



Special Board Meeting Minutes
Thursday, May 10th, 2012 5:00 P.M.
John Adams Academy campus, Room 19
One Sierragate Plaza, Roseville, CA 95678

Slogan

Developing Servant Leaders....Restoring America's Heritage

I. PRELIMINARY (5 min.) 5:00

- A. Call to order: Time 5:08 p.m.
- B. Pledge
- C. Roll Call

Dean Forman	<u> x </u>	<u> </u>
Cindi Sherrod	<u> x </u>	<u> </u>
Norman Gonzales	<u> x </u>	<u> </u>
Paul Savage	<u> x </u>	<u> </u>
Bryan Favero	<u> x </u>	<u> </u>

II. ACTION AGENDA 5:05

- A. Employee Agreements
Board approval of At-Will Employment Agreements for Certificated Staff, Classified Staff, and Hourly Employees, and At-Will Agreement for SubContractors. (Documents A-D)

Proposed: The JAA board approves At-Will Employment Agreements for Certificated Staff, Classified Staff, and Hourly Employees, and At-Will Agreement for Subcontractor. (Documents A-D)

Favero motion to approve At-Will Agreements, Documents A-D, subject to changes made. Gonzales second. Unanimously approved.

Ayes 5 Nays 0

B. School Volunteer Confidentiality Agreement

Board approval of School Volunteer Confidentiality Agreement. (Document E)

Proposed: The JAA board approve the School Volunteer Confidentiality Agreement (ie. Document E) for future use.

Sherrod motion to accept document E1 as the all-encompassing JAA Confidentiality Agreement. Favero second. Unanimously approved. This document will replace the Employee Confidentiality Agreement (adopted on 5.8.12).

Ayes ___5___ Nays ___0___

C. Advancement/Retention Policy

Board approval of edits made to the current Advancement/Retention Policy. (Document F)

Proposed: The JAA board approves changes made to the Advancement/Retention Policy as described in Document F.

Savage motion to accept the Advancement/Retention and Course Credit Policy as in Document F. Gonzales second. Unanimously approved.

Ayes ___5___ Nays ___0___

Gonzales and Favero exit meeting. Previous engagements.

D. Personal Necessity Days (Document G)

Sherrod motion to adopt the clarification on Personal Necessity Days for the 2011-2012 JAA Employee Handbook as stated in Document G. Savage second. Unanimously approved.

Ayes ___3___ Nays ___0___

III. **NEXT MEETING** – Thursday, June 14th, 2012 4:00 p.m. 7:15

IV. **ADJOURNMENT** – Time ___6:15 p.m._____

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

John Adams Academy is preparing future leaders and statesmen through principle-based education. Our core values include:

Appreciation of our national heritage

Public and private virtue
Emphasis on mentors and classics
Student-empowered learning
Fostering creativity and entrepreneurial spirit
High standards of academic excellence
Modeling what we teach
Abundance mentality
Maintaining a culture of greatness