

The Paideia Academies Inc.

Emergency Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on April 13, 2018 at 9:30 AM

Minutes

I. Verified Quorum –All present

Telephonic – Dr. Tietgen, Dr. Hess, Mrs. Leach

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

Guests present:

Mrs. Ja Lanell Jordan

II. Call to the public

No members of the public requested comment

III. Teacher Employment Agreement for 2018-2019 School Year

Dr. Winsor opened for discussion for revisions to item 9 of the teacher employment agreement.

*“Charter School Remedies for Termination in that liquidated damages in the amount of \$3,000 would be assessed if a teacher were to terminate their employment before the end of the agreement.”*

The board members discussed the pros and cons in making the proposed revision verses leaving the current teacher agreement as is. The main concern is that teachers may be hesitant to agree to the \$3,000 liquidated damages should they wish to terminate at any given time should a personal emergency arise and etc. The revision also does not align with Paideia’s philosophies as mentioned by Dr. Tietgen. Dr. Winsor informed the board members the urgency to have a decision made soon as current staff are anxiously awaiting notification as to whether or not they are being invited to return for the new school year. After much discussion the board made the following motion:

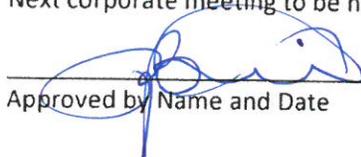
Ms. Mendonca moved to have a continued discussion during the monthly corporate board meeting scheduled for April 23, 2018. Second was made by Dr. Tess

Motion passed unanimously.

Motion to adjourn by Mrs. Mendonca. Second by Dr. Hess. Passed with unanimous vote.

Next corporate meeting to be held on April 23, 2018 at 5:00 PM at the Baseline Corporate Headquarters.

Approved by Name and Date



4/23/2018



**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:** 04/11/2018  
**Date:** 04/13/2018  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess

**Starting Time:** 9:30 am  
**Ending Time:**

**Call In Number:** 1(712)775-7270 **Access Code:**278971 **PIN:**9855

**In attendance/Verify Quorum:**

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

**Training –AAP/Insights/Customer Focus/Market Trust “What is our brand reputation?”**

**New Agenda Items:**

Item #	Agenda Topic	Purpose/ Decision	Lead	Desired Outcome/Notes/Decisions
I	Consent Agenda			
II	Call to the public	A	Winsor	
	<i>For your convenience, please see the handout of Paideia Academy’s protocol for public comment and participation.</i>			
III	Teacher Employment Agreement 2018/2019	C	Winsor	
	Discuss modifications			
	Vote			
IX	Adjournment	C	Winsor	
	Next meeting			
	1535 E Baseline Rd, Phoenix AZ 85042			

**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.  
Annual Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on March 26, 2018 at 5:07 PM

#### Minutes

#### I. Verified Quorum – 1 member absent

##### Board Members Present:

Dr. Brian Winsor  
Mrs. Beth Mendonca  
Ms. Victoria Garrison  
Mrs. Amanda Leach  
Dr. Ben Tietgen  
Dr. Aaron Hess (Not present)

##### Guests present:

Mr. Joel Brice of Consilium Financial Group  
Mrs. Ja Lanell Jordan

#### Approve previous minutes

Motion to approve board minutes from February 26, 2018. Motion made by Mrs. Leach,  
Second made by Mrs. Mendonca  
Motion passed unanimous

#### II. Call to the public

No members of the public requested comment

#### III. Introduction to Paideia Online Learning

Ms. Garrison presented a general review of Paideia's Academy new creation of an online training protocol for new hire's through Course Craft. Key topics or review included: Professional Development, New Staff Orientation, and Leadership Cohort 2018

#### IV. Board Development

Mrs. Leach recommended that Dr. Winsor consider reaching out to the Hispanic Leadership Institute as the corporate board is still in need of a 7<sup>th</sup> board member preferably a Hispanic community member to represent the Hispanic scholar population. All other board members were still encouraged to consider all potential candidates.

#### VII. New Site Update

Dr. Winsor opened discussion for postponing the amendment of the charter to include a new site in 2020 rather than 2019. Dr. Winsor shared the main concern is that he stepped away from his role as Principal too soon and how Paideia Academies would rather prepare a current faculty member to assume the position as principal in the future. Dr. Winsor continued to share concerns of the possibility of Paideia Academies losing its core values with an expansion taking place too soon until the main campus has demonstrated consistency with the Paideia way. After much discussion the board made the following motion:

Dr. Tietgen moved to rescind a corporate resolution to apply to the Arizona School Board for Charter Schools for an amendment to the Paideia charter to open a new site campus in the vicinity of South Phoenix, Arizona for the academic year 2020 and opening in August 2019. Second was made by Mrs. Mendonca.  
Motion passed unanimously.

Dr. Tietgen moved to approve a corporate resolution to apply to the Arizona School Board for Charter schools for an amendment to the Paideia Charter to open a new site in the vicinity of South Phoenix, Arizona for the academic year 2020 for the academic year 2021.

Second made by Ms. Garrison,

Motion passed unanimously.

VII. Review of Paideia Refinement for 2019

Ms. Garrison presented an overview of two new specials in which Paideia Academies will adopt, Mind & Muscle & LiD Lab

X. Finance and Budget Review

Mr. Brice of Consilium Group presented a general overview of Paideia Academies Inc. Unaudited Financial Report as of 02/20/2018. Mrs. Jordan provided the board with a staffing update as it pertains to the 2018-19 school year. Mrs. Jordan reported that a salary analysis was in progress and would be available at the next corporate board meeting. Mr. Brice suggested to factor in the 2019 minimum wage increase as it will move to \$11.00 per hour.

Motion to adjourn by Mrs. Leach. Second by Ms. Garrison. Passed with unanimous vote

Next corporate meeting to be held on April 23, 2018 at 5:00 PM at the Baseline Corporate Headquarters 1535 E Baseline Rd Phoenix AZ 85042.

Approved by Name and Date



4/23/18



**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*

4:30 pm  
*[Signature]*

**Posted:** 03/23/2018  
**Date:** 02/26/2018  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess

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

**Welcome and celebration:**

**In attendance/Verify Quorum:**

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

**Training –AAP/Insights/Customer Focus/Market Trust “What is our brand reputation?”**

**New Agenda Items:**

Item #	Agenda Topic	Purpose/ Decision	Lead	Desired Outcome/Notes/Decisions
I	Consent Agenda	C	Winsor	
	Previous meeting notes			
II	Call to the public	A	Winsor	
	<i>For your convenience, please see the handout of Paideia Academy’s protocol for public comment and participation.</i>			
VIII	Introduction to Paideia Online Learning	A	Garrison	
IV	Board Development	B	Winsor	
	Search for community member			
VII	New Site Update	C	Winsor	
	Revise Corporate Resolution to add new site to 2020			
IX	Review of Paideia Refinement for 2019	A	Garrison	
	2 new specials - Mind & Muscle, LiD Lab			
	Mindfulness Project: Recovery Stations / Leadership Coaches			
X	Finance and Budget Review	A	Brice	
	Budget Development 2019			
	Enrollment 2019			
	Teacher Staffing (Ja Lanell Jordan)			
IX	Adjournment	C	Winsor	
	Next meeting			
	1535 E Baseline Rd, Phoenix AZ 85042			

**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.  
Annual Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on February 26, 2018 at 5:01 PM

## Minutes

### I. Verified Quorum –All present

#### Boards Members Present:

Dr. Brian Winsor  
Mrs. Beth Mendonca  
Ms. Victoria Garrison  
Mrs. Amanda Leach  
Dr. Aaron Hess  
Dr. Ben Tietgen (attended via skype and phone)

#### Guests present:

Mr. Isaac Perez  
Mr. Joel Brice of Consilium Financial Group  
Mrs. Ja Lanell Jordan

### Approve previous minutes

Motion to approve board minutes from January 22, 2018. Motion made by Dr. Hess, Second made by Mrs. Leach  
Motion passed unanimous

### II. Call to the public

No members of the public requested comment

### III. Finance and Budget Review

Mr. Brice of Consilium Group presented a general review of Paideia's Academy Inc. Finance and Budget Review through the month of January 2018. An overview was made in reference of changing the depreciation schedule as it pertains the Paideia campuses.

### IV. Board Development

Dr. Winsor confirmed that Mrs. Shawn Pearson was no longer able to pursue corporate board membership Dr. Winsor informed board members that they needed a 7<sup>th</sup> board member preferably a Hispanic community member to represent the Hispanic scholar population to be added to the board. Board members were encouraged to consider potential candidates.

### VII. New Site Amendment

Dr. Winsor opened discussion for amending the charter to include a new site. The board members discussed the pros and cons of opening a new site verses staying with one site. Mr. Brice presented enrollment data that supported the need to expand. If we don't expand to another site the current campus will run out of room in 2019. Mr. Brice outlined the financial challenges and opportunities of expansion. The first year of expansion would create a tight budget year for the corporation but the years following would create great financial opportunities.

Board members then discussed the different site location proposals. Several sites were deemed to be too close to the Terrace Campus and risked taking too many students. The site on Broadway and 19<sup>th</sup> street was discussed as a potential opportunity. The main concerns are that it is not on a major thoroughfare but sits about 100 yards from Broadway and that it is still only 3 miles from the Terrace Campus and may take students. After much discussion the board made the following motion:

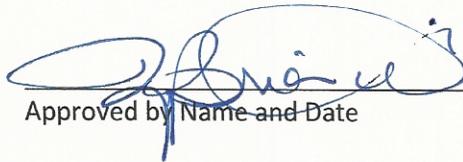
Dr Hess moved to accept a corporate resolution to apply to the Arizona School Board for Charter Schools for an amendment to the Paideia charter to open a new site campus in the vicinity of South Phoenix, Arizona for the academic year 2020 and opening in August 2019.  
Second was made by Dr. Tietgen.  
Motion passed unanimously.

