

The Paideia Academies, Inc.

Corporate Board Meeting held at 7777 S 15th Terrace, Phoenix, Arizona 85042 and telephonically

March 18, 2019

Called to order at 10:05 AM

Minutes

I. Verify Quorum –

Telephonic – Dr. Tietgen, Mrs. Schmaltz, Mrs. Leach, Dr. Hess, Mr. Landreth.

In person – Dr. Winsor, Mrs. Mendonca, Ms. Garrison

II. Teacher Employment Agreement - 2020

Purpose of meeting to discuss and approve teacher employment agreement revision from the previous agreements. Options to consider meant to address the challenge faced by the school when teachers terminate their agreement early. After consulting with the school's attorney, John Blanchard, the corporate board were presented with the following four options:

- 1) Paragraph 9 as written without alternative language
- 2) Paragraph 9 as written with only alternative language
- 3) Paragraph 9 as written including alternative language
- 4) Paragraph 9 stricken completely

Discussion between board members included the concern that the punitive paragraph might deter teachers from signing the agreement. If so, perhaps we didn't want that teacher as it is an indicator of early self-termination. Most board members stated dislike for the paragraph but felt it was needed as this year alone we lost 7 teachers to early self-termination. Discussion further addressed the idea that special circumstances could occur when the penalty would not be required as indicated by the word "may" in the second paragraph.

Ms. Garrison made the motion to accept the agreement with paragraph 9 as written without alternative language.

Mrs. Mendonca made a second to the motion.

Roll call vote:

Dr. Hess - yes

Dr. Winsor-yes

Ms. Garrison- yes

Mrs. Schmaltz- yes

Mr. Landreth- yes

Mrs. Leach- yes with input that she did agree with alternative language

Dr. Tietgen- yes

Motion passes by unanimous vote

Meeting adjourned at 10:25 AM

Next corporate board meeting to be held on March 25, 2019 5PM at the Baseline Corporate Headquarters.

Approved by  _____ Date: 3/25/19 _____

Benjamin Tietgen, Chair