

# Meeting Minutes- FINALIZED

## Board of Directors Special Meeting Minutes Math & Science Academy Monday, January 23, 2017 Room 10

5:00 p.m. Board Meeting  
8430 Woodbury Crossing, Woodbury, MN 55125

1. **Call to Order** by Tim Tydlacka (Chair) at 5:00 pm.

**Mission:**

We provide accelerated curricula in all subjects, with an emphasis on math and science.

**Vision:**

To be an innovative, sustainable model of academic excellence that creates well-rounded, lifelong learners and global citizens.

2. **Roll Call of Members**

**Present:**

Voting:

Tim Tydlacka, Chair & Teacher Member  
Deb Ledvina, Vice Chair & Parent Member (Arrived late)  
Mona Hayashi, Treasurer & Parent Member  
Jeana Albers, Secretary & Teacher Member  
Thomas Johnston, Teacher Member  
Cheri Howe, Teacher Member  
Ken Thielman, Community Member  
Jeffrey Eng, Parent Member

Non-voting:

John Gawarecki, Director (ex officio)

**Absent:**

Voting:

Peter Irvine, Community Member

Non-voting:

Tori Szondy, Student Member  
Judith Darling BKDA, Contracted Financial Manager (ex officio)

Guest: Jim Martin, lawyer from Booth Law Group

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### 3. Motion to Approve Agenda

Moved by: Cheri Howe Second: Mona Hayashi

Discussion:  
None

Vote: 7-yes 0-no 0-abstain  
The motion carries.

### 4. HR Discussion

Jim Martin discussed four main reasons to close a meeting, and that the special meeting should be open. Four main reasons to close a meeting 1) Allegations or charges to consider initially 2) Evaluate the performance of an individual and in next open meeting provide summary of what evaluation occurred 3) Threatened imminent litigation for purposes discussing attorney-client privilege. 4) Discuss collective bargaining strategy. Mr. Martin stated that the discussion should be limited to the merit of the request. Director Gawarecki then brought forth a recommendation for the requests.

1. Request for \$15,000 retroactive pay/stipend covering 2015-2016 additional duties performed is recommended for the Board to deny based on legality.
2. Request for effective immediately 2016-2017 increase of salary reflective of the responsibility of the position of Assistant Director from \$65,000 to \$75,000 is recommended for the Board to deny based on various reasons. Compared salaries of similar schools and the assistant director position's pay at these locations was about 75% of the director, and the Assistant Director of MSA is a bit higher. Discussed that can't compare charter school salaries with regular public school salary pay. Furthermore, no additional duty was assigned since the assignment.
3. Request for effective immediately 2016-2017 increase Assistant Director professional development/professional organization membership/license fees stipend to \$2,500 is recommended that the Board deny the request with the caveat that next year's contract for an Assistant Director include a \$2000 professional development allocation subject to the director's discretion. The reasoning behind this was that the Assistant Director signed the contract freely with stated benefits. It is possible for the Assistant Director to submit additional professional development costs at the end of the year.

### Motion to approve all three recommendations proposed by Director Gawarecki.

Moved by: Ken Thielman Second: Mona Hayashi

Discussion:  
Jeff raised the question of whether or not the approval of the requests proposed by the Assistant Director constituted a Board decision. It is because of the organizational structure of the issue and the fact that the approval would be a budgetary decision that the requests were brought to this level.

Vote: 8-yes 0-no 0-abstain  
The motion carries.

### 5. Date and time of next BOD meeting and workshop: February 13, workshop 5:00 pm, meeting 6:15 pm.

### 6. Motion to adjourn at 5:35 p.m.

Moved by: Jeff Eng Second: Mona Hayashi

Vote: 8-yes 0-no 0-abstain  
The motion carries.

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**Submitted:**

Jeana Albers, Secretary

**Approved:**

Jeana Albers, Secretary