The corporate board directed the Executive Leadership team to explore site options.

VIII. Introduction to Paideia Online Learning  
Postponed to the next board meeting

Motion to adjourn by Amanda Leach. Second by Mrs. Mendonca. Passed with unanimous vote

Next corporate meeting to be held on March 26, 2018 at 5:00 PM at the Baseline Corporate Headquarters 1535 E Baseline Rd Phoenix AZ 85042.

  
Approved by Name and Date

3/26/18

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

Called to order on January 22, 2018 at 5:00 PM

Minutes

I. Verified Quorum –All present

Guests present:

Mr. Isaac Perez  
Mr. Brice of Consilium Financial Group  
Mrs. Jordan  
Ms. Kat

Approve previous minutes

Motion to approve board minutes with proof-read changes and adding "All present" indicating all board members present at meetings. If a member is absent it will be noted by the member's name from November 27, 2017. Motion made by Dr. Tietgen Second made by Dr. Hess

Motion passes unanimous

II. Call to the public

No members of the public requested comment

III. Finance and Budget Review

Mr. Brice of Consilium Group presented a general review of Paideia's Academy Inc. Unaudited Financial Report as of 12/31/2017

IV. Annual Report & Strategic Growth Plan

Academic Review

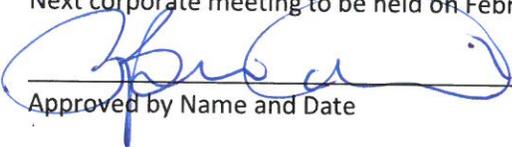
Financial Review

Future Strategic Plans – Begin 5-year planning

The following categories were reviewed: Current AZMerit Letter Grade and Points, Interventions and Solutions, Financial Statements, Strategic Growth Plan, Map of proposed Sites. Dr. Winsor requested that all board members view site 1 located at Broadway and 18<sup>th</sup> Street. Ms. Garrison presented Paideia Academy New Teacher Induction Process.

Adjourn 6:10 PM

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

  
Approved by Name and Date

2/26/2018



**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:** 01/19/2018  
**Date:** 01/22/2018  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess

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

**Welcome and celebration:**

**In attendance/Verify Quorum:**

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

**Training –**

**New Agenda Items:**

Item #	Agenda Topic	Purpose/Decision	Lead	Desired Outcome/Notes/Decisions
I	Consent Agenda	C	Winsor	
	Previous meeting notes			
II	Call to the public	A	Winsor	
	<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation.</i>			
III	Finance and Budget Review	C	Brice	
IV	Annual Report & Strategic Growth Plan	A	Winsor	
	Academic review	A		
	Financial review	A		
	Future Strategic Plans	B		Begin 5-year planning
VII	Adjourn			
	Next meeting February 5:00 pm			
	1535 E Baseline Rd, Phoenix AZ 85042			

**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.
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The Paideia Academies Inc.

Annual Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on November 17, 2017 at 5:08PM

Minutes

I. Verify Quorum

Verified Quorum

Ms. Garrison - Present

Mrs. Mendonca – Present

Dr. Winsor – Present

Dr. Tietgen – Present

Dr. Tess – Present

Mrs. Leach – Present

Mrs. Pearson - Absent

Guests present:

Mr. Perez

Ms. Vasquez

Ms. Brooks

Ms. Franklin

Ms. Douglas

Mrs. Jordan

Mr. Brice of Consilium Financial Group

Approve previous minutes

Motion to approve board minutes from October 23, 2017 made by Dr. Tietgen

Second made by Ms. Garrison

Motion passes unanimous

II. CSF Bonus discussion and possible vote

Dr. Winsor presented the board members with clarification rubric for payout relating to the Classroom Site Fund (CFS) payout structure. During the discussion clarification was made regarding the 40% (\$3600 per eligible teacher)

Motion to accept Classroom Site Fund (CFS) payout structure made by Mrs. Garrison

Second made by Mrs. Mendonca

Motion passes unanimous

III. Gifted Scope and Sequence

Time was allotted for Ms. Vasquez and Ms. Brooks of Paideia South Mountain, to present the Paideia Academy Gifted Education and how it would be applied to following the Leader in Me paradigm, "Everyone has genius".

Motion to approve made by Ms. Garrison

Mrs. Leach second the motion

Motion passes unanimous

IV. Financial Dashboard Review

Mr. Brice of Consilium Group presented the monthly review of Paideia Academy Inc financial dashboard and report. Dr. Winsor will provide a review of the financial audit to be presented at the next board meeting.

V. Campus Site Council Members

Mr. Perez acknowledged the parent committee and

Dr. Winsor nominated the following parents for Campus Site Council Members to include: Ms. Douglas, Ms. Ophelia, Ms. Michelle, and Ms. Franklin. Rules of Bylaws and Site Council where read by Dr. Winsor before a motion was set.

Motion to approve made by Dr. Tietgen

Mrs. Mendonca second the motion

Motion passes unanimously

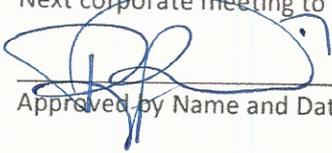
VI. Call to the public

No members of the public requested comment.

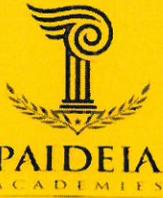
Adjourn 6:47 PM

Next corporate meeting to be held on January 22, 2018 PM at the Baseline Corporate Headquarters.

Approved by Name and Date



1/22/2018



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

Posted: 11/17/2017  
 Date: 11/27/2017  
 Directors: Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Mrs. Pearson

Starting Time: 5:00 pm  
 Ending Time:

Welcome and celebration:

In attendance/Verify Quorum:

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

Training –

**New Agenda Items:**

Item #	Agenda Topic	Purpose/Decision	Lead	Desired Outcome/Notes/Decisions
I	Consent Agenda	C	Winsor	
	Previous meeting notes			
II	CSF Bonus	C	Perez	
III	Gifted Scope and Sequence	C	Garrison	
IV	Financial Dashboard Review	B	Brice	
V	Campus Site Council Members	C	Winsor	
	Nominations for South Mountain Campus			
VI	Call to the public	A	Winsor	
	<p><i>Public Meeting Notices</i>            Pursuant to A.R.S. §38-431.02, Paideia Academies, Inc. hereby states that all notices of public meetings of Paideia Academies will be posted in the corporate office located at 1535 E Baseline Rd Phoenix AZ and on our website. This location is open to the public Monday through Friday from 8:00 AM to 6:00 PM. Such notices will indicate the date, time, and place of the meeting and will include an agenda or information concerning the manner in which the public may obtain an agenda for the meeting.</p> <p><i>For your convenience, we have a handout of Paideia Academy's protocol for public comment and participation during our board meetings.</i></p>			
VII	Adjourn			
	Next meeting January 22 <sup>nd</sup> 5:00 pm			
	1535 E Baseline Rd, Phoenix AZ 85042			

**Purpose**

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

**Decision**

- 1 = Command**
- 2 = Consult**
- 3 = Vote**

**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.  
Annual Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on October 23, 2017 at 5:05 pm

## Minutes

### I. Verify Quorum          Verified Quorum

Ms. Garrison – present  
Mrs. Mendonca – present  
Dr. Winsor – present  
Mrs. Mandy Leach – present  
Mrs. Shawn Pearson - absent

### Guests present:

Mr. Perez  
Mrs. Krantzman  
Mr. Brice of Consilium Financial Group  
Mr. Tietgen (voted board member awaiting fingerprint clearance card and documents)

### Approve previous minutes

Motion to approve board minutes from October 4<sup>th</sup> 2017 made by Mrs. Mendonca  
Second made by Mrs. Garrison  
Motion passes unanimous

### II Classroom Site Fund discussion and possible vote

Time was allotted for Mr. Perez, principal of Paideia South Mountain, to present the Classroom Site Fund (CSF) payout structure. During the discussion of Portion “C – funding individualized professional development” it became apparent that there was confusion between “team learning portfolios” “PLC learning Logs” and the “Educator Professional Development Rubric”. It also was unclear how scholar achievement would be paid out. The board directed Mr. Perez to return to his teacher leadership team and solidify/clarify those portions of the CSF payout. Mr. Perez will return to the November Corporate Board meeting to present the CSF plan for approval.

### III Annual Investor’s Call

Dr. Winsor informed the board members of the annual investor’s call for the 2015 Bond to be held telephonically at the Paideia conference room on November 13<sup>th</sup> at 9:00 am. All are invited but not required to attend.

### IV Annual Board Training

Dr. Winsor opened discussion and planning for board training. Topics will include board duties, open meeting laws, Charter Board Frameworks – Academic, Financial, Operational, and the basics of running an effective board. Board members are available first thing most mornings except Mondays and Tuesdays. Dr. Winsor will contact the Charter Association for assistance with training. Joel Brice will train on the Financial and Operational Framework and Ms. Garrison will train on the Academic Framework.

### V Monthly Financial Review

Joel Brice conducted a thorough review of the academy’s financial report ending September 2017.

### VI Enrollment and Attendance

Mrs. Ronna Krantzman reviewed the academy’s current enrollment and attendance rates.

