



ANNUAL MEETING OF THE BOARD OF DIRECTORS MINUTES

Thursday, July 12, 2018

Washington Building - Liberty Hall

One Sierra Gate Plaza, Roseville, CA 95678

Restoring America's Heritage by Developing Servant Leaders

CLOSED SESSION - 4:00 p.m.

- I. Real Property Negotiations**
Twelve Bridges, Lincoln, CA 95648
Negotiator: Joseph Benson
Negotiation re: Price and Terms with Athlos
- II. Real Property Negotiations**
1102 Investment Blvd., El Dorado Hills, CA 95762
Negotiator: Joseph Benson
Negotiations re: Terms and Price with Ridge Capital and Winn Communities
- III. Real Property Negotiations**
5 Sierra Gate Plaza, Roseville, CA 95678
Negotiator: Joseph Benson
Negotiations re: Terms and Price
- IV. Public Employment Performance Evaluations**
Executive Director
Headmaster of Elementary Education
Headmaster of Secondary Education
- V. Anticipated Litigation - Section §54957.6**

OPEN SESSION - 5:00 p.m.

I. PRELIMINARY

CALL TO ORDER: President Forman called the meeting to order at 5:02pm.

ROLL CALL

Dean Forman	Present
Tricia Nielsen	Present
Roy Braatz	Present
Cindi Sherrod	Absent
John Brennan	Present

REPORT FROM CLOSED SESSION

No action was taken.

APPROVAL OF PREVIOUS MINUTES

DRAFT June 14, 2018 Regular Meeting

DRAFT June 14, 2018 Special Meeting

DRAFT June 28, 2018 Special Meeting

Motion to approve the previous minutes made by Tricia Nielsen. Seconded by Roy Braatz.

Vote:

Dean Forman	Yes
Tricia Nielsen	Yes
Roy Braatz	Yes
Cindi Sherrod	Absent
John Brennan	Yes

THOUGHT OF THE DAY – Chairman Forman

Dr. Forman shared a thought about John Quincy Adams. At 12, John Quincy was asked to go to Europe with his father, which he did and was educated in Paris, with Benjamin Franklin. At age 14-16, he was asked to be the ambassador to Russia. At age 20 he came back and felt life had passed him by and he had limited ability to provide any contribution. He felt that if one goes into politics, it should be through invitation, not through offering one's services. At 25 he still wondered what he was supposed to do when he got a letter from James Monroe who invited him to be secretary of state. John Quincy Adams was a humble man – everything he wrote showed humility and that there was something bigger at work that he was a part of. He later became president of the United States and after a heated election; he lost a second term to Andrew Jackson. Dr. Forman pointed out the contrast of some leaders today who are very much about themselves and shared an example of John Quincy Adams' humility that when he stepped down from the presidency he went back to congress as a representative and supported anti-slavery efforts. Later in his life he died at his desk. Dr. Forman reflected on the beauty that takes place in the classroom when the scholars can see what they can become.

II. (5:20-5:30) COMMUNICATIONS

- A. ORAL COMMUNICATIONS: Non-agenda items: no individual presentation shall be for more than two (2) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation. *(The Board has the discretion to restrict public comments to those matters it deems relevant to its subject matter jurisdiction. Gov. Code §54954.3)*

No public comment made.

B. For Information: PSO Update (Braatz)

Linzi Craz reported for PSO. The secondary social event is coming up as well as the teacher luncheon. She reported on the time capsule. Information was handed out to the board as the PSO would like to give the board time to contribute items. The capsule will be opened 25 years after the start of John Adams Academy in 2010. Kimberly Martin, Strategic Events Coordinator will be organizing the event that will take place after the start of school upon the completion of the Jefferson Building. There will be a 150 lb. granite medallion that will mark the location of the time capsule once it is buried.

C. For Information: Financial Update (Adams)

D. For Information: Leadership Updates

The Jefferson Building (The new MPR on the Roseville Campus) is moving along nicely with a completion target for the end of August.

All of the walls on the El Dorado Hills building are framed, wired, and are starting to be closed. The polished concrete is completed. All the finish products are on order and scheduled to be here on time. The first week of September is still the target for starting school. They will have a better idea of an actual start date soon and it will be communicated.

The Lincoln campus is working on office space and a playground. A location for turf and play structure has been identified.

