Approved 7-9-2026

X Kevin Brandon (Jul 14, 2026 07:24:19 PDT)
Board Member

MINUTES
of the meeting of the
BOARD OF TRUSTEES of JOHN ADAMS ACADEMY, CALIFORNIA
June 4, 2026

The Board of Trustees of John Adams Academy held a meeting on June 4, 2026, at 3:00 p.m. at 5 Sierra Gate Plaza, Roseville, CA 95747

I. PRELIMINARY

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

The meeting was called to order by Chairman Dean Forman at 3:07 p.m. The Pledge of Allegiance was recited. Board members present were Dean Forman, Jean Pagnone, Kevin Brandon, and Erin McCoy. Member Roy Braatz was absent.

Also present were Superintendent Dr. Troy Henke, Deputy Superintendents Emily Devers and Bob Billings, Principals Jesse Meeks, Danielle Boldt, Heather McCarthy, Karessa Borja, Heather Marziale, Norman Gonzales, Academic Services Manager Bri Gordon and Academica representatives Travis Keys, Kimberly Martin, Trevor Goodsell, Gary McClain, Karen Hansen, and Brandi Reinert.

II. PUBLIC COMMENT

A. Oral Communications

There were no public comments.

III. COMMUNICATIONS

A. Thought of the Day

Member Kevin Brandon delivered the thought of the day, drawing from the writings of Jocko Willink on the power of knowledge, the importance of questioning oneself, and the principles of leadership decision-making.

B. Board Announcements

1. Recognition of Years of Service

Chairman Forman recognized the following departing staff members for their dedicated service to John Adams Academy and presented each with an Academy Honor Coin:

- Peter Sabin, recognized for his years as a science teacher and subsequent role mentoring scholars as an administrator, was commended for his kindness and servant leadership approach.

- Stacy Baird, recognized for her diligent and indispensable contributions to the organization from its earliest days, was commended for her quiet dedication and effectiveness.
- Betsy Triebwasse, recognized for her work as a science teacher and her engaged, thoughtful participation in mentoring classes, was commended for the deep appreciation expressed by scholars in her honor.

C. PSO UPDATE

1. PSO Recognition

Chairman Forman noted that PSOs were approaching the end of their fiscal year and were encouraged to complete any intended purchases for their respective sites within the next 30 days.

Dr. Troy Henke recognized and honored PSO presidents for their service, and noted the significant behind-the-scenes contributions of PSO leadership. He presented gift bags as a token of appreciation to those in attendance. The Lincoln Campus administration offered particular recognition to April Monelo for her service as PSO president.

FACILITIES UPDATE

Mr. Gary McClain provided a facilities update for each campus:

- Roseville (Classroom Project): Demolition and wall reconstruction to create additional spaces was forthcoming. Playground improvements using available ELOP funds were under exploration, with fundraising efforts to be initiated for the broader playground project.
- Lincoln Campus: A fencing project was scheduled for completion this summer for safety purposes.
- El Dorado Hills (EDH): A gate automation project was pending permit approval. A janitorial services transition was underway for the summer. Regarding the asphalt repair at the 1102 property, the association's property management company was coordinating repairs to damaged areas caused by heavy vehicle traffic, with an estimated expenditure of approximately $20,000. Mr. McClain clarified that the common area repairs were the responsibility of the property management association, while a separate slurry seal of the non-common parking lot areas remains a future consideration. Chairman Forman requested that a plan for the seal coat be revisited the following spring.

D. LEADERSHIP UPDATES

Dr. Troy Henke provided the leadership update (items not addressed in order as presented on the agenda).

3. End of Year Spirit of '76

Dr. Henke reported that the "Spirit of '76" theme was embraced more thoroughly across all campuses this year than themes in prior years. The 2026-27 school year theme was announced as "We Hold These Truths," drawn from the Declaration of Independence, with a planned focus on the document's words, ideas, and foundational concepts.

2. $100 Materials Donation

Chairman Forman encouraged principals to conduct the annual materials donation collection at the classroom level, with teachers speaking directly to its purpose and planned use. It was further recommended that teachers be empowered to place orders directly through the school's Amazon Business account, up to a defined dollar amount, in order to reduce the reimbursement burden. Mr. Trevor Goodsell was asked to ensure this process was in place for the new school year. Chairman noted that improved communication and the option to spread payments over several months may support continued upward trends.

