



## Candeo Schools

### Minutes

#### Governing Board Meeting

Candeo Peoria and Candeo North Scottsdale

---

#### Date and Time

Wednesday June 19, 2024 at 8:00 AM

#### Location

Candeo Scottsdale  
7191 E Ashler Hills Dr  
Scottsdale, AZ  
85266

---

#### NOTICE OF PUBLIC MEETING AND AGENDA REGULAR MEETING OF THE GOVERNING BOARD OF CANDEO PEORIA AND CANDEO NORTH SCOTTSDALE

Pursuant to Arizona Revised Statutes (A.R.S.) §§ 38-431.01 and 38-431.02, notice is hereby given to the members of the Governing Board and the general public that the Governing Boards for Candeo Peoria ("CP") and Candeo North Scottsdale ("CNS") (collectively, the "Schools") will hold a joint meeting open to the public at the foregoing time and place. The Board may discuss and take action concerning any matter listed on the agenda and the Board reserves the right to change the order of items on the agenda, with the exception of public hearings set for a specific time. One or more members of the Board may participate in the meeting by telephonic communications.

Pursuant to A.R.S. § 38-431.03(A)(3) the Board may vote to go into Executive Session, which will not be open to the public, for legal advice concerning any item on the agenda. The Board's attorney may appear telephonically.

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Candeo Business Office at [businessoffice@candeoschools.com](mailto:businessoffice@candeoschools.com). Requests should be made as early as possible to allow time to arrange the accommodation.

---

### **Directors Present**

B. Boone (remote), C. Sheehan-Mathis, D. Tomlinson, R. Stocking (remote)

### **Directors Absent**

P. Ezugwu

### **Guests Present**

D. Musser, S. Kies (remote)

---

## **I. Opening Items**

### **A. Record Attendance**

### **B. Call the Meeting to Order**

D. Tomlinson called a meeting of the board of directors of Candeo Schools to order on Wednesday Jun 19, 2024 at 8:07 AM.

### **C. Approve Minutes**

C. Sheehan-Mathis made a motion to approve the minutes from Governing Board Meeting on 04-30-24.

R. Stocking seconded the motion.

No questions outstanding,

The board **VOTED** to approve the motion.

#### **Roll Call**

R. Stocking	Aye
P. Ezugwu	Absent
C. Sheehan-Mathis	Aye
B. Boone	Aye
D. Tomlinson	Aye

## **II. New Business**

### **A. Approve the Proposed Annual Budget for Candeo Peoria for the 2024-2025 School Year**

D. Tomlinson made a motion to approve the annual budget for CP for SY 2024-2025.

C. Sheehan-Mathis seconded the motion.

S. Kies presented the budget. Numbers are returning to robust levels. Reserves are healthy. Average salaries increased 4.25%.

D. Tomlinson asked about page 15 of packet regarding revenue from state and federal sources from FY24 to FY25, and what is driving the variance. S. Kies responded it is all related to federal funds, particularly Covid and ESSER funds that have ended.

R. Stocking asked if the \$56k average salary was sufficient to attract and retain top talent. S. Musser responded that starting salary is \$48k and has gone up consistently, and all schools are required to post those figures annually. S. Kies responded that we do look at competitive schools and ensure our salaries increase competitively.

D. Tomlinson summarized that we are cognizant and remaining competitive. The board **VOTED** to approve the motion.

**Roll Call**

P. Ezugwu	Absent
D. Tomlinson	Aye
C. Sheehan-Mathis	Aye
R. Stocking	Aye
B. Boone	Aye

**B. Approve the Proposed Annual Budget for Candeo North Scottsdale for the 2024-2025 School Year**

C. Sheehan-Mathis made a motion to approve the proposed annual budget for CNS for SY 2024-2025.

B. Boone seconded the motion.

S. Kies presented the annual budget for Candeo North Scottsdale, based on 90 ADM. We currently have 130 ADM, so the budget is conservative. Net surplus combined will be approximately \$230k, including the NS shortfall.

D. Tomlinson commended the current team for progress made, cost control, etc. D. Tomlinson asked about the 90 number and if it is accurate. S. Musser responded it is most likely accurate, it could be that or a little higher. Outside revenue sources are also contemplated and pursued which are reflected in the budget.

S. Kies explained further the net cash loss at NS.

C. Sheehan asked if average salaries included bonuses. S. Kies responded it is base salary, not including stipends, bonuses, etc., and most will be higher.

S. Musser asked about the total compensation package provided to employees. S. Kies explained that those include all benefits and other expenses paid on the employees'

behalf. That information can be presented at the next Board meeting. S. Kies estimated that average salary would be closer to \$70k including those items.

The board **VOTED** to approve the motion.

**Roll Call**

D. Tomlinson	Aye
R. Stocking	Aye
C. Sheehan-Mathis	Aye
B. Boone	Aye
P. Ezugwu	Absent

**III. Other Business**

**A. School Leadership Report**

S. Musser presented the Q4 School Leadership report (HOS Report). She announced Marla De La Cruz as the new HOS for CNS and highlighted her experience.

D. Tomlinson appreciated the robust reports and had no further questions or comments.

**IV. Closing Items**

**A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:33 AM.

Respectfully Submitted,  
D. Tomlinson