

Paideia Academies inc. Corporate Board Annual Meeting Minutes

Date: Monday, October 20, 2025

Time: 5:00 pm

Location:

Paideia Corporate Building

Corporate Conference Room

1535 E Baseline Rd.

Phoenix AZ 85042

Public participation via Paideia Channel Youtube Live video feed.

The meeting minutes for the meeting are as follows:

I. Call to Order Verify Quorum at 5:04 pm by Dr. Winsor

Members Present

- Board Chair and Executive Director Dr. Winsor
- Treasurer and Executive Director of Education Mrs. Jones
- Secretary Mrs. Rodriguez
- Member Dr. Tietgen
- Member Mrs. Chew

Absent

- Member Mrs. Hobeiche

Guests

- Mr. Joel Brice of Consilium Financial Group
- Ms. Rie Nakamura – Business Office Manager

II. Discussion/Vote to approve previous minutes – August 25, 2025

- Motion to adopt previous minutes dated August 25, 2025 made by Dr. Tietgen
- Second – Mrs. Jones
 - Voice Vote
 - Yes: Unanimous
 - No: None
 - Abstentions: None
 - Absent: Mrs. Hobeiche
- Motion passed unanimously of members present

III. Call to Public.

None

IV. Discussion/Vote Approval Annual Financial Review (AFR) FY2025 (Joel Brice)

Mr. Brice presented the annual financial report (AFR) for fiscal year 2025, highlighting revenues of \$10.428 million and expenses of \$7.243 million from school-wide sources, along with \$9.766 million from federal programs. The district spent all COVID-related funding, including \$457,648 from ESSER III, and ended the year with \$5.24 million in cash. Average teacher compensation increased by 3.2% to \$57,472, and the district set

aside \$667,000 for future capital projects, maintaining financial stability for the upcoming fiscal year.

- Motion to approve the Annual Financial Review for fiscal year 2025 by Mrs. Rodriguez
- Second – Dr. Tietgen
- Roll Call Vote:
 - Dr. Winsor - Yes
 - Mrs. Jones – Yes
 - Mrs. Chew - Yes
 - Dr. Tietgen – Yes
 - Mrs. Rodriguez - Yes
 - Abstentions – None
 - Absent – Mrs. Hobeiche – Yes
- Motion passed unanimously of members present

V. Executive Report

- Review progress of Continuous Improvement Plan – Strategic Initiatives, Goals and Objectives
Mrs. Jones presented an overview of the continuous improvement plan, focusing on three objectives: implementing MTSS with fidelity, ensuring authentic relationships across the campus and school community, and analyzing common assessments and teacher observations to ensure rigor with support for all. Mrs. Chew highlighted the progress made in MTSS, including bi-monthly meetings with the support team and intervention strategies for both special education and general education students. Mrs. Jones reviewed survey results showing strengths in relationships and culture, as well as areas needing improvement such as leadership transparency and student experience in middle and high school. Mrs. Jones also discussed the implementation of AVID program components to track rigor and support in classrooms, emphasizing the importance of monitoring assessment data and classroom observations.
- Review initial academic benchmark performance for growth and achievement.
Mrs. Jones reviewed fall benchmark data showing math scores at the 46th percentile and reading scores at the 49th percentile across K-12 grades, with Victoria explaining that 1st-20th percentile students represent 20% of scholars in both subjects. Benjamin noting that academic data appeared better than historically recorded.
- Presentation by Joel Brice of Current Unaudited Financials as of October 20, 2025
Mr. Brice presented the current year budget projections for the board which showed a potential deficit in debt service coverage ratio of .77. Mr. Brice and Dr. Winsor

noted that management is working to maintain cash reserves to address financial challenges in future years.

The presentation discussed enrollment challenges and marketing strategies. Dr. Winsor explained that enrollment was lower than expected, leading to budget adjustments. Mrs. Jones outlined a new marketing plan that includes podcasts and community outreach to promote Paideia's whole child education approach. The team discussed reasons for declining enrollment, including neighborhood moves and financial constraints. Dr. Winsor suggested leveraging family-to-family referrals and creating video content to reach potential families. The group acknowledged that 819 students might be their current enrollment reality for the foreseeable future, and they are adjusting the budget accordingly to reach 1.2 coverage by fiscal year 27.

The group discussed strategies for addressing declining enrollment, with Dr. Winsor highlighting the cost-effectiveness of enrolling families compared to securing business sponsorships. Dr. Tietgen warned against relying solely on attracting students from other districts, noting that declining birth rates are a widespread issue affecting all Phoenix school districts. The team agreed that while external marketing efforts are valuable, the primary responsibility for enrollment lies with school principals, who should drive community engagement and mitigate student loss.

VI. Board review of Board Stewardship Toolkit page 3 “Board Reflection & Accountability Checklist”.

- The board discussed their board stewardship toolkit and reviewed various indicators of academic monitoring and financial alignment

VII. Adjournment at 6:21pm

- Motion to adjourn made by Mrs. Jones
- Second made by Mrs. Rodriguez
 - Voice vote;
 - Yes – all present
 - No – none
 - Abstentions – none
 - Absent: Mrs. Hobeiche
- Motion passed unanimously of members present


Approved by

February 2, 2026

Date