

Paideia Academies Inc. Corporate Board Meeting Minutes
Meeting Held Via Zoom Link and broadcast to public via Paideia Youtube Live Channel

Location:

Dr. Winsor at Paideia Academies Inc 1535 E Baseline Rd. Phoenix AZ 85042

All Via Zoom Link.

Public Access to View Meeting – Paideia YouTube Channel

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

The agenda for the meeting is as follows:

Called to Order at 5:00pm on 7/08/2024

I. Call to Order Verify Quorum – 5:02 pm

Members Present – via zoom link

Ms. Garrison – Board Chair – present via zoom

Dr. Winsor – Executive Director

Mrs. Mendonca – Treasurer

Dr. Tietgen

Mrs. Baker

Absent:

Mrs. Hobeiche – Secretary

Ms. Martinez

Ms. Cox

Guests: Mr. Phil Gilmer – PLA Dean of Students

II. Discussion/Vote to approve previous minutes – June 10, 2024

- Motion by Dr. Winsor
- Second by Dr. Tietgen
- Voice Vote –
 - Yes: Unanimous
 - No: none
 - Abstentions: none

Absent:

- Ms. Cox – Absent
- Ms. Martinez – Absent
- Mrs. Hobeiche – Absent

Motion passes unanimously of members present

III. Public Hearing and Board Discussion/Vote Paideia Academies Inc ADE Adopted Budget Fiscal Year 2025

- Motion by Dr. Tietgen to adopt Paideia Academies Inc. proposed budget for Fiscal Year 2025
- Second by Mrs. Mendonca
- Roll Call Vote:
 - Ms. Garrison – Yes
 - Dr. Winsor – Yes
 - Mrs. Mendonca – Yes
 - Dr. Tietgen – Yes

- Mrs. Baker – Yes
- Abstentions:
- None
- Absent:
- Mrs. Hobeiche
- Ms. Martinez
- Ms. Cox
- Motion passes unanimously of board members present

IV. Discussion/Vote to approve Paideia Liberal Arts Academy Senior Academy Dress Code – Mr. Phil Gilmer Dean of Students

Mr. Gilmer reviewed the proposed dress code for PLA Senior Academy. Board members congratulated Mr. Gilmer and the Senior Academy Scholar Leadership for such a thoughtful and well-prepared Dress Code proposal.

- Motion by Mrs. Baker to adopt the recommendation from PLA Senior Academy Scholar Leadership team to update the Senior Academy dress code to include Smart Casual.
- Second by Dr. Tietgen
- Roll Call Vote:
 - Ms. Garrison – Yes
 - Dr. Winsor – Yes
 - Mrs. Mendonca – Yes
 - Dr. Tietgen – Yes
 - Mrs. Baker – Yes
 - Abstentions:
 - None
 - Absent:
 - Mrs. Hobeiche
 - Ms. Martinez
 - Ms. Cox
- Motion passes unanimously of board members present

V. Discussion/Vote on school policies:

- i. Updated School Safety Policy – A.R.S. § 15-153

Dr. Winsor presented the reason for the updated school safety policy. ADE requires “prohibition on hazing” be included in the school safety policy. Dr. Winsor further explained the need to have a clear policy regarding “Parental Behavioral Expectations”. He elaborated over the past two years parents have become more and more aggressive in their interactions with teachers, receptionists and school leaders. He counseled with corporate attorneys from Osborn Maledon to include a paragraph addressing this issue. Discussion on prohibition on hazing included the need to further clarify the definition of hazing as required in the paragraph. Dr. Tietgen found the legal definition of hazing and aiding and abetting hazing. It was suggested that the text not be included but that the section of the law be inserted as a hyperlink in that paragraph.

All else regarding the policy was acceptable.
- Motion by Dr. Tietgen to adopt the updated school policy with amendments as discussed.

- Second by Mrs. Baker
- Roll Call Vote:
 - Ms. Garrison – Yes
 - Dr. Winsor – Yes
 - Mrs. Mendonca – Yes
 - Dr. Tietgen – Yes
 - Mrs. Baker – Yes

Abstentions:

- None

Absent:

- Mrs. Hobeiche
- Ms. Martinez
- Ms. Cox

Motion passes unanimously of board members present

- ii. Paideia Liberal Arts Academy Cell Phone Policy - <https://www.veryondr.com/phone-free-schools>

Dr. Winsor and Mr. Gilmer explained the need for control over scholars with cell phones on campus. Questions were asked about the procedure of getting phones in the pouches and what if a scholar claims not to have a cell phone. Mr. Gilmer pointed these solutions out in the policy. Mrs. Mendonca expressed concern for those scholars with cell phones as an ADA Section 504 accommodation. Dr. Winsor explained that those accommodations would remain and those few scholars would have access to their cell phones.