### VII Appointment of Site Council Member(s)

Dr. Winsor nominated Mr. Isaac Perez to head the Paideia Academy South Mountain site council and Mrs. Maja Rodriguez to serve with him. This is a subcommittee of the corporate board as per bylaws section VI.

Mrs. Garrison motioned that Mr. Isaac Perez lead the site council of Paideia Academy South Mountain and Mrs. Maja Rodriguez serve with him.  
Mrs. Mendonca second the motion  
Unanimous approval

VIII Call to the Public: no members of the public requests to address the board

Meeting adjourned at 6:15 pm

Next corporate board meeting to be held on November 27 at 5:00 pm at the Baseline Corporate Headquarters.

*Beth L Mendonca 11/27/17*

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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  
 Through Education*  
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 Wildly Important Goal*

  
 Posted: 10/20/2017 4:10 PM  
 Date: 10/23/2017  
 Directors: Dr. Winsor, Mrs. Mendonca, Ms. Garrison

Starting Time: 5:00 pm  
 Ending Time:

**Welcome and celebration:**

**In attendance:** Directors:  
 Guests:

**New Agenda Items:**

Item #	Agenda Topic	Purpose/Decision	Lead	Desired Outcome/Notes/Decisions
I	Verify Quorum	C	Winsor	
II	Classroom Site Fund Presentation by Mr. Perez Discussion by board Vote	C	Perez	
III	Annual Investor's Call 2015 Bond November 13, 9:00 am conf room	A	Winsor	
IV	Annual Board Training Board duties Fiduciary Responsibilities Open Meeting Laws Academic Framework Financial and Operational Frameworks Abbreviations, acronyms and terminology	B	Winsor	Set a date and time (2 – 4 hours)
V	Monthly Financial Review	B	Brice	
VI	Enrollment and Attendance	A	Krantzman	
VII	Appointment of Site Council Member(s) Isaac Perez – Principal Maja Rodriguez – Assistant Principal	C		As per bylaws article VI Direct the principal to find parents to serve on Site Council Present at Corp Board meeting for appointment
VIII	Call to Public			

*This is the time for the public to comment. Members of the Corporate Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. § 38-431.01(H), action taken as a result of public comment will be limited to directing staff to study the matter, responding to any criticism, or scheduling the matter for further consideration and decision at a later date.*

**IX. Adjournment and schedule next meeting**

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

Called to order on October 4, 2017 at 9:00 am

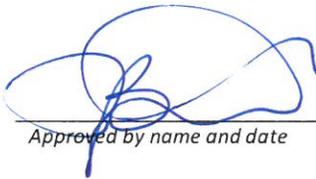
Minutes

1. Verify Quorum      Verified Quorum – all present
  - Ms. Garrison – present
  - Mrs. Mendonca – present
  - Dr. Winsor – presentGuests present:
  - Mr. Perez
  - Mrs. Krantzman
  - Mr. Brice of Consilium Financial Group
2. Review and vote on Annual Financial Review (AFR) 2016
  - Annual Financial Review 2016 reviewed by Joel Brice with discussion by board members.
  - Motion made by Dr. Winsor to approve the Annual Financial Review 2016
  - Second by V Garrison
  - Motion unanimously approved

Call to the Public: no members of the public requests to address the board

Meeting adjourned at 9:25 am.

Next corporate board meeting to be held on October 23<sup>rd</sup> at 5:00 pm at the Baseline Corporate Headquarters.



Approved by name and date

October 23 2017



**AGENDA & MINUTES**  
**Corporate Board Monthly Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person  
 Through Education*  
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 Wildly Important Goal*

  
**Posted:** 10/02/2017  
**Date:** 10/04/2017  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison

**Starting Time:** 9:00 am  
**Ending Time:**

**Welcome and celebration:**

**In attendance:** Directors:

Guests:

*Training – Whole-Person Paradigm at every level - discussion*

**New Agenda Items:**

Item #	Agenda Topic	Purpose/Decision	Lead	Desired Outcome/Notes/Decisions
I	Verify Quorum	C	Winsor	
II	Review and vote on Annual Financial Review (AFR) 2016	C	Winsor	
III	Call to the public			<p>Public Meeting Notices</p> <p>Pursuant to A.R.S. §38-431.02, Paideia Academies, Inc. hereby states that all notices of public meetings of Paideia Academies will be posted in the corporate office located at 1535 E Baseline Rd Phoenix AZ and on our website. This location is open to the public Monday through Friday from 8:00 AM to 6:00 PM. Such notices will indicate the date, time, and place of the meeting and will include an agenda or information concerning the manner in which the public may obtain an agenda for the meeting.</p> <p>For your convenience, we have a handout of Paideia Academy's protocol for public comment and participation during our board meetings.</p>
IV	Adjourn			
	Next meeting October 23 <sup>rd</sup> 5:00 pm			
	1535 E Baseline Rd, Phoenix AZ 85042			

**Purpose**

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

**Decision**

- 1 = Command**
- 2 = Consult**
- 3 = Vote**

**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 Minutes

Paideia Baseline Campus  
1535 E Baseline Rd. Phoenix AZ 85042  
9-25-2017  
5:00 pm.

Minutes

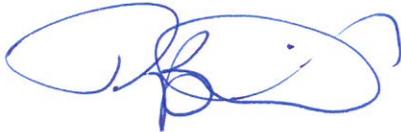
1. Roll taken                      Verified Quorum – all present, no members absent  
    Ms. Garrison  
    Mrs. Mendonca  
    Dr. Winsor  
    Guests:  
    Mr. Perez (Principal of South Phoenix Campus)  
    Mr. Brice (Financial consultant with Consilium Financial)  
    Mr. Tietgen (voted in board member awaiting Fingerprint Clearance Card and other required documents.)  
    Dr. Hess (voted in board member awaiting Fingerprint Clearance Card and other required documents.)
2. Minutes from previous meeting. Motion to approve prior minutes with changes added.
3. Financial Dashboard discussion
  - a. Telephone meeting set on 10-4-2017 to approve FY17 AFR prior to submitting
  - b. No concerns on finances for August or the current fiscal year
  - c. Finances very similar in total expenses from last year to this year
4. Academic Review – Ms. Garrison
  - a. Review of current NWEA Map results from first benchmark assessment as well as 2016-17 AZ Merit results
  - b. Teachers have begun analyzing their data weekly and addressing how to structure interventions
  - c. Discussion on implementation of Phoenix Children’s Hospital Program and training on trauma
5. Fundraising discussion
  - a. Dr. Winsor sending reminders to Board members
  - b. Neighboring schools focus their fundraising goals on providing teachers with supplemental money and retaining quality teachers
  - c. Discussion of looking into competitive grants
  - d. Create a Program wish list first, then fit money into programs from the list
6. Strategies for Senior Academy & misc. expansion plans
  - a. Dr. Winsor presented initial plans for expansion to grades 9-12. Investors looking at acreage across the street. Conducting study on costs & feasibility. Projected for 2020.
  - b. Builders inviting Paideia to build in Las Vegas, in high poverty area

- c. Another charter school operator on Van Buren & 36<sup>th</sup> ST (Academy of Excellence) asking Paideia to take over their charter/organization. 80 students currently enrolled

7. Call to the public. No members of the public submitted a request to address the board.

- 8. Motion to adjourn 6:00 pm
  - B. Winsor makes motion
  - V. Garrison 2<sup>nd</sup> motion
  - Motion carries

Next Corporate Board meeting Oct 4<sup>th</sup> 2017 via phone.



10/24/2017



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

4:50 pm   
 Posted: 9/22/2017  
 Date: 9/25/2017  
 Directors: Dr. Winsor, Mrs. Mendonca, Ms. Garrison

**Welcome and celebration:**

**In attendance:** Directors:

Guests:

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

*Training – Whole-Person Paradigm at every level - discussion*

**New Agenda Items:**

Item #	Agenda Topic	Purpose/ Decision	Lead	Desired Outcome/Notes/Decisions
I	Verify Quorum	C	Winsor	
II	Review and approve previous minutes	C	Winsor	
III	Board Development	B	Winsor	
	Documentation requirements			
	Fingerprint requirements			
III	Financial Dashboard Review	B	Brice	
IV	Academic Review	B	Garrison	
	August MAP Benchmark Data			
	Interventions / scholar and teacher			
VI	Fundraising discussion	B	Winsor	
VII	Strategic Plans for Senior Academy	B	Winsor	
VIII	Adjourn and next meeting date	C	Winsor	

**Purpose**

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

**Decision**

- 1 = Command
- 2 = Consult
- 3 = Vote

**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.  
Annual Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on 8-28-2017 at 5:00 pm

#### Minutes

1. Roll taken     Verified Quorum – all present  
                         Ms. Garrison – present  
                         Mrs. Mendonca – present  
                         Dr. Winsor – present

#### Guests present:

Mr. Perez  
Mrs. Krantzman  
Mr. Brice  
Mr. Aaron Hess

2. Approve previous meeting notes:

Motion made to approve previous meeting notes by Dr. Winsor  
Second by Mrs. Mendonca  
Motion carries unanimous

3. Change of Charter Holder Location:

Change from: 555 W Warner Rd. Chandler AZ  
Change to: 1535 E Baseline Rd Phoenix AZ 85042

Ms. Garrison made the motion to change the Paideia Academies Inc charter holder address from 555 W Warner Rd Chandler AZ to 1535 E Baseline Rd Phoenix AZ 85042

Mrs. Mendonca second the motion

Motion carries unanimous

4. Corporate Board of Directors – Development

Dr. Winsor announced the need to increase the board to have more non-Paideia employees than Paideia employees.