4. Mock Trial Update

Dr. Henke noted a mock trial update for the Roseville campus was included in the board materials. Chairman Forman emphasized the Academy's mission to lead in speech and debate and referenced an Elementary Catechism on the Constitution of the United States published in 1828 as a potential classroom resource, available through the National Center for Constitutional Studies.

1. Bell Schedules at All Campuses

Member McCoy raised a question regarding the 8:00 AM start time reflected at certain campuses. It was explained that the staggered start times—with elementary at 8:15 AM—were designed to facilitate a more natural drop-off progression and accommodate scheduling needs. A broader discussion ensued regarding traffic and drop-off management at the El Dorado Hills campus. Mr. Bob Billings noted that a potential future ingress/egress point off Latrobe Road had been discussed in the context of playground development, and a follow-up on the status of that project was requested.

IV. 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. MAY 14, 2026 MEETING

F. APPROVAL OF UPDATE TO BOARD POLICY ON WELLNESS

G. APPROVAL OF BOARD POLICIES

1. BOARD POLICY ON LAW ENFORCEMENT ACCESS TO SCHOLARS ON CAMPUS
2. BOARD POLICY ON IMMIGRATION AND CITIZENSHIP STATUS (AB 699)

3. Board Policy on Professional Boundaries and Safe Learning Environments (SB 848)
4. Board Policy on the Standard Protocol for Extreme Weather

H. Approval of Surplus Property – Multiple Campuses

I. Approval of Internet Service Provider Contract with Fidium (formerly Consolidated Communications)

J. Approval of Update to John Adams Academies, Inc. | Academic Services Operating Procedures and Enterprise Funds Procedure

Prior to the motion, Chairman Forman raised a question regarding Item H, Approval of Surplus Property. It was clarified by Dr. Henke that the books being surplused by the Lincoln Campus were being transferred to the Roseville Campus and were not being discarded.

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

V. DISCUSSION & ACTION AGENDA

A. Discussion and Approval of the 2026-27 Fiscal Budgets

1. El Dorado Hills
2. Lincoln
3. Roseville

Mr. Goodsell presented the consolidated 2026-27 fiscal budgets for all three campuses. Key points included: the implementation of improved staffing schedule processes to ensure greater accuracy; revenue projections based on the most recent LCFF conversion published May 21st; a conservative scholar attendance rate assumption of approximately 94%, with recognition that recent campus performance had trended toward 96%; wages and salaries comprised approximately 65% of the budget; and a 15% insurance increase assumption, pending receipt of the actual renewal figures. The budgets reflect a positive bottom line even after depreciation, representing a path toward restored financial stability following prior years of deficits.

Dr. Henke noted that an administrative merit pay structure had been incorporated into the budget, tied specifically to teacher retention, scholar retention, scholar attendance, and CAST/CAASPP proficiency scores, with merit payouts anticipated in December following the first Wednesday in October census. Staffing reductions were acknowledged at all sites, including a consolidation of nursing staff from three positions to one centralized position under the Superintendent's office, and a reduction in the Academic Services budget from approximately 7.5% to 5% of revenues.

The Board requested that principals be provided with a quantified illustration of the financial impact of each percentage point of attendance improvement.

MOTION: MEMBER PAGNONE MOVED TO APPROVE THE 2026-27 FISCAL BUDGETS FOR ALL CAMPUSES. MEMBER MCCOY SECONDED THE MOTION, AND THE BOARD VOTED UNANIMOUSLY TO APPROVE.

B. DISCUSSION AND APPROVAL OF 2026-27 BUDGET RELATED DOCUMENTS

1. EDUCATION PROTECTION ACCOUNT (EPA) SPENDING PLANS
2. ACADEMIC SERVICES APPORTIONMENTS

Mr. Goodsell confirmed that the EPA Spending Plans and Academic Services Apportionment documents were reflected within the approved budgets and comply with state requirements. The Academic Services apportionment reflects the reduction from approximately 7.5% to 5%, representing a reduction of approximately $750,000 per percentage point. The Board also requested that I-Ready diagnostic progress data from the beginning of the 2025-26 school year through year-end be presented for all campuses at the next meeting.

