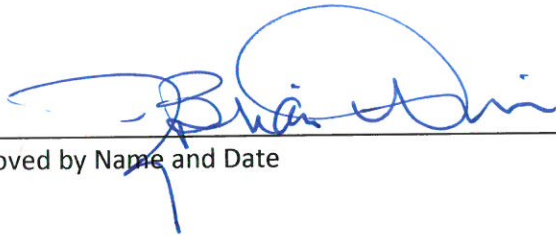
Mrs. Leach – yes

Dr. Tietgen – yes

Mr. Landreth – yes

Motion passes unanimous

Next corporate meeting to be held on February 25, 2019 PM at the Baseline Corporate Headquarters.



2/25/2019

Approved by Name and Date



**AGENDA & MINUTES**  
**Corporate Board Monthly Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -  
 Through Education*  
 by  
*Focusing and Executing on the  
 Wildly Important Goal*

**Posted:** 01/22/2019 4:00 pm  
**Date:** 01/28/2019  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz, Mr. Landreth  
**Starting Time:** 5:00 pm  
**Ending Time:**

**In attendance by Verify Quorum:**

Dr. Tietgen \_\_\_; Mrs. Mendonca \_\_\_; Ms. Garrison \_\_\_; Mrs. Leach \_\_\_; Dr. Winsor \_\_\_;  
 Dr. Hess \_\_\_; Mrs. Schmaltz \_\_\_; Mr. Landreth

**New Agenda Items:**

Item #	Agenda Topic	Purpose / Decision	Lead	Desired Outcome/Notes/Decisions
I	Approve previous meeting notes	C		(Sign previous meeting notes)
II	Call to the public	A		<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation</i>
III	AzMerit 2018 Review	A	Mendonca	<i>AzMERIT Scoring Model</i> <i>School Comparative Analysis</i>
IV	Expansion Analysis	A	Winsor	<i>Population Analysis</i> <i>Secondary Campus Enrollment Projection</i> <i>Financial Feasibility Analysis</i> <i>Report on Vision/Strategy summit</i>
V	Financial Dashboard Review	B		<i>Enrollment</i> <i>Budget projections</i> <i>Key indicators</i> <i>Net Income</i> <i>DSCR</i> <i>DCOH</i>
VIII	Adjournment	C		Next meeting 1535 E Baseline Rd, Phoenix AZ 85042 Executive Conference Room

**Purpose**

- A = Informational**
- B = Discussion/Input**
- C = Discussion/Decision**

**It is everyone's responsibility to:**

- Keep all focused on our shared moral purpose/vision/mission/4dx process.
- Raise clarifying questions about ideas and proposals.
- Bringing possible solutions along with challenges.
- Using good listening skills: either build on the ongoing discussion or clearly signal that we want to change the subject, and ask if it is okay.

The Paideia Academies, Inc.

Corporate Board Meeting held at 1535 East Baseline Road, Phoenix, Arizona 85042

November 27, 2018

Called to order at 5:08 PM

## Minutes

- I. Verified Quorum- All present, except Mrs. Mendonca  
In Person- Dr. Winsor, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz, Mr. Landreth, Mrs. Leach  
Guests- None

### Approve previous minutes

Motion to approve previous board minutes from October 22, 2018.

Motion made by Dr. Hess

Second made by Mrs. Schmaltz

Vote:

Dr. Winsor-yes

Ms. Garrison- yes

Mrs. Schmaltz- yes

Mr. Landreth- yes

Mrs. Leach- yes

Dr. Tietgen- yes

Motion passes by majority vote

- II. Call to the public  
No members of the public requested comment

### III. Special Education Policies and Procedures

Dr. Winsor lead discussion and clarified questions regarding Paideia's Special Education Policies and Procedures handbook, which was originally presented at the October 22, 2018, meeting.

Mrs. Schmaltz and Dr. Hess pointed out some formatting errors that needed corrected, including adding page numbers, bold headings.

Motion:

Dr. Tietgen made motion to approve with recommended formatting corrections.

Second by Ms. Garrison

Vote:

Dr. Winsor-yes

Ms. Garrison- yes

Mrs. Schmaltz- yes

Mr. Landreth- yes

Mrs. Leach- yes

Dr. Tietgen- yes

Motion passes by majority vote

IV. Letter Grade

Dr. Winsor presented Paideia's 2018 letter grade of "C" and compared the school to many other neighboring schools.