Dr. Winsor introduced and nominated the following:

Aaron Hess – ASU professor  
Ben Tietgen – Attorney from Quarles and Bayless Law Firm  
Shawn Pearson – Community organizer and small business owner  
Mandy Leach – former school teacher and curriculum director

Mrs. Mendonca motioned to approve the nominations as corporate board members

Ms. Garrison second the motion

Motion carries unanimous

New board members were instructed to complete all paperwork and obtain IVP fingerprint cards before being able to officially serve on the board.

5. Revised Corporate Organizational Chart

Dr. Winsor displayed and led a discussion of the new organizational chart.

Ms. Garrison motioned to approve the new organizational chart

Mrs. Mendonca second the motion

Motion carries unanimous

6. Discussion of Financial Report

Mr. Brice of Consilium Financial Group presented the monthly review of Paideia Academy Inc financial dashboard and report.

7. Report on first month of school – Mr. Perez, principal
  - a. increase student achievement as main focus
    - i. Solidify plan and implementation of more robust PLC groups focused on data and intervention.
    - ii. LEAD measures
  - b. New teachers need more assistance with developing “soft” skills
  - c. Development of new Paideia Teacher Academy
  - d. Teacher Coaches will begin walkthrough cycles with monthly teacher effectiveness focus

8. Minor Revision to By-laws: Change Governing Board to Site Council

Dr. Winsor presented a minor adjustment to the corporate bylaws. The previous bylaws may be open to misinterpretation in Article VI. Change the term “Site Governing Board” to “Site Council”. This will prevent a potential misunderstanding of the authority and responsibilities of the Site Council in respect to the Corporate Board of Directors.

Mrs. Garrison moved that the current bylaws Article VI language be changed from, “Site Governing Board” to “Site Council”.

Mrs. Mendonca second the motion

Motion carries unanimous

7. Fundraising Discussion

Dr. Winsor conducted a discussion of the board’s responsibilities for fund raising to include:

- a. First Giving – Decide on what our cause is
- b. Giving Tuesday – Nov. 28<sup>th</sup> 2017
- c. Leadership Dinner – Using Benevon model

8. Next Meeting: Monday, Sept. 25<sup>th</sup> 2017

9. Call to the public – no members of the public requested comment

Adjourn 6:15 pm

Next corporate board meeting to be held on September 25<sup>th</sup> at 5:00 pm at the Baseline Corporate Headquarters.



Approved by name and date

9/25/2017



**AGENDA & MINUTES**  
**Corporate Board Annual Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person  
 Through Education*  
 by  
*Focusing and Executing on the  
 Wildly Important Goal*

Posted: 8/24/2017  
 Date: 8/28/2017  
 Directors: Dr. Winsor, Mrs. Mendonca, Ms. Garrison  
 Guests: L Rodriguez, R Krantzman, J Brice, I Perez  
 Starting Time: 5:00 pm  
 Ending Time:

Welcome and celebration:

In attendance: Directors:  
 Guests:

*Training – Whole-Person Paradigm at every level - discussion*

**New Agenda Items:**

Item #	Agenda Topic	Purpose/Decision	Lead	Desired Outcome/Notes/Decisions
I	Verify Quorum		Winsor	
II	Review and approve previous minutes	C/3	Winsor	
III	Change of Charter Holder Location	C/3	Winsor	Amendment to charter contract
	From: 555 W Warner Rd Chandler AZ 85225			
	To: 1535 E Baseline Rd. Phoenix AZ 85042			
IV	Corporate Board of Directors – development	C/3	Winsor	<i>School governing board has been removed from the bylaws. Members of the school governing board invited to sit on the Corporate Board along with others who may be nominated.</i>
	Nominations and Elections of additional corporate board members			
	Nomination - Aaron Hess			
	Nomination – Ben Tietgen (will not be present)			
	Nomination – Shawn Pearson			
	Nomination – Mandy Leach			
	Announce resignation of Lourdes Rodriguez Treasurer			
V	Revised Corporate Organizational Chart	C	Winsor	Review and vote to approve revised Org Chart
VI	Financial Dashboard Review	I	Brice	
VII	Report on first month of school	I	Perez	
VIII	Minor revision to bylaws	C	Winsor	
	Change the language of Article VI from “Governing Board” to “Site Council”			To avoid any future confusion about “governance”
IX	Fundraising discussion			Benevon Mode
	Form a fundraising sub-committee			
	Giving Tuesday			

**Purpose**

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

**Decision**

- 1 = Command
- 2 = Consult
- 3 = Vote

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

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- 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.

Annual Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on 7-10-2017 at 9:30 am

#### Minutes

1. Roll taken      Verified Quorum  
                         Ms. Garrison – present  
                         Mrs. Mendonca – present  
                         Dr. Winsor – present  
                         Guests present:  
                             Mr. Perez  
                             Mrs. Krantzman  
                             Mrs. Rodriguez  
                             Mr. Brice
  2. Conversation/Discussion on “Whole Person” Paradigm  
                         Reviewed Chart  
                         Completed self-analysis of whole organization paradigm, Director’s & Guests shared thoughts
  3. Minutes from previous meeting approved  
                         Ms. Garrison made motion  
                         Mrs. Mendonca – 2<sup>nd</sup>  
                         Unanimously approved
  4. Suggestion made to add 2 more people to Corp. Board who are not employees of the school  
                         Corporate officers are appointed by the Corp Board
  5. Corporate Board Elections and Officer Appointments for the 2017-2018 school year
    - Dr. Winsor nominated Victoria Garrison to continue to serve on the Corporate Board of Directors
      - Second by Beth Mendonca
      - Unanimously approved
    - Mrs. Mendonca nominated Dr. Winsor to continue to serve on the Corporate Board of Directors
      - Second by Victoria Garrison
      - Unanimously approved
    - Ms. Garrison nominated Mrs. Mendonca to continue to serve on the Corporate Board of Directors
      - Second by Dr. Winsor
      - Unanimously approved
    - Dr. Winsor nominated the following people as officers:
      - R. Krantzman as Secretary
      - L. Rodriguez as Treasurer
      - Second the nominations by Mrs. Mendonca
      - Unanimously approved
- Dr. Winsor will file addendum w/ AZ Corp. Commission and ASBCS online portal
7. Adopted Budget – FY18
    - Adopted budget reviewed by Joel Brice with discussion by board members. Special note that the budget includes 1.06% increase to returning teachers. Lourdes Rodriguez will create an addendum to teachers’ contracts.
    - Motion made by Dr. Winsor to approve the adopted budget – to include 1.06% mandatory increase to returning teachers – for FY 2018
    - Second by V Garrison
    - Motion unanimously approved

- Joel Brice will upload to State
8. Curriculum Discussion
- Focusing on combining what is observed in classrooms and what data tells us
  - Discussion of data within groups
  - Create sacred time for data discussions
  - Curriculum Director selected new Curriculum Review Committee members for 2017-18.
  - New math curriculum – Math in Focus
  - Added CKLA for upper grades
  - Created training calendar
9. Enrollment Updates
- Current enrollment of 825
  - Removed the fifth 2<sup>nd</sup> grade room
  - Created a 3<sup>rd</sup>/4<sup>th</sup> combo room
  - Potential third 6<sup>th</sup> grade room
10. Staffing Updates
- Discussion on sponsoring potential employee from out of country
  - Need for second 6<sup>th</sup> grade teacher
  - Need to move one teacher to a different grade level
  - Continue searching for computer teacher
  - Look for more 5<sup>th</sup>/6<sup>th</sup> students and potentially have a combo group
11. Financial
- 70 days DCOH goal for FY18. We hit over 60 DCOH for FY17
  - Need to long term plan for lowering interest rate on future loans/bonds. Tentative plan to re-bond within 2 years
  - Discussion of switching payroll structure from Paylocity – further discussion later
12. Think about WIGS per department: Academic, Financial, Enrollment/Attendance and Staffing
13. Discussion of obtaining quality subs
- Incentives for in-house subs
  - Tie CSF bonus to being here/not going over allocated days
  - Tracking teacher attendance
  - Create Absence fill out form
  - Create call protocol for teachers informing of absences
  - WIG for teacher retention
14. Review of By-Laws
- Reviewed substantive changes to include:
    - Separating the secretary/treasurer corporate officers into 2 separate officers.
    - More clearly identifying the difference between the “Corporate Board” and the “Governing Board”. The revised bylaws removes the authority and general power of the previously named “governing board” and instead creates a “Site Governing Board” to act as a council to the site leadership.
    - Directors elected annually, with 1 year tenure
  - Formal meetings must be at least quarterly, but monthly is desired
  - Motion to approve By-Laws
    - Motion made by Mrs. Mendonca
    - Second made by Ms. Garrison
    - Motion unanimously approved
15. Conflict of Interest Policy
- Disclosure of possible conflict: Dr. Winsor & Mrs. Mendonca are part owners of Paideia Preschool LLC
16. Pattern for BOD meetings for 2017-18

- Beyond quarterly meetings the Corporate Board will meet once per month. Will try to meet the 4<sup>th</sup> Monday of each month but could change as needed.

Meeting adjourned at 12:00 pm.

Next corporate board meeting to be held on August 25<sup>th</sup> at 5:00 pm at the Baseline Corporate Headquarters.



