

Paideia Academies Inc. Corporate Board Meeting Minutes

Date: Monday, June 23, 2025

Time: 5:00 pm

Location: Virtual Via Zoom Link

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 5:00 pm by Dr. Winsor

Members Present

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

Absent

- Mrs. Martinez

Guest

- Mr. Joel Brice of Consilium Financial Group – via Zoom link
- Ms. Rie Nakamura Business Office Manager Paideia Academies - via Zoom link
- Mrs. Mison Chew Director of Student Services Paideia Academies – via Zoom link
- Mr. Phil Gilmer Principal Paideia Liberal Arts Academy – via Zoom link
- Mrs. Maricela Espinoza – parent – via Zoom link

II. Discussion/Vote to approve previous minutes – April 28, 2025 and May 28, 2025

- Motion to adopt previous minutes dated April 28, 2025 and May 28, 2025 made by Dr. Tietgen
- Second Mrs. Mendonca
- Voice Vote:
 - Yes: All – via Zoom link
 - No: none
 - Abstentions: none
 - Absent: Mrs. Martinez
- Motion passes unanimously of members present

III. Vote to Enter Executive Session to discuss Student Promotion/Retention Appeal of Mercedes Gomez

- Motion made to enter executive session made by Dr. Tietgen
- Second made by Mrs. Mendonca
- Roll Call Vote:
 - Dr. Winsor - via Zoom link - yes
 - Mrs. Jones - via Zoom link - yes
 - Mrs. Mendonca - via Zoom link - yes
 - Mrs. Hobeiche - via Zoom link - yes
 - Dr. Tietgen - via Zoom link – yes

- Abstentions: none
- Absent: Mrs. Martinez
- Motion passes unanimously of those present
(Notes from executive session retained at Paideia Academies Inc.)

IV. Vote to approve/deny appeal of student retention of Mercedes Gomez:

- Motion made to deny appeal of student retention made by Dr. Tietgen
- Second made by Mrs. Mendonca
- Roll Call Vote:
 - Dr. Winsor - via Zoom link - yes
 - Mrs. Jones - via Zoom link - yes
 - Mrs. Mendonca - via Zoom link - yes
 - Mrs. Hobeiche - via Zoom link - yes
 - Dr. Tietgen - via Zoom link – yes
 - Abstentions: none
 - Absent: Mrs. Martinez
- Motion passes unanimously of those present to deny the appeal resulting in Mercedes Gomez retention to 7th grade in the coming school year.

V. Discussion/Vote Paideia Academies Inc. ADE Proposed Budget for Fiscal Year 2026

Mr. Joel Brice of Consilium Financial Group reviewed the proposed budget for fiscal year 2026 with the Board, which projects a 1.06 debt service coverage ratio similar to the current year. Mr. Brice explained that while the budget shows thin financial performance, Paideia has sufficient cash reserves to handle any minimal deficit. The board approved the proposed budget, which includes a slight increase in average teacher compensation and a shift in expense classifications to push more funds into the classroom. The Proposed Budget must be Approved by July 15th and a revised budget must be approved by September 15th, after the actual student enrollment and state per-pupil funding are known.

- Motion to approve the Paideia Academies Inc. ADE Proposed Budget for Fiscal Year 206 made by Mrs. Jones.
- Second Dr. Tietgen
- Roll Call Vote:
 - Dr. Winsor - via Zoom link - yes
 - Mrs. Jones - via Zoom link - yes
 - Mrs. Mendonca - via Zoom link - yes
 - Mrs. Hobeiche - via Zoom link - yes
 - Dr. Tietgen - via Zoom link – yes
 - Abstentions: none
 - Absent: Mrs. Martinez
- Motion passes unanimously of members present.

VI. Discussion/Vote to approve School/Parent Compact FY2026

The leadership team reviewed and approved the updated school parent compact for the 2025-2026 fiscal year, with modifications made to clarify parent responsibilities including regular communication, involvement in community activities, and treating staff with kindness. Dr. Tietgen raised a question about whether there should be separate parent compacts for elementary and PLA students, which Dr. Winsor suggested studying over the next year. The compact was translated into

Spanish and updated based on teacher and parent feedback, with Mrs. Jones noting that the changes were a combination of this input and previous versions.

- Motion to approve the School/Parent Compact FY2026 made by Mrs. Jones.
- Second Dr. Tietgen
- Voice Vote:
 - Yes: Unanimous – via Zoom link
 - No: none
 - Abstentions: none
 - Absent: Mrs. Martinez
- Motion passes unanimously of members present

VII. Acknowledgement of Mrs. Mendonca’s retirement from the corporate board. Heartfelt appreciation and acknowledgment of Mrs. Mendonca’s impact and “fingerprints” throughout Paideia’s academic programs. Dr. Winsor thanked Mrs. Mendonca for her many years of professional service that I led us through the accreditation process and early charter renewal.

VIII. Adjournment at 6:13 pm

- Motion to adjourn by Mrs. Jones
- Second Mrs. Mendonca
- Voice vote:
 - Yes: Unanimous – via Zoom link
 - No: None
 - Abstentions: None
 - Absent: Mrs. Martinez
- Motion passes unanimously of members present

Approved by

Date