No vote required

V. High School Expansion Grades 9-12

Dr. Winsor presented for discussion and possible vote to go forward with the Paideia High School Expansion for Grade 9-12 for August 2020 (2021 fiscal year). Board members discussed pros and cons of grade level expansion, which included the need for expansion, land size and potential areas, student count that would be needed, succession plans for Dr. Winsor. Dr. Hess recommended a site study. Dr. Winsor explained future investors would conduct studies to present to the board, once the board voted to proceed with the expansion. Submission window for expansion for the August 2020 school year is September 2019. Dr. Tietgen expressed concerns that more information was needed.

Motion:

Mrs. Schmaltz moved to approve moving forward with the High School Expansion for Grades 9-12.

Second by Mr. Landreth

Vote:

Dr. Winsor-yes

Ms. Garrison- yes

Mrs. Schmaltz- yes

Mr. Landreth- yes

Mrs. Leach- yes

Dr. Tietgen- no

Motion passes by majority vote

VI. Financial Dashboard Review

Information given but no discussion. No vote required.

VII. Classroom Site Fund (CSF) 2019 Plan

Dr. Winsor presented the Classroom Site Fund (CSF) 2019 Plan. The board discussed the Teacher Effectiveness section. Point of discussion- "Can a teacher receive the remainder of the total payout of \$2600 if achieving Highly Effective by May? For example, if a teacher receives \$500 in December as a Developing teacher and grows to a Highly Effective teacher by May, can that teacher receive a total payout of \$2100 to bring the total payout of \$2,600 in June?" Board discussed having Effectiveness points accumulate from August-December and January- June, instead of accumulative from August- June.

Motion:

Mrs. Leach moved to approve the Classroom Site Fund (CSF) 2019 Plan with Teacher Effectiveness points accumulating August- December and January-June.

Second by Dr. Hess

Vote:

Dr. Winsor-yes

Ms. Garrison- yes  
Mrs. Schmaltz- yes  
Mr. Landreth- yes  
Mrs. Leach- yes  
Dr. Tietgen- yes  
Motion passes by majority vote

Meeting adjourned at 7:04 pm

Next corporate board meeting to be held on January 28, 2019 at 5PM at the Baseline Corporate Headquarters.

*approved*

*1/28/2019*









**AGENDA & MINUTES**  
**Corporate Board Monthly Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -  
 Through Education*  
 by  
*Focusing and Executing on the  
 Wildly Important Goal*

**Posted:** 11/21/2018 4:00 pm  
**Date:** 11/26/2018  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz, Mr. Landreth  
**Starting Time:** 5:00 pm  
**Ending Time:**

**In attendance by Verify Quorum:**

Dr. Tietgen \_\_\_; Mrs. Mendonca \_\_\_; Ms. Garrison \_\_\_; Mrs. Leach \_\_\_; Dr. Winsor \_\_\_;  
 Dr. Hess \_\_\_; Mrs. Schmaltz \_\_\_; Mr. Landreth

**New Agenda Items:**

Item #	Agenda Topic	Purpose/ Decision	Lead	Desired Outcome/Notes/Decisions
I	Approve previous meeting notes	C	Tietgen	<i>(Sign previous meeting notes)</i>
II	Call to the public	A	Tietgen	<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation</i>
III	Special Education Policies & Procedures	C	Rodriguez	
IV	2018 Letter Grade	A	Mendonca	
V	High School Expansion Grades 9-12	C	Winsor	Discussion and possible vote
VI	Financial Dashboard Review	B	Brice	Enrollment Budget projections
VII	Classroom Site Fund (CSF) 2019 Plan	C	Winsor	
VIII	Adjournment	C	Tietgen	Next meeting 1535 E Baseline Rd, Phoenix AZ 85042 Executive Conference Room

**Purpose**

- A = Informational**
- B = Discussion/Input**
- C = Discussion/Decision**

**It is everyone's responsibility to:**

- Keep all focused on our shared moral purpose/vision/mission/4dx process.
- Raise clarifying questions about ideas and proposals.
- Bringing possible solutions along with challenges.
- Using good listening skills: either build on the ongoing discussion or clearly signal that we want to change the subject, and ask if it is okay.