Approved by name and date

Aug 28 2017



**AGENDA & MINUTES**  
**Corporate Board Annual Meeting**  
 1535 E Baseline Rd. Phoenix AZ 85042  
*Empower the Whole-Person*  
*Through Education*  
 by  
*Focusing and Executing on the*  
*Wildly Important Goal*

Posted: 6/30/2017   
 Date: 7/19/2017  
 Directors: B. Winsor, B. Mendonca, V. Garrison  
 Guests: L Rodriguez, R Krantzman, J Brice, I Perez  
 Starting Time: 9:30 am  
 Ending Time:

Welcome and celebration:

In attendance: Directors:

Guests:

*Training – Whole-Person Paradigm at every level - discussion*

**New Agenda Items:**

Time	Agenda Topic	Purpose Decision	Lead	Desired Outcome/Notes/Decisions
	Verify Quorum		Winsor	
	Review and approve previous minutes	C/3	Winsor	
	Annual Elections and Appointments	C/3	Winsor	
	Corporate Board of Directors and Chair			Appointment of officers
				President
				Vice President
				Vice President
				Secretary
				Treasurer
	Annual Report	B	Winsor	Review all annual reports.
	Financial – Final 2018 budget approval for ADE	C/3	Brice	
	Academic data		Mendonca	
	Curriculum & Instruction		Garrison	
	Enrollment		Krantzman	
	Staffing		Rodriguez	
	Annual WIG	C/2	Winsor	Establish annual WIGs for each component of Paideia
	Determine the annual corporate level WIGs			
	Academic (Mendonca/Garrison/Perez)			
	Financial (Rodriguez/Krantzman/Brice)			
	Enrollment/Attendance (Krantzman)			
	Staffing (Rodriguez)			
	Review/Revised Bylaws	C/3	Winsor	Annual review and possible revision of corp bylaws
	Previously reviewed by attorney Andy Western, Osborn Maledon LLC			
	Review Key Items			
	Vote for approval of revised bylaws			
	Conflict of Interest Policy Review	B	Winsor	Review and sign statements of acknowledgement
	Opportunity to reveal any duality or conflict of interest.			
	Establish Meeting Pattern for BoD 2017-18	C/2	Winsor	By resolution, meetings beyond qtrly meetings

**Purpose**

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

**Decision**

- 1 = Command
- 2 = Consult
- 3 = Vote

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**FY 2018 SUMMARY OF CHARTER SCHOOL PROPOSED BUDGET**

CTDS Number 078206000

	Totals		% Increase/Decrease
	Prior Year 2017	Budget Year 2018	
<b>1000 SCHOOLWIDE PROJECT</b>			
100 Regular Education			
1000 Instruction	1,950,812	1,293,105	-33.7%
Support Services			
2100 Students	350,144	139,990	-60.0%
2200 Instruction	210,087	97,530	-53.6%
2300 General Administration	0	3,766	
2400 School Administration	350,144	226,860	-35.2%
2500 Central Services	210,087	231,199	10.0%
2600 Operation & Maintenance of Plant	280,116	726,425	159.3%
2900 Other Support Services	0	0	
3000 Operation of Noninstructional Services	0	20,266	
4000 Facilities Acquisition & Construction	0	0	
5000 Debt Service	170,000	599,678	252.8%
610 School-Sponsored Cocurricular Activities	0	0	
620 School-Sponsored Athletics	0	0	
630, 700, 800, 900 Other Programs	0	0	
Regular Education Subtotal	3,521,390	3,338,819	-5.2%
200 Special Education			
1000 Instruction	70,028	98,357	40.5%
Support Services			
2100 Students	206,642	174,142	-15.7%
2200 Instruction	0	0	
2300 General Administration	0	0	
2400 School Administration	0	5,138	
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	276,670	277,637	0.3%
400 Pupil Transportation	0	187,501	
530 Dropout Prevention Programs	0	0	
540 Joint Career & Tech. Ed. & Voc. Ed. Center	0	0	
550 K-3 Reading	0	54,900	
<b>Total</b>	<b>3,798,060</b>	<b>3,858,857</b>	<b>1.6%</b>

The budget of The Paideia Academies, Inc. for fiscal year 2018 was officially proposed by the Governing Board on June 27, 2017. 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 2017	Budget Year 2018	
Total All Disability Classifications	276,670	277,637	0.3%
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	
<b>Total</b>	<b>276,670</b>	<b>277,637</b>	<b>0.3%</b>

EXPENSES BY PROJECT			
	Totals		% Increase/Decrease
	Prior Year 2017	Budget Year 2018	
Schoolwide	3,798,060	3,858,858	1.6%
Classroom Site Projects	189,790	225,373	18.7%
Instructional Improvement	12,491	18,472	47.9%
ELL Structured English Immersion	0	0	
ELL Compensatory Instruction	0	0	
Federal Projects	607,276	680,635	12.1%
State Projects	0	0	
Capital Acquisitions	180,000	0	-100.0%
<b>Total Expenses</b>	<b>4,787,617</b>	<b>4,783,338</b>	<b>-0.1%</b>

# Agenda: Paideia Academies, Inc. Paideia Academy of South Phoenix

## Corporate Board Meeting Minutes

June 28, 2017

9:00 am to 9:26 am

### Location:

7777 S. 15<sup>th</sup> Terrace

Phoenix, AZ 85042

Called to order at 9:00 am.

The following members of the corporate board were present:

Dr. Brian Winsor, Ms. Victoria Garrison, Mrs. Beth Mendonca (teleconference)

Board Member Absent:

Present Guests: Joel Brice

- I. Opening Items
  - a. Verify quorum – 3 voting members present
- II. Approval of Arizona State Proposed Budget for Fiscal Year 2018  
Mr. Joel Brice of Consilium Financial presented the proposed budget page by page. Extended discussion regarding page 3 “Additional Teacher Salary Increases (LAWS 2017, CH. 305, Section 33). Mr. Brice explained that this is a state funded raise for all returning teachers to Paideia. These funds must be accurately tracked and accounted for as they will be audited. Teachers to receive this raise must receive an addendum to their employment agreement outlining the raise and that it is completely subject to the state of Arizona funding. This raise may be discontinued the following year. The raise must also be accounted for on the teacher’s pay stub as a separate item. All other categories were reviewed.  
Dr. Winsor entertained a motion to approve the Proposed Budget  
Mrs. Mendonca made the motion to approve Paideia Academies, Inc. proposed budget to the Arizona Department of Education.  
Ms. Garrison made a second on the motion.  
Voting was unanimous to approve the proposed budget.
- III. Adjournment  
There being no further business to be transacted, motion to adjourn by Dr. Winsor second by Mrs. Mendonca and unanimously approved. The meeting adjourned 9:26 am.

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Next corporate board meeting set for 9:30 am July 10, 2017 at 1535 E Baseline Rd. Phoenix, AZ 85042



Approved by Name & Date

7/10/2017

*Paideia Academy of South Phoenix, Corporate Board Agenda*

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

*\*\*Motion; Second; Discussion; Vote – or – Who; Does What; By When; How Reported*

**FY 2018 SUMMARY OF CHARTER SCHOOL PROPOSED BUDGET**

C.TDS Number 078206000

	Totals		% Increase/Decrease
	Prior Year 2017	Budget Year 2018	
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1000 Instruction			
Support Services			
2100 Students	350,144	139,990	-60.0%
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2900 Other Support Services	0	0	
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5000 Debt Service	170,000	599,678	252.8%
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620 School-Sponsored Athletics	0	0	
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Support Services			
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2200 Instruction	206,642	174,142	-15.7%
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2600 Operation & Maintenance of Plant	0	0	
2900 Other Support Services	0	0	
3000 Operation of Noninstructional Services	0	0	
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5000 Debt Service	0	0	
Special Education Subtotal	276,670	277,637	0.3%
400 Pupil Transportation	0	187,501	
530 Dropout Prevention Programs	0	0	
540 Joint Career & Tech. Ed. & Voc. Ed. Center	0	0	
550 K-3 Reading	0	54,900	
<b>Total</b>	<b>3,798,060</b>	<b>3,858,857</b>	<b>1.6%</b>

The budget of The Pajedia Academies, Inc. for fiscal year 2018 was officially proposed by the Governing Board on June 27, 2017. The complete budget may be reviewed by contacting Dr. Brian Winsor at (602) 343-3040 or bwinsor@pajediaemail.com.

SPECIAL EDUCATION PROGRAMS	Totals		% Increase/Decrease
	Prior Year 2017	Budget Year 2018	
Total All Disability Classifications	276,670	277,637	0.3%
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	
<b>Total</b>	<b>276,670</b>	<b>277,637</b>	<b>0.3%</b>

EXPENSES BY PROJECT	Totals		% Increase/Decrease
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ELL Compensatory Instruction	0	0	
Federal Projects	607,276	680,635	12.1%
State Projects	0	0	
Capital Acquisitions	180,000	0	-100.0%
<b>Total Expenses</b>	<b>4,787,617</b>	<b>4,783,338</b>	<b>-0.1%</b>

**Corporate Board Meeting**

**Date/Time: June 28, 2017 at 9:00 AM**

Location: Paideia Academy South Phoenix  
7777 S. 15<sup>th</sup> Terrace  
Phoenix, AZ 85042



*Pasted  
6/28/17  
BXC/SM*

Roll Call  
Present:  
Absent:

Agenda Item	*Purpose	Lead	**Decision to Action	Materials	Time
<b>I. Opening Items</b> <b>A. Verify Quorum</b>					
<b>II. Approval of the Arizona State Proposed Budget for Fiscal Year 2018</b>	C	Brice			
<b>III. Closing</b> <b>Public Comment</b>					
A. <b>Call to the Public</b> This is the time for the public to comment. Members of the Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. § 38-431.01(H), action taken as a result of public comment will be limited to directing staff to study the matter, responding to any criticism, or scheduling the matter for further consideration and decision at a later date.					
<b>IV. Adjournment</b>					

NEXT MEETING: July 17th, 2017

Paideia Academy South Phoenix

Local Wellness Policy Evaluation

Review Meeting held: Friday, June 5<sup>th</sup>, 2017

Reviewers in attendance:

Dr. Brian Winsor – Principal

Tajiddin Karim – Karim’s Kobbler

Ronna Krantzman – State & Federal Prg. Director

Jose Gracia – Physical Education Teacher

Kim Sweney – School Registered Nurse

Dawn Torres-Rivas – Meal Program Coordinator

Staci Emilianowicz – St. Mary’s Food Bank Partner

Scholar Evaluators - Gabriel Torres-Rivas, Gracie Alvidrez, Adrian Rodriguez, Angel Raya, Malik Karim, Tanner Winward, Aria Bonnett

Wellness Practices & Goal Review by Pillar category: The LWP team reviewed each current practice and goal, made notes and recommendations, and scored each item according to adherence to the practice and/or goal. Scores are tallied on a Likert scale of 1 – 5, (5 being the best result). The LWP team agreed upon the overall score for each item.