MOTION: MEMBER BRANDON MOVED TO APPROVE THE 2026-27 BUDGET RELATED DOCUMENTS. MEMBER PAGNONE SECONDED THE MOTION, AND THE BOARD VOTED UNANIMOUSLY TO APPROVE.

C. DISCUSSION AND APPROVAL OF 2026 LCAP AND RELATED DOCUMENTS

Dr. Henke presented the LCAP and noted that the current documents represent the final year of a three-year cycle, and that the plans had largely been inherited documents. Beginning with the 2026-27 cycle, the intent is to develop more individualized, site-specific goals that better reflect the Academy's actual practices and culture, with greater administrator input. Chairman Forman encouraged using language in the documents that authentically reflect the Academy's curriculum and core values rather than functioning as purely regulatory compliance documents.

MOTION: MEMBER MCCOY MOVED TO APPROVE THE 2026 LCAP RELATED DOCUMENTS. MEMBER PAGNONE SECONDED THE MOTION, AND THE BOARD VOTED UNANIMOUSLY TO APPROVE.

D. DISCUSSION AND APPROVAL OF AMENDMENT TO THE 403B PLAN

Dr. Henke presented four proposed amendments to the 403(b) plan:

1. The 5% employer matching contribution will be paid out at the end of the plan year rather than monthly, requiring employees to be actively employed through year-end to receive the benefit.
2. The 3% profit sharing contribution will similarly be paid annually at year-end, ensuring only qualifying employees receive the benefit.
3. The vesting period for employer contributions will be extended from four years to five years for new employees.

4. The plan document effective in July had been corrected to clarify that compensation earned prior to an employee's eligibility date would be excluded from contribution calculations. Eligibility was defined as having worked a full 12 months and 1,000 hours.

Motion: Member Brandon moved to approve the amendment to the 403B Plan. Member McCoy seconded the motion, and the Board voted unanimously to approve.

E. Discussion and Approval of Academica California Contract Renewal

Chairman Forman recommended to renew the Academica California contract for an additional year instead of a three-year term. The matter was tabled to allow the contract be revised to reflect a one-year renewal term for presentation at the next meeting.

F. Discussion and Approval of PTO Accrual

This item had been tabled from the prior month's meeting. In the intervening period, Dr. Henke confirmed that legal counsel stated that it was permissible to differentiate between certificated and classified/non-certificated employees in the PTO policy. The Board agreed to an amendment to the previously presented plan whereby certificated (teaching) staff and administrators would retain their existing PTO structure, while classified and hourly non-certificated staff would accrue PTO rather than receiving it in full at the start of employment. It was noted that data on usage will be reviewed in one year.

Motion: Member McCoy moved to approve the PTO Accrual Policy with the amendment differentiating between certified and classified employees. Member Brandon seconded the motion, and the Board voted unanimously to approve.

G. Discussion and Approval of Fall 2026 Drama Production – *Antigone* by Sophocles – Lincoln Campus

Dr. Henke noted with enthusiasm that the fall drama production at the Lincoln Campus will be Antigone by Sophocles, set within the Revolutionary War period and costumed accordingly. Chairman Forman expressed interest in future productions centering on American founding figures and noted the success of recent productions incorporating musical elements.

Motion: Member Pagnone moved to approve the fall drama Production of **Antigone** *by Sophocles at the Lincoln Campus. Member Brandon seconded the motion, and the Board voted unanimously to approve.*

H. Discussion and Approval of Proposed Revised 2026-27 Board Meeting Calendar

Ms. Brandi Reinert presented the proposed revision to the 2026-27 board meeting calendar, moving the September meeting from the 10th to the 3rd and the October meeting from the 8th to the 1st to accommodate scheduling preferences. She noted that finance reporting would not be possible at those earlier dates.

Motion: Member Brandon moved to approve the revised board meeting calendar for the 2026-27 year. Member McCoy seconded the motion, and the Board voted unanimously to approve.