**AGENDA & MINUTES**  
**Corporate Board Monthly Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -*  
*Through Education*  
 by  
*Focusing and Executing on the*  
*Wildly Important Goal*

**Posted:** 11/06/2018 4:00 pm  
**Date:** 11/08/2018  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz, Mr. Landreth  
**Starting Time:** 1:00 pm  
**Ending Time:**

**In attendance for Annual Training:**

Dr. Winsor\_\_\_\_; Mrs. Mendonca\_\_\_\_; Ms. Garrison\_\_\_\_; Mrs. Leach\_\_\_\_; Dr. Tietgen\_\_\_\_; Dr. Hess\_\_\_\_;  
 Mrs. Schmaltz \_\_\_\_; Mr. Landreth \_\_\_\_

**New Agenda Items:**

Item #	Agenda Topic	Purpose/ Decision	Lead	Desired Outcome/Notes/Decisions
I	Annual Board Training	A		
	No items of business will be discussed nor legal actions taken.			
	Board Training	A		
	Open Meeting Law Overview	A		
	Next meeting November 26, 2018 5:00 pm	A	Winsor	
	1535 E Baseline Rd, Phoenix AZ 85042			
	Executive Conference Room			

**Purpose**

**A = Informational**

**B = Discussion/Input**

**C = Discussion/Decision**

**It is everyone’s responsibility to:**

- Keep all focused on our shared moral purpose/vision/mission/4dx process.
- Raise clarifying questions about ideas and proposals.
- Bringing possible solutions along with challenges.
- Using good listening skills: either build on the ongoing discussion or clearly signal that we want to change the subject, and ask if it is okay.

**Paideia Decisions to Action – Who, Does What, By When, How Reported**

**Date:**

**Notes:**

Lined area for notes, consisting of approximately 35 horizontal lines.

The Paideia Academies Inc.  
Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on October 22, 2018 at 5:04 PM

## Minutes

### I. Verified Quorum –All present

Telephonic – Mrs. Leach, Ms. Garrison

In Person – Dr. Winsor, Mrs. Mendonca, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz, Mr. Landruth

Guests present:

Mr. Brice of Consilium Financial Group

### Approve previous minutes

Motion to approve previous board minutes from September 24, 2018 and October 15, 2018.

Motion made by Mrs. Schmaltz,

Second made by Dr. Hess

Vote:

Dr. Winsor – yes

Ms. Garrison – abstain unable to review previous notes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – abstain unable to review previous notes

Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion passes by majority vote

### II. Call to the public

No members of the public requested comment

### III. Special Education Policies and Procedures presentation

Presentation of Paideia's proposed special education policies and procedures manual by Mrs. Maja Rodriguez special education director for Paideia Academy.

Mrs. Rodriguez directed the discussion to the increasing number of scholars served at Paideia with special education needs. There is a concern about overextending the capacities of the program. She had a conversation with our attorney about capping enrollment of the special education program as Dr. Winsor had strongly advised against it but suggested she obtain counsel through the attorney. The attorney also strongly advised against placing a cap on special education enrollment. Mrs. Rodriguez led the discussion on how we would accommodate as many scholars as enrolled into Paideia with special education needs.

Since the board members had not had time to review the 47 page document, the matter is tabled for the next board meeting in November.

Motion:

Dr. Hess made motion to table the vote on the Paideia Special Education Policies and Procedures until the coming meeting in November.

Second by Mrs. Mendonca

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes



Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion passes unanimous

#### IV. Parent Scholar Handbook - revisions

Dr. Winsor presented the notices of noncompliance sent by the charter board regarding 2 issues with the parent handbook.

- 1) Fees for enrollment are the same as tuition. The school is not allowed to charge a tuition. The fact that we require all scholars to have certain curriculum materials to include an agenda makes the enrollment fee against state law.
  - a. Discussion ensued regarding discontinuing or modifying the agenda use. What is the total cost if the school absorbed the cost for all scholars? It was also discussed that the school could charge for the agenda if it was clear that parents who couldn't afford the agenda could have the cost reduced or waived.
  - b. It was decided to discontinue fees and pursue other fundraising opportunities to cover these kinds of costs.
- 2) Early enrollment "trial period" of Kindergartener's whose birthdays fall after August 31 deadline is against state law. Once a child is enrolled the school is not permitted to put them on a trail period contingency.
  - a. Discussion ensued regarding why the school would enroll a child whose birthday is after the deadline. There is a strong market cause because the parent will just take the scholar to another local school. Discussion explored the benefits vs detriments of early enrollment.
  - b. It was decided to discontinue the trial period but continue to follow the other requirements.

Mrs. Schmaltz mad the Motion to discontinue all enrollment fees and early kindergarten enrollment trial periods.

Second by Mrs. Mendonca

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

Mrs. Leach – yes

Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion passes unanimous

#### V. Participation at Paideia – volunteering and donating

Dr. Winsor presented the website Panorama/Frontstream

The website will be used to manage our volunteer and fundraising efforts.