*1. Our school culture supports and reinforces the health and well-being of each scholar and family.*

### **Current Policies & Practices:**

1. Extracurricular activities promoting health and fitness (Step Classes, Basketball, farm team, cub and boy scouts) after school.

*Evaluation: Seasonal Sports programs have increased their prevalence for FY17. Plan to add volleyball to the seasonal roster for fy18. Removed Yoga and Dance, and Zumba classes.*

**LWP Team review = 5**

**Goal #1:** For FY2018, form a foundational partnership with Phoenix Children Hospital who has agreed to train our staff on student wellness and trauma sensitivity.

Evaluation: We have begun holding meetings with our trauma team leaders that focus upon overall wellness and intervening with identified scholars who had traumatic events in their lives.

**LWP Team review = 5**

**Goal #2:** Form a partnership with a high quality counseling service for FY2018 whose duties would include: intervention with scholars who are experiencing traumatic situations with life and/or family and supports their overall social and emotional wellbeing.

Evaluation: At this time we have not found a service to provide all of the services that we are searching for. Administration will continue to prioritize this goal for fy18.

**LWP Team Review = 2**

2. *Our school health education curriculum and instruction support and reinforce the health and well-being of each scholar and family by addressing the physical, mental, emotional, and social dimensions of health.*

### **Current Policies & Practices:**

1. Paideia has maintained a full time registered nurse since 2014. Our nurse has assisted teachers & parents with student health concerns/issues and has given teachers advice and feedback on a variety of health related curriculum and resources.

Evaluation: Policies and practices are upheld to the appropriate level.

#### **LWP Team Review = 5**

2. Every student's BMI was taken in Spring 2017 and results were given to parents to inform them of their child's statistics. Results were also shared with our PE coach to allow him to assist our individual students with their fitness and health goals.

Evaluation: BMI was just taken for grades 5-6 this year, and will expand to 4-6<sup>th</sup> next year. The LWP team feels like we need to provide better mechanism for disseminating the results to families and making them more meaningful.

#### **LWP Team Review = 2**

**Goal #1:** To take our emergency and safety team to create a more effective safety plan for the school. Our school nurse will take the lead in this team and involve all the major stakeholders in this plan.

Evaluation = Paideia would like to have this plan fully established and active by the middle of the school year. At this time the team members have just started meeting and working on the plan.

#### **LWP Team Review = 2**

**Goal #2:** Engage all classrooms with age-appropriate responsibilities for our school garden. We want to ensure that every student feels accountable for the health of our school garden and gains an

understanding and appreciation for the work involved with growing a garden, harvesting and preparing nutritious food. For Fy2018, every grade will be assigned garden responsibilities and schedules for the shared success of our garden.

Evaluation = Paideia was not able to uphold all of our goals and practices for the school garden for FY17. We did make strides on furthering our garden; however, we want to expand these practices for next year.

### **LWP Team Review = 3**

*3. Our school physical education schedule, curriculum, and instruction support and reinforce the health and well-being of each scholar and family by addressing lifetime fitness knowledge, attitudes, behaviors, and skills.*

#### **Current Policies & Practices:**

1. For FY2018, Paideia was approved for both of these grants. We are continuing the process of learning the FitnessGram software through the Presidential Youth Fitness Grant and have completed the components of the Presidential Youth Fitness Program every year since 2014.

Evaluation = Our PE department continued the PYFP program and upheld its requirements for FY17.

### **LWP Team Review = 4**

**Goal #1:** For Fy2018, we will expand the use of our FitnessGram software from the Presidential Youth Fitness Program. For FY2017, we established one testing session during the Spring. Next year, we will run one session in the Fall and one session in the Spring. By expanding the sessions for next year, we will be able to set up individual student goals from the Fall assessments and run progress checks when they retest in the Spring. Student BMI tracking will also tie into the benchmark assessments and allow our Health and Wellness team to create individual student health goals and disseminate all results of the FitnessGram assessments, BMI measures and student health goals to their parents.

Evaluation = We are happy with our progress with the PYFP program and further our goals in this area. We did not take the BMI for every child, but took it for grades 5-6 and tied the results to their PE goals.

#### **LWP Team Review = 4**

**Goal #2:** Expand the use of technology integration with our physical education curriculum. We currently incorporate multimedia components into our physical education curriculum to supplement our lessons and engage our students in exciting, fun ways. The feedback and results have been very positive, and we will expand this aspect of our fitness program this upcoming year and find new innovative ways to combine a variety of technology and media.

Evaluation: Paideia is very pleased with the use and expansion of the PE department's technology integration in each of the grades and classes.

#### **LWP Team Review = 5**

*4. Our school facility and environment support and reinforce the physical, mental, and emotional health and well-being of each scholar, family, and staff member.*

#### **Current Policies & Practices:**

1. Paideia currently utilizes the Peaceful Playgrounds program for our recess breaks. Playground aides have all been trained in the variety of Peaceful Playground games, conflict resolutions, and maintaining a safe and fun recess environment. Students receive positive reinforcement for good recess behavior and/or assisting other students/teachers on campus with the use of "Leadership Tickets" that can be turned in for prizes. The students are very proactive about assisting others and showing mutual respect to their peers and school staff.

Evaluation: Paideia has revised our behavior incentive and tracking program to be more effective. New and returning playground coaches received Peaceful Playgrounds training at regular intervals. The playground staff employs a proactive positive approach to conflict resolutions.

**LWP Team Review = 3**

**Goal #1:** Expand our Peaceful Playgrounds implementation and provide more opportunities to promote students' good behavior, healthy habits and good citizenship.

Evaluation: As noted above, Paideia will expand the training and follow through of Peaceful Playgrounds program and re-instate the Leadership Tickets.

**LWP Team Review = 3**

**Goal #2:** Obtain a part – time family/student counselor who will deal only with family and student counseling items. This will alleviate some of the time constraints on our current case manager and allow him to focus on other important goals which relate to family involvement events and activities.

Evaluation: Still searching for appropriate candidate for FY18.

**LWP Team Review = 1**

*5. Our school addresses the health and well-being of each staff member.*

**Current Policies & Practices:**

1. Paideia has partnered with the local LA Fitness to offer discounts for any staff member to join LA Fitness.

Evaluation: Still in practice, but less staff utilizing service

**LWP Team Review = 4**

2. We recently completed a staff health and wellness survey and will use the results of this survey to begin establishing a fitness room for staff members to use on campus.

Evaluation: Unable to establish a fitness room, Personal Training is also available from our volunteer Wellness Coordinator.

**LWP Team Review = 3**

3. Paideia offers our staff members a variety of health benefits that include: comprehensive health insurance, life insurance, short-term disability, dental & vision insurance. Discounts at fitness clubs.

Evaluation = Still in practice.

**LWP Team Review = 5**

**Goal #1:** Establish a fitness room for Paideia Staff members by the beginning of FY2018.

Evaluation = As noted above, unable to establish a fitness room, but have substituted fitness discounts for local gym memberships.

**LWP Team Review = 3**

*6. Our school collaborates with parents and the local community to promote the physical, mental, and emotional health and well-being of each scholar.*

**Current Policies & Practices:**

1. Paideia holds a multitude of family, student and community events throughout the school year. Our Fall & Spring festivals always have fitness components (obstacle courses, bounce houses, races, etc.) as well as promoting nutrition (offers healthy food choices, nutritious vendors, general information on health and nutrition at booths).

Evaluation = Paideia is pleased with the levels of support and engagement with our events and the promotion of our nutrition and wellness initiatives.

2. Paideia partners with St. Mary's food bank each week to provide weekend food backpacks that feed a family of 4. We also partner with a local food pantry that provides healthy snacks for families in need.

**Goal #1:** We are to increase the number of food bags each week from 45 to 65.

Evaluation: We met with St. Mary's Food bank to increase the amount of backpacks going home to families.

### **LWP Team Review = 3**

*7. Our school sets realistic goals for scholar and staff health that are built on accurate data and sound science.*

#### **Current Policies & Practices:**

1. Paideia discourages students and staff from bringing any "junk" food on campus. We offer high quality, nutritious meals provided by our caterer, Karim's Cobbler, and encourage staff members to either eat the catered meals or bring healthy options from home in order to model healthy food habits.

Evaluation = Paideia has made improvements with regards to staff modeling healthy eating behaviors and providing whole grain rich foods to our students in adherence to HHFKA.

