X Kevin Brandon (May 20, 2026 12:03:22 EDT)
Board Member

MINUTES
of the meeting of the
BOARD OF TRUSTEES of JOHN ADAMS ACADEMY, CALIFORNIA
April 9, 2026

The Board of Trustees of John Adams Academy held a meeting on April 9, 2026, at 4:00 p.m. at 5 Sierra Gate Plaza, Roseville, CA 95747

I. PRELIMINARY

(A)Call to Order, (B) Pledge of Allegiance, and (C) Roll Call

The meeting was called to order by Chairman Dean Forman at 4:05 p.m. Members present were Dean Forman, Roy Braatz, and Erin McCoy. Members Kevin Brandon and Jean Pagnone were absent.

II. PUBLIC COMMENT

There were no public comments on the closed session items.

III. CLOSED SESSION AGENDA

The Board adjourned to the closed session at 4:06 p.m. to discuss items per the titles and codes referenced on the agenda.

A. **Conference with Legal Counsel – Existing Litigation [Gov. Code § 54956.9(d)(1)]** (1 Matters)
   1. Jodi Buda vs. JAA
   2. Cotter vs. JAA

B. **Conference with Legal Counsel – Anticipated Litigation [Gov. Code § 54956.9(d)(2)] (1 Matter)**

IV. RETURN TO OPEN SESSION AND REPORT OUT OF CLOSED SESSION

Chairman Forman reported that no action was taken in closed session.

V. PRELIMINARY

(A)Call Meeting to Order, (B) Pledge of Allegiance, and (C) Roll Call

Open Session was called to order by Chairman Forman at 5:10 p.m. The Pledge of Allegiance was recited. Board members present were Dean Forman, Roy Braatz, and Erin McCoy. Members Kevin Brandon and Jean Pagnone were absent.

Also present were Superintendent Dr. Troy Henke, Deputy Superintendents Emily Devers and Bob Bilings, Principals Jesse Meeks, Danielle Boldt, Heather McCarthy, Karessa Borja, Zeta Cammarota, Heather Marziale, Norman Gonzales, and

Academica representatives Kimberly Martin, Amale Jopson, Josh Vavra, Karen Hansen, and Brandi Reinert.

VI. PUBLIC COMMENT

A. ORAL COMMUNICATIONS

Second grade Enrichment Scholar Destiny A. sang *This Land is Your Land* for the Board. Enrichment Coordinator Tammy Scott also surprised Destiny with the news that she had just become a published artist. Her drawing had recently been selected to be on the cover of a children's art book.

VII. COMMUNICATIONS

A. THOUGHT OF THE DAY

Member Braatz underscored the importance of productive dialogue. He cited a blog about engaging in genuine arguments with informed, goodwill individuals, noting that real discussions often lead to changing minds. He highlighted the value of counsel-type settings for decision-making, where participants provide and accept constructive feedback without fear of offense.

B. BOARD ANNOUNCEMENTS

Chairman Forman encouraged campuses to use a reflection prompt asking scholars "How has John Adams Academy changed me?" versus "How do I want to change John Adams Academy?" He emphasized using the final days of the school year for meaningful reflection.

C. PSO UPDATE

Chairman Forman praised the PSO presidents and volunteers for their work such as field trips, simulation days, teacher appreciation, theatrical productions, and choir performances. He highlighted the use of the Raptor volunteer tracking software, driven by grassroots initiative rather than Board directive.

D. SCHOLAR BODY PRESIDENT REPORT

Online Scholar Body President Milan K. delivered a video report highlighting recent activities including a laser tag event planned for April 17th, ongoing debate programs covering topics such as vehicle safety technology and artificial intelligence, and a job market workshop discussing growing industries and future work trends. The president announced plans for an end-of-year festival featuring competitions and challenges where scholars can earn points to spend on prizes.

E. FACILITIES UPDATE

Chairman Forman noted that facility project lists had been distributed to Board members. He emphasized the need to determine available project and maintenance funds and requested that sites prioritize their most urgent needs for the next board meeting.