#### VI. Financial Dashboard Review

Dr. Winsor reviewed the academy's current enrollment as of October 15 2018 = 862

Mr. Brice of Consilium Group presented a general overview of Paideia Academy, Inc. Unaudited Financial Report as of 09/30/2018.

Dashboard review indicates the school is on track to meet all budget goals.

#### VII. Board Summit & Training – November 8<sup>th</sup> 1:00 to 4:00 pm at the Baseline conference room



VIII. Adjournment

Motion to adjourn by Dr. Winsor

Second made by Mrs. Mendonca

Vote:

Dr. Winsor – yes

Ms. Garrison – yes

Mrs. Schmaltz – yes

Dr. Hess – yes

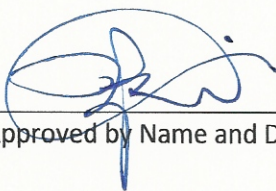
Mrs. Leach – yes

Mrs. Mendonca – yes

Dr. Tietgen – yes

Motion passes unanimous

Next corporate meeting to be held on November 26, 2018 PM at the Baseline Corporate Headquarters.

  
Approved by Name and Date

11/26/18



**AGENDA & MINUTES**  
**Corporate Board Monthly Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person – body, mind, heart, spirit -  
 Through Education*  
*by*  
*Focusing and Executing on the  
 Wildly Important Goal*

**Posted:** 10/19/2018 4:00 pm  
**Date:** 10/22/2018  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz  
**Starting Time:** 5:00 pm  
**Ending Time:**

**In attendance by Verify Quorum:**

Dr. Tietgen \_\_\_; Mrs. Mendonca \_\_\_; Ms. Garrison \_\_\_; Mrs. Leach \_\_\_; Dr. Winsor \_\_\_; Dr. Hess \_\_\_; Mrs. Schmaltz \_\_\_

**New Agenda Items:**

Item #	Agenda Topic	Purpose/ Decision	Lead	Desired Outcome/Notes/Decisions
I	Approve previous meeting notes	C	Tietgen	
II	Call to the public	A	Tietgen	<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation</i>
III	Special Education Policies & Procedures	C	Rodriguez	
IV	Parent/Scholar Handbook Revisions	C	Winsor	Charter Board notification of noncompliance - Enrollment Fees not allowed - Kindergarten "Trial Period" not allowed
V	Participating at Paideia	A	Winsor	<a href="http://www.myvolunteering.com/paideia/">www.myvolunteering.com/paideia/</a> <a href="https://panorama.frontstream.com/product/artez">https://panorama.frontstream.com/product/artez</a>
VI	Financial Dashboard Review	B	Brice	Enrollment Budget projections
VII				
VIII	Adjournment	C	Tietgen	Next meeting 1535 E Baseline Rd, Phoenix AZ 85042 Executive Conference Room

**Purpose**

- A = Informational**
- B = Discussion/Input**
- C = Discussion/Decision**

**It is everyone's responsibility to:**

- Keep all focused on our shared moral purpose/vision/mission/4dx process.
- Raise clarifying questions about ideas and proposals.
- Bringing possible solutions along with challenges.
- Using good listening skills: either build on the ongoing discussion or clearly signal that we want to change the subject, and ask if it is okay.

The Paideia Academies Inc.  
Corporate Board Meeting held telephonically

Called to order on October 15, 2018 at 5:00 PM

Minutes

I. Verified Quorum – All present

Telephonic – Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Dr. Tietgen, Dr. Hess, Mrs. Schmaltz

Not present – Mrs. Leach

Guests present:

Mr. Joel Brice - telephonic

1. Approval of Annual Financial Review - 2018

Mr. Joel Brice presented the annual financial review for fiscal year ending June 31 2018.

Motion to approve Arizona State Proposed Budget for FY 2019 Budget as presented made by Mrs. Schmaltz, Second made by Dr. Hess.

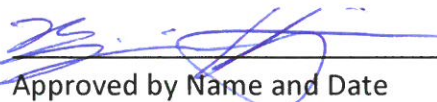
Yes votes: Dr. Winsor, Dr. Tietgen, Mrs. Mendonca, Mrs. Schmaltz, Dr. Winsor, Ms. Garrison

No votes: none

Motion passes unanimously

Meeting adjourned at 5:20 PM

Next corporate meeting to be held on October 22, 2018 at 5:00 PM at the Baseline Corporate Headquarters.

 BENJAMIN TIETGEN 10/22/18  
Approved by Name and Date