### **LWP Team Review = 5**

2. Students volunteered to sample menu items from different caterers and were surveyed regarding their preferences. These surveys and students feedback were taken into consideration during formal procurement process and assisted us with better meeting their nutrition needs.

### **LWP Team Review = 5**

**Goal #1:** Establish student wellness goals for FY2017. Once student FitnessGram assessments and BMI results are taken in the Fall, our wellness team will review the data, look for trends and discuss possible student goals for FY2017 that would focus around decreasing childhood obesity and increasing positive responses to healthy foods, especially fresh fruit and vegetables.

Evaluation: We have begun making the student's individual wellness data more meaningful to them via their physical fitness assessment data, however, we want to expand our scope for this next year and incorporate more data points for the students to track.

### **LWP Team Review = 4**

**Goal #2:** Since we will participate in the Presidential Youth Fitness program for 2017-2018, we would like to establish a baseline goal for the percentage of students who qualify for National Fitness Honors and Presidential Fitness Honors. For FY2018, we would like at least 50% of our students to attain National Fitness Honors and at least 25% to attain Presidential Fitness Honors.

Evaluation = We are currently addressing this goal.

### **LWP Team Review = 1**

*8. Our school facilitates scholar and staff access to health, mental health, and dental services.*

#### **Current Policies & Practices:**

1. We provide students access to dental care via the Arizona Smiles program. Every student receives a free toothbrush, dental resources and information and the opportunity to sign up to receive basic dental care while at school. For FY2017, we had 2 sessions with Arizona Smiles.

Evaluation = Our partnership with AZ smiles was a success and we assisted at least 20 kids per session over the course of 4 sessions during the year.

**LWP Team Review = 5**

**Goal #1:** Increase opportunities for nutrition education and promotion within our classrooms and during events held at Paideia. We will integrate more of the nutrition education, promotion and resource information available to students, parents and the community at all of the events that we hold.

Evaluation = Our teachers made improvements with this goal for FY17, but we will continue to increase these opportunities for nutritional education and promotion for FY18 as we expand our school garden and sustainability initiatives.

**LWP Team Review = 3**

*9. Our school supports, promotes, and reinforces healthy eating patterns and food safety in routine food services and special programming and events for scholars and staff.*

**Current Policies & Practices:**

1. Paideia will use Karim's Cobbler Shop for our breakfast and lunches. Karim's Cobbler Shop was just chosen as our caterer because they uphold a high quality to their food choices, procures local fruits and vegetables whenever possible, and were very flexible when it comes to meeting the needs of our school. Karim's Cobbler Shop provides a daily salad option during lunch and a daily vegetarian option to promote healthy eating habits. The caterer also provides calorie counts and nutrition calculations on their website as an additional resource for parents, students and staff.

Evaluation = Paideia just enacted Karim's Cobbler Shop for our catering services for FY18. They have revised our menus for FY18 and added more whole grain and nutritious options.

**LWP Team Review = 5**

2. Bi-annual on-site monitoring for NSLP and HAACP compliance. Our State & Federal Programs Director performs 2 unscheduled inspections (one for breakfast service and one for lunch service) to ensure that the catering & cafeteria staff are maintaining compliance with NSLP and HAACP requirements.

Evaluation = Monitoring performed and results were very positive.

**LWP Team Review = 5**

**Goal #1:** Our goal is to obtain a salad bar to be used each day by our students.

Evaluation = In July we met with ASU and have establish a partner grant to obtain a salad bar by the end of this year.

**LWP Team Review = 4**

**Overall Score: 125 points/170 points possible = 72%**

The Paideia Academies Inc.

Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on June 18, 2018 at 5:00 PM

## Minutes

### I. Verified Quorum – All present

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

Guests present:

Mr. Brice of Consilium Financial Group-Telephonic

Mrs. Ja Lanell Jordan

Mrs. Mellissa Schmaltz (voted in board member awaiting IVP Fingerprint Clearance Card and other documents)

### Approve previous minutes

Motion to approve board minutes from May 20, 2018 with noted changes. Motion made by Dr. Hess, Second made by Mrs. Mendonca

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

No votes: none

Motion passes unanimously

### II. Call to the public

No members of the public requested comment

### III. Approval of Arizona State Proposed Budget for Fiscal Year 2019

Mr. Joel Brice of Consilium Financial Group presented the proposed budget page by page. Extended discussion regarding page 2 "Charter Contact Information". Mr. Brice explained that this is a new requirement by the state to allow members of the public to be able to have direct contact information of charter members should they have questions about the budget. Extended discussion regarding page 4 "Gifted Education". Mr. Brice explained that revenues are not tracked/reported due to being minimal and suggested that moving forward the information can be tracked/reported. Extended discussion regarding page 3 "Joint Career & Technical Ed & Vocation Ed." Mr. Brice explained that there should not have been any spending in any year and will correct the cell of reference. Extended discussion regarding page 3 "Instructional Improvement Project". Mr. Brice explained this fund is based on Tobacco sales taxes to aide in funding for teacher salaries, curriculum enhancement, and etc.

Motion to approve FY 2019 Budget as presented with noted corrections made by Dr. Tietgen, Second made by Mrs. Leach

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

No votes: none

Motion passes unanimously

IV. Parent Scholar Handbook

Dr. Winsor opened discussion for the additions made to the section "Code of Conduct" pg. 17, Vandalism & Graffiti of Property as recommended by Paideia's attorney. Extended discussion regarding Dress Code & Uniform Policy pg. 23. Dr. Winsor proposed that Polo's no longer be required to be tucked in. Dr. Winsor also proposed that Zip-up hoodies be replaced with a sweatshirt to include the Paideia logo. The board agreed that hoodies could still be worn until phased out in the upcoming years. Dr. Winsor continued with a proposal for beanie's with the Paideia logo to be worn during the winter months.

Motion to approve Paideia Academies Parent Scholar Handbook as presented with noted revisions made by Dr. Hess, Second made by Ms. Garrison

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

No votes: none

Motion passes unanimously

V. Teacher Salary Schedule & Raises

Dr. Winsor opened for discussion for the 2018-19 Teacher Salary Schedule. A brief discussion was made to go over the newly formatted salary schedule and proceeding information to address the 9.1% pay increase.

Motion to approve Paideia Academies 2018-2019 Teacher Salary Schedule as presented made by Mrs. Leach, Second made by Mrs. Mendonca.

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

No votes: none

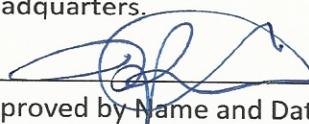
Motion passes unanimously

VI. Board Nominations

No discussion made as nominees Camilla Diaz and Lucas Landreth were not present.

Meeting adjourned at 6:15PM

Next corporate meeting to be held on June 18, 2018 at 5:00 PM at the Baseline Corporate Headquarters.

  
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:** 06/14/2018  
**Date:** 6/18/2018  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess

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

**In attendance/Verify Quorum:**

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

**New Agenda Items:**

Item #	Agenda Topic	Purpose/Decision	Lead	Desired Outcome/Notes/Decisions
I	Approve previous meeting notes			
II	Call to the public	A	Winsor	<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation.</i>
III	Approval of Arizona State Proposed Budget for Fiscal Year 2019	C	Winsor	
IV	Parent Scholar Handbook - 2019	C	Winsor	
V	Teacher Raises	C	Winsor	
VI	Board Nominations	B	Winsor	
	Camilla Diaz			
	Lucas Landreth			
IX	Adjournment	C	Winsor	
	Next meeting			
	1535 E Baseline Rd, Phoenix AZ 85042			

**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 May 21, 2018 at 5:00 PM

Minutes

I. Verified Quorum – All present

Telephonic – Dr. Tietgen

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

Not Present - Mrs. Leach

Guests present:

Mr. Brice of Consilium Financial Group

Mrs. Ja Lanell Jordan

Mrs. Mellissa Schmaltz

Ms. Daniella

8<sup>th</sup> grade Paideia scholar Daniella Martinez

8<sup>th</sup> grade Paideia Scholar Karen Trejos

Approve previous minutes

Motion to approve board minutes from April 23, 2018 with. Motion made by Dr. Tietgen,

Second made by Mrs. Mendonca

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

No votes: none

Motion passes unanimously

II. Call to the public

No members of the public requested comment

III. Presentation of Dress Code for JA

Dr. Winsor opened discussion for the acceptance of the proposed dress code changes to the Paideia Junior Preparatory Academy (grades 7-8) as presented by scholars Daniella and Karen. As expressed the main focus of the proposed changes is so that Junior Academy's uniform would stand out from elementary grade levels. Proposed changes are as follows:

**Young Men's Shirts and Pants**

Junior Academy black, navy blue, maroon long or short sleeve Polo Shirts with fabric and special logo.

Option to wear shorts

Option to wear ties

100% percent polyester for polo shirt

Black, navy blue or maroon red long sleeve oxford shirts with Paideia logo from Paideia store.

Polo and oxford shirts Must be tucked in.

Docker style khaki or dark blue pants.

Khaki or dark blue shorts NO CARGO pockets.

Owl Spirit T-Shirt and blue jeans may be worn on Fridays only. Friday blue jeans must be in good repair, have NO holes, shreds, cuts, strings.

NO skinny jeans, tight or form fitting jeans.

Owl Spirit – T-shirt does not need to be tucked in.

**Young Women's Shirts, Pants, Skirts and Skooters**

May wear short or long sleeve polo shirts same as young men

May wear long sleeve oxford shirts same as young men

Shirts with Paideia logo from Paideia store

NO TIGHT OR FORM FITTING PANTS.