F. Leadership Updates

Dr. Troy Henke thanked principals for submitting leadership reports and highlighted the John and Abigail Adams statue, a gift received from the John Adams Academies Foundation. He announced a proposal to transition from evergreen employment contracts to standard annual contracts, which would provide more flexibility and align with common educational practices. This change would require teachers to meet annually with administrators to negotiate yearly contracts.

G. Financial Update

Mr. Josh Vavra of Academica provided a brief financial update, noted that revenue stands at $51.5 million, expenses at $54.2 million resulting in a deficit of approximately $2.7 million. He remarked that campuses remained on track with 73-78% of their annual budgets spent, and ANS expenses totaled approximately $2 million. The team was actively working on the 2026-27 budget, with Academica's CFO scheduled to work in person the following week, and the proposed budget would be presented for Board review in June.

Chairman Forman suggested the principals be aware of the best practices being implemented at certain sites to boost enrollment.

VIII. CONSENT AGENDA

Motion: Chairman Forman moved to pull items G and H from the consent agenda for separate discussion. Member Braatz seconded the motion. The motion carried 3-0.

- **A. Approval of Warrants & Credit Card Expenditures**
- **B. Approval of Resignations & Terminations**
- **C. Approval of New Hires**
- **D. Approval & Ratification of Contracts**
- **E. Approval of Previous Minutes**
  1. March 12, 2026 Regular Meeting
  2. March 24, 2026 Special Meeting
- **F. Approval of Enrichment Programming**
  1. Summer Intramural Athletics Camps

Motion: Member Braatz moved to approve items A-F on the consent agenda. Member McCoy seconded the motion. The motion carried 3-0.

G. Approval of Surplus Property – El Dorado Hills Campus

Chairman Forman noted the surplus property list from El Dorado Hills campus included 250 copies of books about the Magna Carta, 9 copies of "Little Britches," and "The Story of the World" by Susan Wise Bauer. He questioned whether these educational resources, particularly elementary-focused ones, should be offered to others before disposal. Dr. Henke confirmed that efforts had been made to sell or

place many of them and confirmed that the items would first be offered to other campuses for potential use before finalizing their disposal.

H. Approval of Annually Renewable Employee At-Will Agreements

Chairman Forman emphasized the importance of conducting regular employee reviews throughout the year, recommending at least three to four evaluations annually to create a paper trail and ensure fair assessment. Dr. Henke confirmed that standardized evaluation tools were being implemented across all campuses for both administrators and teachers, including goal setting and progress reporting**.**

Motion: Member McCoy moved to approve Surplus Property and Annually Renewable At-Will Agreements. Member Braatz seconded the motion. The motion carried 3-0.

X. DISCUSSION & ACTION AGENDA

A. Discussion and Possible Approval of Electives

1. Verse and Virtue: A Poetry Appreciation Class
2. Myth and Meaning: Exploring Tolkien's Middle-earth
3. Liberty in the Machine Age
4. Yoga and Stretch: Foundations of Physical Wellness
5. Athletic Performance and Training Practicum

Online Principal Jesse Meeks presented five new elective courses for the online program. These electives were designed to solve two problems: providing intervention classes for scholars identified as needing support in reading and mathematics; and offering variety beyond the current music, art, and PE options. Dr. Meeks explained that the classes would be taught by passionate mentors using classical texts such as works by Robert Frost, Emily Dickinson, Walt Whitman, Tolkien, Aristotle's philosophy texts and more.

Motion: Member McCoy moved to approve the Electives for the Online Program. Member Braatz seconded the motion. The motion carried 3-0.

B. Discussion of Senior Trip to Philadelphia with Founding Forward

Dr. Henke reported that the previous year's trip cost approximately $150,000 for 81 scholars and accompanying adults, with $82,600 received in contributions. While the trip was considered inspirational and educationally valuable, the significant gap between total costs and collected donations created a substantial financial burden for the Academy, making the current funding model difficult to sustain.

Chairman Forman proposed transitioning the trip to Foundation sponsorship, requiring scholars to commit, possibly by earning money during the summer, which

the Foundation could then match. Discussion included implementing class fundraising beginning in seventh grade to accumulate funds over time, with money staying with the class rather than individual accounts.

