X Kevin Brandon (Jun 13, 2026 07:49:54 PDT)
Board Member

MINUTES
of the meeting of the
BOARD OF TRUSTEES of JOHN ADAMS ACADEMY, CALIFORNIA
May 14, 2026

The Board of Trustees of John Adams Academy held a meeting on May 14, 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 4:06 p.m. Members present were Dean Forman, Jean Pagnone, Kevin Brandon, and Erin McCoy. Member Roy Braatz was 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. Cotter vs. John Adams Academy

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

Chairman Forman reported that the Board provided direction to the Superintendent on the matter considered during 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 5:08 p.m. The Pledge of Allegiance was recited. Board members present were Dean Forman, Jean Pagnone, Kevin Brandon (until 6:55), and Erin McCoy. Member Roy Braatz was absent.

Also present were Superintendent Dr. Troy Henke, Deputy Superintendents Emily Devers and Bob Bilings, Principals Jesse Meeks, Danielle Boldt, Heather McCarthy, Karessa Borja, Heather Marziale, Norman Gonzales, Director of Online Meghan Muyanja, and Academica representatives Travis Keys, Kimberly Martin, Amale Jopson, Trevor Goodsell, Gary McClain, Karen Hansen, and Brandi Reinert.

VI. PUBLIC COMMENT

A. ORAL COMMUNICATIONS

There were no public comments.

VII. COMMUNICATIONS

A. THOUGHT OF THE DAY

Member Erin McCoy encouraged the Board to explore Hillsdale College's free online courses, highlighting their quality. Chairman Forman added that Hillsdale College would host a presentation at the Tower Theater, Roseville, on June 2nd, focusing on the founding era and the Declaration of Independence's 250th anniversary. Up to 50 spots were available for academy community members.

B. BOARD ANNOUNCEMENTS

There were no additional Board announcements.

C. PSO UPDATE

Written PSO updates from each campus had been distributed to Board members in advance. Chairman Forman expressed gratitude on behalf of the Board for the breadth of PSO activities, which included support for the Revolution Run, heritage fairs, and teacher appreciation events. Campus principals were encouraged to recognize PSO contributions to parents and to explore a meaningful formal recognition at the June board meeting.

D. SCHOLAR BODY PRESIDENT REPORT

Lincoln Scholar Body President Nathan S. presented a video showcasing scholar testimonials on "*How has John Adams Academy changed me?*" He updated on second-semester activities, including staff-scholar events, the first seventh-grade boys volleyball team, and an upcoming year-end dance. Chairman Forman praised Nathan's character, most notably as a mentor and servant leader.

E. FACILITIES UPDATE

Academica representative Gary McClain reported on ongoing work, including completed retention pond repairs, an asphalt deterioration concern at the EDH campus parking lot, and a renovation project at the Roseville campus for which permit fees had been paid and bids were expected. Work across all three campuses was anticipated to be completed by July. Chairman Forman requested that the parking lot issue be brought back with a plan and timetable at the June board meeting, noting the importance of utilizing the summer window effectively.

F. LEADERSHIP UPDATES

Written leadership reports were distributed in advance from each campus. Principal Heather Marziale added supplemental recognition of PSO leaders at the elementary campus who had not been acknowledged the previous month. Chairman Forman encouraged principals to share highlights from their leadership reports with parents through newsletters and other communications, particularly as a tool to

support enrollment. A Founding Forward senior trip video was also presented to illustrate the capstone Philadelphia/Valley Forge experience available to graduating scholars, and the importance of preparing incoming seniors to fundraise and plan accordingly was emphasized.

G. Financial Update

Mr. Travis Keys of Academica reported that the organization was in the late stages of the 2026–27 budgeting process, with individual principal meetings completed. He reviewed challenges of previous data and implications of program-wide allocations. Each campus had been assigned full stewardship over its own budget. Mr. Keys added that principals had identified staffing reductions equivalent to approximately 56 full-time positions to address the funding gap. Enrollment gains were highlighted, including approximately 305 new elementary scholars replacing the 126 seats vacated by the relocation of the high school program from Lincoln to Roseville, and with 76 of those high-schoolers enrolling in Roseville. The marketing budget for the coming year was noted as having been significantly increased, and ongoing efforts to increase enrollment and to finalize registrations for approximately 215 new families at El Dorado Hills were underway.

VIII. CONSENT AGENDA

- **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. April 9, 2026 Regular Meeting
  2. May 1, 2026 Special Meeting
- **F. Approval of 2026-27 Designation of CIF Representatives to League**
- **G. Approval of 2026-27 Board Meeting Calendar**
- **H. Approval of 2027 Virtus Trip to New York City**

Motion: Member Pagnone moved to approve the consent agenda. Member Brandon seconded the motion. The motion passed unanimously.

X. DISCUSSION & ACTION AGENDA

A. Approval of 3 Year Term Renewal for Board of Trustee – Kevin Brandon

Motion: Member Pagnone moved to approve the 3-year term renewal of Member Kevin Brandon. Member McCoy seconded the motion, and the Board voted unanimously to approve.

B. Review and Preliminary Approval of the 2026-27 Budgets

1. **El Dorado Hills**
2. **Lincoln**
3. **Roseville**

This item was tabled until the June board meeting.

C. Discussion and Update of Summer Project

This item was addressed under the Facilities Update under Communications.

