Round Rock Christian Academy
Board of Directors Meeting
April 17, 2025

Directors Present

David Fenwick
Kristi Roark
Kristi Haag
Allan Keith
Alexis Michael
Gregg Johnson
Felecia Clark
Clint Sonnier
Todd Whitley

Directors Absent

Others Present
Becky Blauser
Julie Grosser

The Board meeting was called to order at 5:00 p.m. Allan Keith opened the Board meeting in prayer. Todd Whitley motioned that the agenda be approved, Clint Sonnier seconded the motion, all were in favor, and the agenda was approved. There was a discussion clarifying finding the next Head of School replacement versus the Emergency Succession Plan. It is the Board's job to find the next Head of School. Becky Blauser has the Emergency Succession plan as a working document that she keeps updated. The Board requested that the minutes from the last meeting be updated to include this sentence: As a Board we recognize that there is a 6-7 year plan for retirement and it is up to the Board to determine the best course of action over the next couple of years for a succession plan.

Gregg Johnson motioned that the minutes from the last meeting be approved, Allan Keith seconded the motion, all were in favor and the minutes were approved.

Financials

The balance sheet looks great. On the Profit and Loss Statement, the tuition revenue and Extended Care will be increased by the end of the year. We will be down a little in the Other Income (Interest) than what we predicted. Athletic Revenue will be up by the end of the year over the budget. The Total income will end up about $62,000 ahead of budget. Athletic Boosters will contribute to Athletics at the end of the year. However, Athletics will still be over because we increased stipends for coaches. The merchant account fees will be $10,000 over budget but this should decrease now that we will be doing tuition billing through FACTS/RenWeb at a lower cost to the parents.

We will be about $40,000 under in Personnel expenses at the end of the year. Overall, we should be under in expenses and over in revenue by years end. Clint motioned for the financials to be approved, Gregg seconded the motion, all were in favor, and the financials were approved.

Salary Increases

We have tried to maintain being at about 80% of the salary scale for RRISD, and we are no longer there. Some surrounding private schools are starting teachers at year 7. We can do just a step increase, or another 2.5%, or go all the way to the 80% match of RRISD. Or, we could offer a bonus, but not change the scale. After discussion, Board members liked the idea of bringing salaries up to 80% of the RRISD scale. Kristi Haag motioned to approve teacher salaries to be within 80% of the 2024-25 RRISD salary scale. Todd Whitley seconded, all were in favor, and the motion passed.

Head of School Report

We currently have 743 students enrolled for next year. The budget was based on 748 students, so we are close. The accreditation team on-site visit dates are set for February 2026. We did have Wi-Fi issues during IOWA testing but got those resolved. Middle school students completed community service projects during the past few weeks. The high school baseball team made the playoffs. With this being our first year competing in 4A, RRCA took 1st place in Choir, 1st place in Art, and Runners Up in Academic/Speech debate.

New Business

We received an email from the bank that there was $137,000 left to use from the construction loan. We can choose to not use the funds, or to spend the funds on items for the gym. We have quotes for performance lights ($60,000), a stage for the gym ($20K), or we could get additional classroom chairs, additional weight room equipment, etc.

A motion was made by Kristi Haag to allow Becky to spend the $137,000 as best needed for the school. Kristi Roark seconded the motion, all were in favor, and the motion carried. We may also put an epoxy coating on the porch concrete floor to allow for easier cleaning.

We are spending about $20,000 in the Allison House to upgrade the windows, plumbing, and electric.

There was discussion about setting a date or dates for a long-range planning session. The Board could come early or plan for a later night, or spread it over two sessions. Alexis is comfortable leading using the SWOT analysis, setting goals, and leading us through the process. We could do this at the August meeting, have dinner, meet at 5 and perhaps stay till 7. We may need to add an October Board date.

David Fenwick met with Mr. Sanchez, who owns the 6.34 acres adjacent. He has not received any acceptable offers at this point from anyone else. David tried to feel out where he might be, and perhaps he is at $2 to $2.5 million for the land. Will this be new land and resources for the current number of students, or does this space allow us to increase enrollment (therefore increasing tuition revenue)? Can we add a Fine Arts Building? Would this help alleviate parking? Could we add a hiking trail? We would have to hire an architect to sketch out a real plan.

The next meeting will be June 12 at Allan Keith's ranch. Clint Sonnier motioned that we adjourn the meeting, Felecia Clark seconded the motion, all were in favor and the meeting was adjourned at 6:12 pm.

Respectfully submitted,

Mr. David Fenwick
Round Rock Christian Academy
Secretary, Board of Directors