C. Discussion of Materials Donation for 26-27 School Year

Dr. Henke presented five years of materials donation data showing a significant drop from 2021-22 levels. Currently, only about 684 families out of over 4,000 scholars were contributing the $100 donation, representing less than 25% participation. Discussion centered on improving collection methods, including using approved fundraising platforms, making payment easier through multiple methods (Venmo, credit card), and having individual teachers send personalized requests explaining how the donations directly benefit their classrooms. Member Braatz suggested empowering teachers by allowing them to directly benefit from donations to their specific classrooms, which could significantly improve participation rates. Chairman Forman asked Academica to explore a simple tracking to empower teachers to influence this endeavor.

D. Discussion and Update on Volunteerism – All Campuses

Volunteerism data was presented showing significant variation across campuses, with El Dorado Hills Elementary recording over 8,000 hours compared to other sites averaging 2,300-2,500 hours. Elementary Principal Heather Marziale explained that El Dorado Hills required all visitors to sign in and using that process they manually tracked volunteer hours, while also offering numerous volunteer opportunities. Discussion focused on implementing volunteer tracking software like Raptor which would cost approximately $2,500 startup fee and $2,000 annually, providing not only hour tracking but also safety enhancements through background checks and ID verification.

E. Discussion and Possible Approval of Summer School

Dr. Henke presented a four-week summer school program for Roseville with two humanities and two math teachers offering semester recovery courses. Lincoln scholars would also be invited to participate.

Motion: Member Braatz moved to approve the Roseville Secondary Summer School Math and Humanities Program as presented. Member McCoy seconded the motion. The motion carried 3-0.

F. Discussion and Possible Approval of Summer Project - Roseville

Ms. Kimberly Martin of Academica presented a remodel project for Roseville campus involving partition walls with metal studs and insulation to create two additional classrooms upstairs and two downstairs in Building B, plus additional space in the multipurpose room. The project was budgeted not to exceed $291,231.

Motion: Member Braatz moved to approve the summer project at Roseville not to exceed the stated cost. Member McCoy seconded the motion. The motion carried 3-0.

G. Discussion and Possible Approval of Summer Project - Other

Additional summer projects for other campuses were presented for informational purposes. Chairman Forman requested that principals prioritize their project lists and that available project and maintenance funds be determined in advance of the next meeting.

Motion: Member McCoy moved to conditionally approve summer projects based on priorities and available finances. Member Braatz seconded the motion. The motion carried 3-0.

H. Discussion and Approval of the 26-27 JAA Health Benefits Plan

Ms. Amale Jopson of Academica presented a revised health benefits strategy transitioning from fixed employer contributions to percentage-based contributions focusing on high-deductible HSA-qualified plans. The academy would cover 80% of medical premiums for employees only and 70% for employees with dependents, while increasing HSA contributions from $2,000 to $2,500 for individual coverage and from $3,000 to $4,250 for family coverage. The plan would discontinue the $2,100 health care opt-out benefit and reallocate those funds to enhanced employer contributions. An example showed family coverage costs dropping from approximately $1,200 to $468 monthly in premiums. The changes were projected to save approximately $78,000 while providing enhanced benefits to employees who utilize health coverage.

Motion: Member Braatz moved to approve the 2026-27 health benefits plan. Member McCoy seconded the motion. The motion carried 3-0.

XI. BOARD INITIATED BUSINESS

Chairman Forman emphasized the importance of publicizing scholar achievements and awards in ParentSquare or separate communications to parents. He suggested this could be an excellent marketing tool for attracting new families by showcasing the success stories of current scholars, particularly noting the significant number of scholarships, awards, and recognitions received throughout the year.

XII. NEXT MEETING

The next regular board meeting was scheduled for May 14, 2026, at 4:00 p.m.

XIV. ADJOURNMENT

Motion: Member McCoy moved to adjourn the meeting. Member Braatz seconded the motion. The motion carried by unanimous vote and the meeting adjourned at 7:19 p.m.

JAACA 20260409 Board Meeting Minutes DRAFT

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