D. Discussion and Approval of PTO Accrual

Dr. Troy Henke presented a proposal to transition from the current front-loaded sick leave model—wherein employees receive all ten days at the start of the year—to an accrual model of 6.67 hours per month, with a carryover cap of ten days. The original proposal included a 90-day blackout period during which newly accrued time could not be used; principals recommended either eliminating the blackout period or reducing it to 60 days, citing the onset of flu season.

The discussion noted competing principles. Chairman Forman expressed concern that the existing front-load model allowed employees to draw on benefits not yet earned, and that documented patterns of absenteeism around long weekends and holidays represented a loss of instructional time and a breach of commitment to scholars. Several principals acknowledged that while the concern was legitimate—particularly with hourly staff—blanket application of the accrual model could damage trust with dedicated salaried teachers who already demonstrate strong attendance. It was noted that the $100-per-day incentive for unused sick days, approved in a prior year, had measurably reduced end-of-year absences. Member Pagnone and others emphasized that the priority should be addressing individual cases through direct conversation and performance accountability rather than a policy that effectively penalized the full staff for the conduct of a few.

After extended discussion by Board members and principals, consensus was reached to table the item, principals were directed to return to the June board meeting with recommendations and any relevant absence data.

E. Discussion and Approval of Secondary Elective

1. Classical Guitar

Principal Norman Gonzales reported that traditional in-day band electives at the Roseville secondary campus had seen insufficient enrollment and would be transitioned to an after-school format. Classical guitar was proposed as a new in-day elective to be taught by a teacher transferring from the Lincoln campus, contingent on sufficient scholar enrollment. Upon Board approval, the course would be submitted for A-G approval with the state.

Motion: Member Pagnone moved to approve the secondary elective of Classical Guitar. Member McCoy seconded the motion, and the Board voted unanimously to approve.

F. Discussion and Approval of Summer Expanded Learning and Enrichments

Dr. Henke shared that a four-week Expanded Learning and Enrichment (ELOP) program was presented for the period of June 1 through June 26, fulfilling the statutory requirement of 30 additional program days beyond the regular school calendar.

MOTION: MEMBER MCCOY MOVED TO APPROVE THE SUMMER EXPANDED LEARNING AND ENRICHMENTS. MEMBER PAGNONE SECONDED THE MOTION, AND THE BOARD VOTED UNANIMOUSLY TO APPROVE.

G. DISCUSSION AND APPROVAL OF SUMMER SCHOOL

1. ROSEVILLE ELEMENTARY

2. ONLINE CREDIT RECOVERY

MOTION: MEMBER PAGNONE MOVED TO APPROVE THE SUMMER SCHOOL FOR ROSEVILLE ELEMENTARY AND THE ONLINE CREDIT RECOVERY. MEMBER MCCOY SECONDED THE MOTION, AND THE BOARD VOTED UNANIMOUSLY TO APPROVE.

H. DISCUSSION AND APPROVAL OF SUMMER CURRICULUM DEVELOPMENT

Dr. Henke presented several curriculum development projects for summer work, including development of an art curriculum and a Latin curriculum for the elementary level, and the cleanup and digitization of self-published academic packets at the secondary level. Chairman Forman emphasized that refined curriculum materials must be effectively communicated to and utilized by teachers, not merely produced.

MOTION: MEMBER PAGNONE MOVED TO APPROVE THE SUMMER 2026 CURRICULUM DEVELOPMENT FOR ELEMENTARY AND SECONDARY. MEMBER MCCOY SECONDED THE MOTION, AND THE BOARD VOTED UNANIMOUSLY TO APPROVE.

I. DISCUSSION AND APPROVAL OF FACILITY MAINTENANCE CONTRACTS FOR ALL CAMPUSES

Mr. McClain presented the maintenance contracts for all campuses. Roseville and Lincoln campuses would continue with their current vendor while the El Dorado Hills campus would transition to a new provider following documented service quality concerns. The new provider was represented as delivering performance-based contract terms, which were expected to result in significant cost savings.

MOTION: MEMBER PAGNONE MOVED TO APPROVE THE FACILITY MAINTENANCE CONTRACTS FOR ALL CAMPUSES. MEMBER MCCOY SECONDED THE MOTION, AND THE BOARD VOTED UNANIMOUSLY TO APPROVE.

J. DISCUSSION AND POSSIBLE APPROVAL OF SOLAR PANEL DEBT

Mr. Trevor Goodsell of Academica reported that following the bankruptcy of the original solar provider Sunnova, the Academy had acquired solar assets on two campuses (El Dorado Hills and Lincoln) for approximately $1,700,000—approximately $1,000,000 less than the original installation cost. Refinancing proposals from Columbia were presented across 5-, 7-, 10-, and 15-year amortization schedules. Chairman Forman recommended the 15-year term to

minimize monthly payment obligations and preserve operational cash flow for instructional needs.

MOTION: MEMBER PAGNONE MOVED TO APPROVE THE 15-YEAR FINANCING OPTION WITH COLUMBIA BANK. MEMBER MCCOY SECONDED THE MOTION, AND THE BOARD VOTED UNANIMOUSLY TO APPROVE.

Chairman Forman requested that Mr. Goodsell notify Columbia Bank

XI. BOARD INITIATED BUSINESS

There was no Board initiated business.

XII. NEXT MEETING

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

XIV. ADJOURNMENT

MOTION: MEMBER PAGNONE MOVED TO ADJOURN THE MEETING. MEMBER MCCOY SECONDED THE MOTION. THE MOTION CARRIED BY UNANIMOUS VOTE AND THE MEETING ADJOURNED AT 7:46 P.M.

JAACA 20260514 Board Meeting Minutes Approved

Final Audit Report 2026-06-13

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