- Motion by Mrs. Baker to adopt the Student Cell Phone Policy for Paideia Liberal Arts Academy written.
- Second by Dr. Tietgen
- Roll Call Vote:
 - Ms. Garrison – Yes
 - Dr. Winsor – Yes
 - Mrs. Mendonca – Yes
 - Dr. Tietgen – Yes
 - Mrs. Baker – Yes

Abstentions:

- None

Absent:

- Mrs. Hobeiche
- Ms. Martinez
- Ms. Cox

Motion passes unanimously of board members present

- iii. Discussion/Vote to approve revised Financial Policies and Procedures Guidebook – FY2025

Dr. Winsor presented the revised Financial Policies and Procedures Guidebook explaining that it has been some time since it has been reviewed closely by the board. Mrs. Mendonca pointed out that the previous review was July 2022. Dr. Winsor explained that a new approval was needed due to a major addition to the Guidebook

resulting from the previous Single Audit. Auditors noted that we didn't have "post audit" procedures in place or in practice. Dr. Winsor worked with Mr. Brice and the auditors to create the post audit section of the guidebook.

The board then spent a few moments reviewing that section as well as a quick scan review of the full document. Yellow Highlighted items were pointed out by Dr. Tietgen. Dr. Winsor explained those were reminders for him to review all of the forms for consistency mentioned in the policy. Dr. Tietgen also pointed out a couple of places where a "Business Manager" is noted. Dr. Winsor pointed out that we no longer have that position. It was determined that the Financial Policies and Procedures Guidebook isn't quite ready for a board vote and should be tabled while the Executive Leadership team make the revisions needed.

- Motion by Dr. Tietgen to table this item until the executive leadership team can further review and revise in preparation for board review.
 - Second by Dr. Winsor
 - Roll Call Vote:
 - Ms. Garrison – Yes
 - Dr. Winsor – Yes
 - Mrs. Mendonca – Yes
 - Dr. Tietgen – Yes
 - Mrs. Baker – Yes
- Abstentions:
- None
- Absent:
- Mrs. Hobeiche
 - Ms. Martinez
 - Ms. Cox

Motion passes unanimously of board members present

~~iv. Updated School Safety Policy (includes hazing and parental behavioral expectations) –~~

~~A.R.S. § 15-153 Repeat of item V.i~~

VI. Call to the Public if any – Please state your name and affiliation with Paideia Academies Inc. Please see "Public Comment" instructions above.

- None

VII. Executive Session – Dr. Winsor invited to attend Executive Session. Vote to go into executive session includes the implied permission for him to attend.

- Motion by Dr. Tietgen to go into Executive Session to discuss Executive Director Employment Agreement and salary.
- Second by Mrs. Mendonca
- Roll Call Vote:
 - Ms. Garrison – Yes
 - Dr. Winsor – Yes
 - Mrs. Mendonca – Yes
 - Dr. Tietgen – Yes
 - Mrs. Baker – Yes

Abstentions:

- None

Absent:

- Mrs. Hobeiche
- Ms. Martinez
- Ms. Cox

Motion passes unanimously of board members present

VIII. Discussion/Vote Employment Agreement and Salary for Executive Director

After discussion of executive director

- Motion by Dr. Tietgen to approve the presented employment agreement and salary of Dr. Winsor as Executive Director as discussed in Executive Session
- Second by Mrs. Baker
- Roll Call Vote:
 - Ms. Garrison – Yes
 - Dr. Winsor – Abstain
 - Mrs. Mendonca – Yes
 - Dr. Tietgen – Yes
 - Mrs. Baker – Yes

Abstentions:

- Dr. Winsor

Absent:

- Mrs. Hobeiche
- Ms. Martinez
- Ms. Cox

Motion passes unanimously of board members present

VIII. Adjournment

- Motion by Dr. Tietgen to adjournment at 6:58pm.
- Second by Mrs. Mendonca
- Voice Vote
 - Yes: Unanimous
 - No: none

Abstentions: none

Absent:

- Mrs. Hobeiche
- Ms. Martinez
- Ms. Cox

Motion passes unanimously of board members present

Approved by

Date