SCHOLARS WILL NOT BE ALLOWED INTO CLASSROOMS if not dressed in proper uniform

Khaki or dark blue shorts NO CARGO pockets.

Owl Spirit T-Shirt and blue jeans may be worn on Fridays only.

Friday blue jeans must be in good repair, have NO holes, shreds, cuts, strings.

NO skinny jeans, tight or form fitting jeans.

Owl Spirit – T-shirt does not need to be tucked in.

**Sweatshirts/ Sweaters/ Coats:** Please write scholar name on label of all outerwear clothing.

Large coats may be worn on the playground but not in the building.

Only solid dark blue, black, grey color sweaters may be worn in the classroom. All other coats must be removed in the classroom.

Please do not send scholars to school wearing only a sweatshirt.

Long sleeve undershirts may be worn under a polo shirt; however, the undershirt must be solid white, blue, or gold in color.

Junior Academy scholars may wear the special hoody with JA logo.

**Shoes:**

No changes

Ms. Garrison made the Recommendation to have JA council present the dress code changes to grades 6<sup>th</sup> and 7<sup>th</sup> with clear knowledge that it was 8<sup>th</sup> grade council who decided upon the

dress code changes. Motion made by Ms. Garrison, Second made by Dr. Hess

Approved by: Dr. Tietgen, Mrs. Mendonca, Ms. Garrison, Dr. Winsor, Dr. Hess

Motion passed unanimously

IV. Board Development

Dr. Winsor introduced and nominated the following:

Jennifer "Melissa" Schmaltz, MS, CSP

Motion to induct into the Corporate Board made by Mrs. Mendonca. Second made by Dr. Hess

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

No votes: none

Motion passes unanimously

V. Financial Review

Mr. Brice of Consilium Group presented a thorough review of Paideia Academy, Inc. Unaudited Financial Report as of 04/30/2018. Dr. Winsor shared that he would like to in the near future to have subcommittees within the corporate board to focus on areas such as fundraising and marketing.

VI. Enrollment Goals

Dr. Winsor reviewed the academy's current enrollment of 729 and goal enrolment of 818 for the 2018-19 academic school year.

## VII. Legislative Update

Dr. Winsor gave a general overview of the State Budget for school funding:

Base Level Increases (this doesn't include the weighted funding formulas)

- Increase from \$3683.27 to \$3960.07 unweighted amount (*That's \$276.80 increase per student and will increase or base revenue to over \$220,000 for this coming year!*)
- Inflation at 1.77% (*Last year and over the past 10 years we've received less than 1% inflation*)

Additional assistance inflation increase:

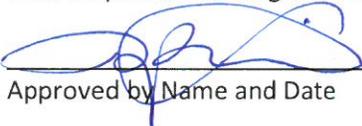
- K-8: increase from \$1775.05 to \$1807 (*That's \$32 increase per student and will increase our revenue over \$25,000. In the past the state legislature would give us additional assistance and then take it back in our funding formula! We screamed about this for years but since it was such a hidden formula no one really knew about it*)

Additional Assistance Restoration: (*As I mentioned above, the additional assistance has been taken back in the funding formulas. The new funding law will restore the back funding in the following schedule. As you can see in the first row the state government owes the schools \$18.6 million! Every year the amount owed will reduce until entirely paid back in 2023.*)

- Current – FY18 = \$18.6M
- FY19 = \$13.6M (*\$74 per pupil, +\$27 per pupil = \$101 per pupil which will increase our revenue over \$80,000 next year*)
- FY20 = \$10.22M (*\$55 per pupil, +\$21 per pupil = \$76 per pupil which will increase our revenue over \$60,000 for that year*)
- FY21 = \$6.8M (*\$37 per pupil, +\$18 per pupil = \$55 per pupil increasing our revenue over \$44,000 for that year*)
- FY22 = \$3.4M (*\$18 per pupil, +\$19 per pupil = \$37 per pupil increasing our revenue over \$29,000 for that year*)
- FY23 = \$0.00 (*+18 per pupil which will increase our revenue over \$14,000 for that year*)

Meeting adjourned at 6:15 PM

Next corporate meeting to be held on June 18, 2018 at 5:00 PM at the Baseline Corporate Headquarters.

  
Approved by Name and Date

6/18/2018





**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:** 05/18/2018  
**Date:** 05/21/2018  
**Directors:** Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess

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

**Welcome and celebration:**

**In attendance/Verify Quorum:**

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

**Training –**

**New Agenda Items:**

Item #	Agenda Topic	Purpose/Decision	Lead	Desired Outcome/Notes/Decisions
I	Consent Agenda			
	Approve Minutes from previous corporate board meetings			
II	Call to the public	A	Winsor	
	<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation.</i>			
III	Presentation of Dress Code for JA	C	Winsor	8 <sup>th</sup> grade council presentation of proposed dress code
IV	Board Development	C	Winsor	
	Review, nomination, vote			
	Melissa Schmaltz			
	Lucas Landreth			
V	Financial Review	A	Joel Brice	
	Current budget 2018			
	Budget proposal 2019			
	Fundraising mechanism – Corp Board Lead the Way			
VI	2019 Enrollment Goals	A	Winsor	
VII	Legislative Update	A	Winsor	
	Funding increases			
	Teacher raises			
IX	Adjournment	C	Winsor	
	Next meeting			
	1535 E Baseline Rd, Phoenix AZ 85042			

**Purpose**

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

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

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- 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 April 23, 2018 at 5:00 PM

#### Minutes

#### I. Verified Quorum –All present

Telephonic - Mrs. Leach

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

#### Guests present:

Mr. Isaac Perez

Mr. Brice of Consilium Financial Group

Mrs. Ja Lanell Jordan

Ms. Hannah

Mr. Lucas

#### Approve previous minutes

Motion to approve board minutes from April 13, 2018 with proof-read changes. Motion made by Dr. Hess, Second made by Dr. Tietgen

Motion passes unanimous

#### II. Call to the public

No members of the public requested comment

#### III. Teacher Employment Agreement 2018/19

Dr. Winsor opened discussion for the proposed revisions to paragraph 9 of the teacher employment agreement draft A, "Charter School Remedies for Termination in that liquidated damages in the amount of \$3,000 would be assessed if a teacher were to terminate their employment before the end of the agreement."

Dr. Hess shared feedback he received when reaching out to his resource from a district stating that its best practice to include "liquidated damages" in teacher agreements. The source also shared that their penalty was \$2500 which also included a report to the AZ Dept. of Education for breach of agreement. The board members continued with the discussions of pros and cons. Mrs. Leach and Dr. Winsor recommended maintaining the original version of the teacher agreement with the exception of excluding the reference of Arbitration as made in Draft B. The board made the following motion:

Dr. Tietgen moved to have an in depth study of the issue lead by the Executive Leadership Team to have feedback in order for draft A to be in effect for the 2020 school year. The board directed the executive leadership team to have feedback from the study presented by the beginning of quarter 2, with a review to take place in quarter 3 for final recommendation, and for execution to be made by quarter 4. Second was made by Ms. Garrison.

Motion passed unanimously.

Mrs. Mendonca moved that Employment Agreement Draft B be approved for the 2018/2019 school year. Second by Dr. Hess. Motion passed unanimously.

#### IV. School Calendar

Motion to approve Paideia's 2018-19 school calendar. Reference was made to the change of dismissal time on M,T,Th,F to 3:00PM. Motion moved by Dr. Hess. Second by Dr. Tietgen.

Motion passed unanimously.

V. Employee Handbook

Motion made by Dr. Winsor to approve the updated Paideia Faculty & Staff Handbook with revisions to 10.6 Appearance, Attire, and Hygiene to reflect that both strapless tops and tops with less than a 1 in shoulder strap be Not Allowed. Motion moved by Dr. Tietgen. Second by Ms. Garrison. Motion passed unanimously.

VI. Financial Report

Mr. Brice of Consilium Group presented a general overview of Paideia Academy, Inc. Unaudited Financial Report as of 03/31/2018. Mr. Brice recommended the board to consider revising the accrual rate of PTO for hourly employees.

VII. Enrollment Report

Dr. Winsor reviewed the academy's current enrollment and goal enrollment goal of 850 for the 2018-19 academic school year.

Adjourn

Motion to adjourn by Dr. Tietgen, second by Mrs. Leach, motion passed unanimously.

Next corporate meeting to be held on May 21, 2018 PM at the Baseline Corporate Headquarters.

Approved by Name and Date



5/21/18



**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*

5:00 pm   
 Posted: 04/19/2018  
 Date: 04/23/2018  
 Directors: Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Mrs. Leach, Dr. Tietgen, Dr. Hess

**Welcome and celebration:**

**In attendance/Verify Quorum:**

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

**Training –**

**New Agenda Items:**

Item #	Agenda Topic	Purpose/Decision	Lead	Desired Outcome/Notes/Decisions
I	Consent Agenda			
II	Call to the public	A	Winsor	<i>For your convenience, please see the handout of Paideia Academy's protocol for public comment and participation.</i>
III	Teacher Employment Agreement 2018/19	C	Winsor	
	Discuss modifications			
	Vote			
IV	School Calendar	C	Winsor	
	Discuss			
	Vote			
V	Employee Handbook	C	Winsor	
	Discuss			
	Vote			
VI	Financial Report	A	Brice	
VII	Enrollment Report	A	Winsor	
IX	Adjournment	C	Winsor	
	Next meeting			
	1535 E Baseline Rd, Phoenix AZ 85042			

**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.