Regarding training this year, a goal of PD is to help teachers better understand the Socratic seminar. Dr. Henke is out of town for professional development that is run primarily in the Socratic seminar format. There is an admin retreat in a few weeks. The PD plan for new teachers and returning teachers is close to being finalized. Mrs. Brown is also out of town at a PD conference.

E. For Information: Board Announcements

No board announcements made.

III. (5:30-5:35) CONSENT AGENDA

A. Approval of Warrants`

B. Ratification of Contracts

C. Approval of Position/Campus Transfers

a. Doughty, Angel - Assistant Dean of Secondary Education ROS to Director of Educational Services NSD

b. Krohn, Alina - El Dorado Hills Campus to Lincoln Campus

c. Perez, Angelica - Roseville Campus to El Dorado Hills Campus

d. Wilson, Jennifer - Elementary Teacher ROS to EL Development Teacher ROS

e. Zacharia, Jordan - Assistant Dean of Elementary Education EDH to Dean of Elementary Education EDH

D. Approval of New Hires

- a. Anderson, Karin – Secondary Teacher ROS
 - b. Christian, Jed – Secondary Teacher ROS
 - c. Donaldson, Kirby – Elementary Teacher EDH
 - d. Edens, Irik – Secondary Teacher ROS
 - e. Harrison, Shannon – Instructional Aide ROS
 - f. Jossart, Elisa – Secondary Teacher ROS
 - g. Litherland, Lindsay – Elementary/Secondary PE Teacher ROS
 - h. Pywtorak, Mary – Elementary Teacher - ROS
 - i. Teesdale, Kaitlyn – Elementary Teacher EDH
 - j. Wiskel, Stacie – Elementary Teacher EDH
 - k. Wyatt, Travis – Elementary Teacher ROS
 - l. Wygal, Jackie – Secondary Health Aide ROS
- E. Approval of Split Position
- a. Muyanja, Meghan – Teacher/PT Assistant Dean of Elementary Education EDH
- F. Approval of Resignations
- b. Densley, Nalina – Secondary Teacher ROS
 - c. Schaffer, Jackie – Secondary Teacher ROS
- G. Approval For Membership To The Philanthropy Roundtable And Board Travel To the Philanthropy Roundtable Meeting.

Motion to approve the consent agenda made by Roy Braats. Seconded by John Brennan.

Vote:

Dean Forman	Yes
Tricia Nielsen	Yes
Roy Braatz	Yes
Cindi Sherrod	Absent
John Brennan	Yes

IV. (5:35 – 6:30) DISCUSSION & ACTION AGENDA

A. Designation of the Board and Election of Officers

Motion to approve positions as constituted: Dr. Forman as President and Chairmen of the Board, Tricia Nielsen as Vice Chairman, John Brennan as Secretary and Roy Braatz and Chief Financial Officer. Motion made by John Brennan. Seconded by Roy Braatz.

Vote:

Dean Forman	Yes
Tricia Nielsen	Yes
Roy Braatz	Yes
Cindi Sherrod	Absent
John Brennan	Yes

Motion to stagger term of board members Cindy Sherrod and John Brennan to October 2018, and Roy Braats, Dr. Forman, and Tricia Neilsen to October 2019. Motion made by John Brennan. Seconded by Roy Braatz

Vote:

Dean Forman	Yes
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Tricia Nielsen	Yes
Roy Braatz	Yes
Cindi Sherrod	Absent
John Brennan	Yes

B. John Adams Academy Style Guide

The outreach team gathered together to codify elements to present a guide that isn't restrictive, but empowers staff and to be a resource. The team hopes the guild would be approved with recommendations in efforts to have a completed guide to start the school year off with when the teachers return.

Motion to approve the John Adams Academy Style Guide made by Tricia Nielsen. Seconded by Roy Braatz.

Vote:

Dean Forman	Yes
Tricia Nielsen	Yes
Roy Braatz	Yes
Cindi Sherrod	Absent
John Brennan	Yes

At 5:43pm, the Executive Director left the meeting room. Dr. Henke and Mrs. Brown were not present at the meeting.

C. Approval of Changes in Compensation for Executive Director, Headmaster of Elementary Education and Headmaster of Secondary Education

Summary of discussion amongst board: Once a year the board does a review of these positions. Frequently, as part of the review, compensation is also reviewed. Dr. Henke has been with JAA for one year; Mrs. Brown since inception, but at her administrative position for 3 years, and the Executive Director has been employed by JAA for 2 years. They were all given reviews 3 months ago and the board was pleased with their performance. None of them have received a change in compensation for last few years and although Dr. Henke had just completed his first year, his duties are changing the upcoming school year.

