

Paideia Academies Inc. Corporate Board Meeting Minutes

Date: Monday, April 28, 2025

Time: 5:00 pm

Location: In Person

Paideia Academies Inc.

Corporate Conference Room

1535 E Baseline Rd.

Phoenix AZ 85042

Public participation in person or via Paideia Academy Youtube Channel Live feed.

<https://www.youtube.com/@paideiaacademies>

The meeting minutes for the meeting are as follows:

I. Call to Order and Quorum verified at 5:02 pm by Dr. Winsor

Members Present

- Dr. Winsor
- Mrs. Jones – via Zoom link
- Mrs. Mendonca – via Zoom link
- Mrs. Hobeiche
- Mrs. Martinez
- Dr. Tietgen

Absent

- none

Guest

- Mr. Joel Brice of Consilium Financial Group
- Mr. Phil Gilmer Principal Paideia Liberal Arts Academy
- Ms. Raven Johnson Principal Paideia Elementary Academy – via Zoom link

II. Discussion/Vote to approve previous minutes – March 3, 2025

- Motion to adopt previous minutes dated March 3, 2025 made by Mrs. Mendonca
- Second Mrs. Jones
 - Voice vote:
 - Yes: Unanimous
 - No: None
 - Abstentions: None
- Motion passes unanimously

III. Executive Report:

- Accreditation Results:
 - Dr. Winsor reviewed the results of Paideia Academies Inc system accreditation. Paideia achieved accreditation from Cognia. Dr. Winsor reviewed the scores and areas of improvement identified.
- Change of banks from Chase to Arizona Bank & Trust.
 - Dr. Winsor reviewed the reasons for changing: 1) Decades long experience with charter schools, 2) better interest rate in sweep account, 3) b-weekly courier deposit pickup
- Single Audit Reporting Package Review Fiscal Year 2024

- Mr. Brice reviewed the full SARP with the board to include all dashboard items and Legal Compliance Questionnaire. Celebrate that the audit was perfect in every way... the LCQ had all "Y"s for the first time in our history.
- SARP Dashboard Report:
 - Annual Net Income: \$1,253,433
 - Debt Service Coverage Ratio: 1.78
 - Days Cash On Hand: 222
 - Average Daily Membership: Stable

IV. Discussion/Vote PEA and PLA Family Guidebook review to include Change of Dress Code Policy:

Mr. Gilmer led the discussion on revising the PLA dress code. He explained that he counseled together with the Family Lighthouse and received their input and approval.

The PLA dress code for 7th and 8th grade will eliminate all blue jeans and crocs. Crocs will also be eliminated from all senior academy grades. A clarifying discussion regarding hoodies in the senior academy. It was determined that the word "distracting ..." would be added to the hoodies not permitted.

- Motion to approve the Paideia Liberal Arts Academy revised dress code policy made by Dr. Tietgen
- Second Mrs. Mendonca
- Roll call Vote:
 - Dr. Winsor - yes
 - Mrs. Jones - yes
 - Dr. Tietgen - yes
 - Mrs. Mendonca - yes
 - Mrs. Hobeiche - yes
 - Mrs Martinez – yes
 - Abstentions - none
- Motion passes unanimously of members present

Ms. Johnson led the discussion on revising the PEA dress code. She also counseled with the Family Lighthouse Committee and received their input and approval. The elementary dress code will eliminate all blue jeans and crocs.

- Motion to approve the Paideia Elementary Academy revised dress code policy made by Dr. Tietgen
- Second Mrs. Hobeiche
- Roll call Vote:
 - Dr. Winsor - yes
 - Mrs. Jones - yes
 - Dr. Tietgen - yes
 - Mrs. Mendonca - yes
 - Mrs. Hobeiche - yes
 - Mrs Martinez - yes
 - Abstentions - None
- Motion passes unanimously of members present

V. Discussion/Vote Paideia Academies Inc. Tuition Reimbursement Policy

Dr. Winsor reviewed the policy. Discussion regarding clause 4 and the ability of Paideia Academies to enforce repayment. After discussion it was determined to reduce the repayment clause from 3-years to a 1-year obligation following the year of tuition reimbursement.

- Motion to approve the Paideia Academies Inc. Tuition Reimbursement Policy as revised made by Dr. Tietgen
- Second Mrs. Martinez
- Roll call Vote:
 - Dr. Winsor - yes
 - Mrs. Jones - yes
 - Dr. Tietgen - yes
 - Mrs. Mendonca - yes
 - Mrs. Hobeiche - yes
 - Mrs Martinez - yes
 - Abstentions - None
- Motion passes unanimously of members present

VI. Discussion/Vote Paideia Academies lease agreement with Unlimited Potential dba Excellence Academy preschool.

Dr. Winsor reviewed the lease agreement and requirements to include lease premises, expiration and renewal date, permitted use as a preschool, and rent. Dr. Winsor explained that the lease was revised from the former lease between Paideia Academies Inc and Paideia Preschool South Mountain.

- Motion to approve the lease agreement between Paideia Academies Inc. and Unlimited Potential dba Excellence Academy made by Dr. Tietgen
- Second by Mrs. Hobeiche
- Roll call Vote:
 - Dr. Winsor - Yes
 - Mrs. Jones - Yes
 - Dr. Tietgen - Yes
 - Mrs. Mendonca - Yes
 - Mrs. Hobeiche - Yes
 - Mrs. Martinez - yes
 - Abstentions - none
- Motion passes unanimously of members present

VII. Discussion/Vote Paideia Academies Inc Corporate Organizational Chart

Dr. Winsor reviewed the organizational chart revisions. Mrs. Mendonca expressed concern that the budget could support that many corporate staff. Dr. Winsor explained that the salaries were reviewed and there is a slight reduction in the full salary load in FY2026 as compared to FY2025 partially due to Mrs. Mendonca's executive position being eliminated and the Executive Director position reducing salary significantly.

- Motion to approve the revised Corporate Organizational Chart made by Dr. Tietgen
- Second Mrs. Martinez
- Roll call Vote:
 - Dr. Winsor - Yes
 - Mrs. Jones - Yes
 - Dr. Tietgen - Yes
 - Mrs. Mendonca - Yes

- Mrs. Hobeiche - Yes
- Mrs. Martinez - Yes
- Abstentions - none
- Motion passes unanimously of members present

VIII. Call to the public – none present

IX. Adjournment at 6:37pm

- Motion to adjourn by Dr. Winsor
- Second Mrs. Mendonca
- Voice vote:
 - Yes: Unanimous
 - No: None
 - Abstentions: None
- Motion passes unanimously of members present

Approved by

Date

6/23/2025