I. Discussion and Approval of ELOP-Funded Foundations Play Yard - El Dorado Hills Elementary Campus

Mr. McClain presented the proposal to utilize ELOP funds for a Foundations play yard at the El Dorado Hills Elementary Campus. The project scope includes removal of existing landscaping from the front of the building to the Foundations room, installation of new fencing, and installation of turf with padding over the majority of the area. Total ELOP funds available were $120,000. The current project proposal for fencing, site work, concrete, and turf installation was approximately $90,000, with a 10% contingency, leaving approximately $20,000 for the campus to purchase play equipment and furnishings. A fence installation was scheduled for July, with the project anticipated to be substantially complete by the end of June or July. Chaiman Forman reminded Mr. McClain to have the pedestal for the John and Abigail Adams statue ready by August 10th.

Motion: Member McCoy moved to approve the ELOP-Funded Foundations Play Yard at the El Dorado Hills Elementary Campus. Member Pagnone seconded the motion, and the Board voted unanimously to approve.

J. Discussion and Approval of the 2026–2027 Declaration of Need for Fully Qualified Educators

Ms. Emily Devers explained that this was an annual state requirement whereby the Academy declares to the state the number of teachers for whom emergency or provisional permits may be needed. Reasons include pending English Learner authorization, cross-departmental humanities teaching assignments, and newly hired staff working toward full credentialing. Chairman Forman used the occasion to raise the topic of whether the Academy should develop its own teacher induction program to ensure greater alignment with the Academy's philosophy.

Motion: Member Pagnone moved to approve the 2026-27 Declaration of Need for Fully Qualified Educators. Member Brandon seconded the motion, and the Board voted unanimously to approve.

K. Discussion and Approval of Geoscience Elective

Dr. Henke reported that the proposed Geoscience Elective overlaps substantially in content with the existing board-approved Earth and Space course. Accordingly, the item was withdrawn.

XI. BOARD INITIATED BUSINESS

Chairman Forman highlighted a one-question survey model from the Academy's insurance provider to gather authentic feedback. He suggested that the Academy use a similar method with questions like, "How likely are you to recommend John Adams Academy to your neighbor, and why?" to avoid lengthy surveys, with administration through the Superintendent's office for impartiality.

He urged principals to access recruitment support from Academica and foster ties with institutions like William Jessup University and Thomas Aquinas College for recruiting classical educators.

Additionally, it was noted that solar contractors were prepared to set up monitoring devices at the Lincoln and El Dorado Hills campuses. Principals were instructed to appoint a facility lead, office manager, and principal for each campus to join the monitoring system, and to notify the Superintendent's office accordingly.

XII. NEXT MEETING

The next regular board meeting was scheduled for August 6, 2026, at 1:00 p.m.

I. PUBLIC COMMENT

There were no public comments on the closed session items.

IV. CLOSED SESSION AGENDA

The Board adjourned to the closed session at 5:05 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 no action was taken in closed session.

The Board continued the closed session item to a meeting on July 9, 2026 at 3:00 p.m. with a closed session item – Superintendent Evaluation.

Motion: Member Pagnone moved to schedule a board meeting for July 9th. Member McCoy seconded the motion. The motion carried by unanimous vote.

XIV. ADJOURNMENT

Motion: Member Brandon moved to adjourn the meeting. Member Pagnone seconded the motion. The motion carried by unanimous vote and the meeting adjourned at 6:01 p.m.

JAACA 20260604 Board Meeting Minutes Approved

Final Audit Report 2026-07-14

Created:	2026-07-10
By:	Brandi Reinert (Brandi.Reinert@academicacal.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAt7wVRcVNTanH7BuW-YDfuaCxbquqMaRZ

"JAACA 20260604 Board Meeting Minutes Approved" History

Document created by Brandi Reinert (Brandi.Reinert@academicacal.com)
2026-07-10 - 3:26:46 PM GMT

Document emailed to Kevin Brandon (kevinb@johnadamsacademy.org) for signature
2026-07-10 - 3:26:50 PM GMT

Email sent to Kevin Brandon (kevinb@johnadamsacademy.org) bounced and could not be delivered
2026-07-10 - 3:27:02 PM GMT

Email viewed by Kevin Brandon (kevinb@johnadamsacademy.org)
2026-07-14 - 2:23:37 PM GMT

Document e-signed by Kevin Brandon (kevinb@johnadamsacademy.org)
Signature Date: 2026-07-14 - 2:24:19 PM GMT - Time Source: server - Signature Appearance Selected: MOBILE_DRAW

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