In 2016-17, teachers received raises that were 4-5%, and also received similar increase for this year. Both years teachers and other staff were granted increases greater than the state allocation increase. We have been trending higher than COL. Some employees received more this year in order to align with their professional development and achievement with academics on their own personal development. Some took classes, received additional degrees and others become department chairs. All of this was taken into consideration during reviews.

The board commented that JAA competes with local districts; we are funded the same, but unfortunately the academy pays for its own facilities. For positions held for multiple years, it should be considered a little more than the position held only a year. The raise is in proportion to the teachers – trackable with teachers. The board also recognized that administration has been

honorable in being an advocate for teachers and held off raises previously to make sure teachers could have sufficient raises. The board expressed appreciation for the sacrifices made for the teachers and recognized that admin has been tasked with additional responsibilities as well, often above what their counterparts have as duties in other districts with such differences as working for twelve months a year. The admin has exceeded the board's expectations and they recognized that the team is a necessary component that supports the teachers.

Motion to increase the Executive Director's salary 7%, the Elementary Headmaster by 7% and the Secondary Headmaster by 4% made by Tricia Nielsen. Seconded by John Brennan.

Vote:

Dean Forman	Yes
Tricia Nielsen	Yes
Roy Braatz	Yes
Cindi Sherrod	Absent
John Brennan	Yes

At 6:01pm the Executive Director returned to the meeting room.

D. Strategic Planning

The Executive Director presented a strategic plan to the Board. The plan was a variation of what they have been working on previously. There are three areas of focus: an education plan, academic plan, and a support services plan and the document has a detailed description for each. Included with the plan is a draft version of the academic catalog. The Executive Director expressed that all great things come from great minds working together.

Other items the board would like to focus on is effective communication with parents and ongoing outreach with our families via ParentSquare and the website. Cultural events were also discussed as a way to increase school spirit. Many on the board expressed their excitement to go to a game and other events held by John Adams Academy.

Ms. Nielsen requested access to the scope and sequence prior to the board workshop and would like to understand how the math team addresses those who are learning at a faster rate as well as those who need the extra help.

She would also like access to scheduled meetings held by admin with teachers.

The board also requested regular assemblies that will build the core values and recognized that one of the first events held on the Roseville Campus in the new Jefferson Building would be a whole school assembly where all are involved.

Discussion concluded with plans to gather at a later time to discuss and integrate some of the items that the board would like to proactively add to the strategic plan during a board workshop. The Executive Director would also like to focus on, "Portrait of a Graduate," and, "Portrait of a John Adams

Academy teacher," as well as to consider developing a process that would that would grant JAA Teacher Certification.

A second reading of the Strategic Plan was requested by the board. The Executive Director invited the Board to go through it with him in preparation.

No action taken by the board.

V. BOARD INITIATED BUSINESS - 5 MINUTES

No board business discussed.

VI. NEXT MEETING: Regular Board Meeting - Thursday, August 9, 2018 @ 5:00 p.m.

VII. ADJOURNMENT

Motion to adjourn at 6:44pm made by John Brennan. Seconded by Tricia Nielsen.

Vote:

Dean Forman	Yes
Tricia Nielsen	Yes
Roy Braatz	Yes
Cindi Sherrod	Absent
John Brennan	Yes

Vision

The John Adams Academies are restoring America's heritage by developing servant leaders who are keepers and defenders of the principles of freedom for which our Founding Fathers pledged their lives, fortunes, and sacred honor.

Values

The John Adams Academies are preparing future leaders and statesmen through principle-based education.

Our Core Values:

Appreciation of our Nation Heritage
Public and Private Virtue
Emphasis on Mentors and Classics
Scholar Empowered Learning
Fostering Creativity and Entrepreneurial Spirit
High Standards of Academic Excellence
Modeling What We Teach
Abundance Mentality
Building a Culture of Greatness
Self-Governance, Personal Responsibility and Accountability

Accommodating Those Individuals with Special Needs – In compliance with the Americans with Disabilities Act, John Adams Academies encourage those with disabilities to participate fully in the public meeting process. If you have a special need in order to allow you to attend or participate in our public meetings, please contact our office at (916)780-6800 well in advance of the board meeting you wish to attend so that we may make every reasonable effort to accommodate you, including auxiliary aids or service.