

The Paideia Academies Inc.
Corporate Board Meeting held at 1535 E Baseline Rd Phoenix AZ 85042

Called to order on April 23, 2018 at 5:00 PM

Minutes

I. Verified Quorum –All present

Telephonic - Mrs. Leach

In Person – Dr. Winsor, Mrs. Mendonca, Ms. Garrison, Dr. Tietgen, Dr. Hess

Guests present:

Mr. Isaac Perez

Mr. Brice of Consilium Financial Group

Mrs. Ja Lanell Jordan

Ms. Hannah

Mr. Lucas

Approve previous minutes

Motion to approve board minutes from April 13, 2018 with proof-read changes. Motion made by Dr. Hess, Second made by Dr. Tietgen

Motion passes unanimous

II. Call to the public

No members of the public requested comment

III. Teacher Employment Agreement 2018/19

Dr. Winsor opened discussion for the proposed revisions to paragraph 9 of the teacher employment agreement draft A, "Charter School Remedies for Termination in that liquidated damages in the amount of \$3,000 would be assessed if a teacher were to terminate their employment before the end of the agreement."

Dr. Hess shared feedback he received when reaching out to his resource from a district stating that its best practice to include "liquidated damages" in teacher agreements. The source also shared that their penalty was \$2500 which also included a report to the AZ Dept. of Education for breach of agreement. The board members continued with the discussions of pros and cons. Mrs. Leach and Dr. Winsor recommended maintaining the original version of the teacher agreement with the exception of excluding the reference of Arbitration as made in Draft B. The board made the following motion:

Dr. Tietgen moved to have an in depth study of the issue lead by the Executive Leadership Team to have feedback in order for draft A to be in effect for the 2020 school year. The board directed the executive leadership team to have feedback from the study presented by the beginning of quarter 2, with a review to take place in quarter 3 for final recommendation, and for execution to be made by quarter 4. Second was made by Ms. Garrison.

Motion passed unanimously.

Mrs. Mendonca moved that Employment Agreement Draft B be approved for the 2018/2019 school year. Second by Dr. Hess. Motion passed unanimously.

IV. School Calendar

Motion to approve Paideia's 2018-19 school calendar. Reference was made to the change of dismissal time on M,T,Th,F to 3:00PM. Motion moved by Dr. Hess. Second by Dr. Tietgen. Motion passed unanimously.

V. Employee Handbook

Motion made by Dr. Winsor to approve the updated Paideia Faculty & Staff Handbook with revisions to 10.6 Appearance, Attire, and Hygiene to reflect that both strapless tops and tops with less than a 1 in shoulder strap be Not Allowed. Motion moved by Dr. Tietgen. Second by Ms. Garrison. Motion passed unanimously.

VI. Financial Report

Mr. Brice of Consilium Group presented a general overview of Paideia Academy, Inc. Unaudited Financial Report as of 03/31/2018. Mr. Brice recommended the board to consider revising the accrual rate of PTO for hourly employees.

VII. Enrollment Report

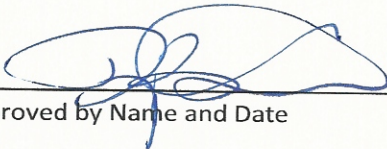
Dr. Winsor reviewed the academy's current enrollment and goal enrollment goal of 850 for the 2018-19 academic school year.

Adjourn

Motion to adjourn by Dr. Tietgen, second by Mrs. Leach, motion passed unanimously.

Next corporate meeting to be held on May 21, 2018 PM at the Baseline Corporate Headquarters.

Approved by Name and Date



5/21/18