

Paideia Academies Inc – Corporate Board Meeting Summary

Date: Monday, February 2, 2026 **Time:** 5:00 PM – 6:30 PM

Location: Paideia Academies Corporate Conference Room, 1535 E Baseline Rd, Phoenix AZ 85042

Public Access: Doors open to Board Room at 4:30 pm. Live via Paideia Academy YouTube

Meeting Type: Regular Corporate Board Meeting

Meeting Minutes

I. Call to Order & Quorum Verification

Field	Details
Recorder (<i>Mrs. Rodriguez</i>)	
Attendees: 6 Absent: 0	Board Members: <ul style="list-style-type: none">■ Dr. Winsor- via Zoom■ Mrs. Jones■ Mrs. Rodriguez■ Mrs. Chew■ Dr. Tietgen■ Mrs. Hobeiche- via Zoom Guests: Mr. Brice and Ms. Nakamura
Quorum Verified	Yes
Start Time	5:07pm

II. Approval of Previous Minutes for 10-20-25

Discussion Summary	Decision	Motion By / Seconded By	Vote Outcome
Discussion: No discussion was needed for previous minutes.			
Motion by: Dr. Tietgan		Second by: Mrs. Jones	
Vote: Roll Call Vote: <ul style="list-style-type: none">Dr. Winsor- YesMrs. Jones- YesMrs. Rodriguez- YesMrs. Chew- Yes			

Discussion Summary	Decision	Motion By / Seconded By	Vote Outcome
Dr. Tietgen- Yes Mrs. Hobeiche- Yes Abstentions- None No- None			
Decision: Motion passed unanimously.			

III. Call to the Public

Dr. Winsor stated that nobody had contacted him requesting to speak at this meeting.

IV. Executive Report

A. Continuous Improvement Plan – Strategic Initiatives, Goals, Objectives

Mrs. Jones presented an overview of the continuous improvement plan, focusing on three objectives: implementing multi-tiered systems of support (MTSS) with fidelity, ensuring authentic relationships across campus, and analyzing common assessments and informal observations. She reported that 100% of classrooms have implemented structured grade-level interventions,(academic and behavior) and monthly meetings are held to review data and track progress. 20% of scholars are being taken out for intervention. This number is starting to decrease. Paideia staff conduct check-ins and discuss things like emotional bank accounts while getting ongoing feedback from scholars, parents and teachers. Mrs. Jones also mentioned that winter perception surveys were recently completed and are currently being analyzed.

B. Review of Academic and Operational Performance

Mrs. Jones presented assessment results from the MAP winter testing. The data showed the school reached the 56th percentile in math, with growth from the 47th to 52nd percentile. The reading data showed 53rd percentile growth and science reached the 42nd percentile, in its second year of testing. Winter assessment data showed an increase in achievement across all subject areas.

C. Financial Dashboard Update:

Metric	Discussion Summary
ANI \$162,000	Mr. Brice discussed the financial situation, noting that while the school is slightly below the required 1.20 performance actual coverage for fiscal year 2025, they are working on implementing consultant recommendations to improve financial performance, with a projected debt service coverage
DSCR .58	

Metric	Discussion Summary
DCOH 226	of 0.58 for the current fiscal year. The board reviewed financial performance, discussing a projected \$587,000 loss after depreciation and amortization, with a need to improve performance by \$817,000 to meet ASBCS requirements and \$977,000 to satisfy bond loan agreements.
ADM 784	

D. Community Outreach and Marketing

Mrs. Jones reported that Mrs. Chew has currently taken on the role of helping with social media engagement. Several teachers have contributed with really creative and engaging classroom videos. Ms. Nakamura created a partnership with Ace Hardware. The Paideia Liberal Arts student council did 2 fundraisers at Raising Canes and Chipotle. Paideia leadership continues to pursue outreach to local preschools. Paideia Liberal Arts has a new social media club. The school was involved with a Schools Choice event and will be at the upcoming Laveen BBQ. The Family Lighthouse Committee hosts a monthly community market. Paideia encourages referrals from family and friends. Mrs. Jones stated the school continues to work on student retention. Paideia is holding monthly walk and talks for the public and has an upcoming kindergarten roundup. Dr. Winsor stated there is a push for Paideia to be known as a thought leader with the Leader in Me curriculum. He added podcasts are being created and we have a YouTube channel where the teachers can include their videos.

V. Policy Discussions and Votes: Revised Kindergarten standard and early enrollment.

<p>Discussion: The policy was discussed and the assessment tool was presented to board members by Dr. Winsor. It was pointed out that Paideia is missing out on potential new scholars for enrollment by not having the policy in place, especially with sibling groups. The board members decided the following items need to be added: appeals will be reviewed by the governing board and the principal will appoint and supervise the Early Entry Screening Team.</p>	
<p>Motion by: Mrs. Rodriguez</p>	<p>Second by: Dr. Tietgan</p>
<p>Vote: Roll Call Vote: Dr. Winsor- Yes Mrs. Jones- Yes Mrs. Rodriguez- Yes Mrs. Chew- Yes</p>	

Dr. Tietgen- Yes
Mrs. Hobeiche- Yes
Abstentions- None
No- none

Decision:

Motion passed unanimously with the addition of the following: appeals will be reviewed by the governing board and the principal will appoint and supervise the Early Entry Screening Team.

VI. Policy Discussion/Vote: Parent and Family Engagement

Discussion:

The policy was presented by Dr. Winsor. Mrs. Jones stated we are already doing many of these things at Paideia. Dr. Tietgan noticed that there seems like a lot of collaboration with parents is needed. The board brainstormed the best way to collaborate with parents. It was suggested the Family Lighthouse Committee help facilitate some of the objectives. Feedback from both Mrs, Rodriguez and Mrs. Hobeiche indicated the FLC team probably would not have the capacity to facilitate this. The topic can be added as an agenda item at the next meeting on Friday. It's important that a diverse group of parents are represented in this potential new committee. The board agreed that Mrs Jones can come up with a plan to facilitate a new parent/school group and report back to the board at the next meeting.

Motion by: Dr. Tietgan

Second by: Mrs. Hobeiche

Vote:

Roll Call Vote:

Dr. Winsor- Yes
Mrs. Jones- Yes
Mrs. Rodriguez- Yes
Mrs. Chew- Yes
Dr. Tietgen- Yes
Mrs. Hobeiche- Yes
Abstentions- None
No- None

Decision:

Motion passed unanimously.

VII. Discussion/Vote to adopt Paideia Academies Inc Calendar FY2027.

Discussion: Mrs. Jones noted this does not include the upcoming cultural events for FY2027. The board noted there was one less half day in March. Mrs. Jones explained the spring festival will be in March and has not been added yet.	
Motion by: Dr. Tietgan	Second by: Mrs, Rodriguez
Vote: Roll Call Vote: Dr. Winsor- Yes Mrs. Jones- Yes Mrs. Rodriguez- Yes Mrs. Chew- Yes Dr. Tietgen- Yes Mrs. Hobeiche- Yes Abstentions- None No- None	
Decision: Motion passed unanimously.	

VIII. Adjournment

Motion by: Mrs. Jones	Second by: Dr. Tietgan
Adjournment at 6:21pm Vote: Voice Vote: Yes- Unanimous The motion passed unanimously.	
Next meeting scheduled for Monday, March 30, 2026	

Approved by

Date