



DRAFT NOT YET APPROVED

BOD Meeting
April 22, 2025
8430 Woodbury Crossing, Woodbury, MN 55125
Room 4A
MEETING MINUTES

- 1. BOD meeting called to order by chair at 6:00pm.**
- 2. Reading of Mission, Vision, Land Acknowledgement**
Vision and Mission read by Abigail Wudmatas
Land Acknowledgement read by Nneka Amadi

3. Roll Call of Members

Name	Present/Absent
Wendell Sletten, Teacher Member, BOD Chair	Present
Brian Linzmeier, Community Member, Vice-Chair	Present
Isaac Leonhardi, Teacher Member, Treasurer	Present
Sarah Harms, Teacher Member, Secretary	Present
Tamara Brooks, Teacher Member	Present
Dan Ellingson, Parent Member	Present
Jules Kinkel, Community Member	Present
Kari Koerner, Parent Member	Present
Mary Yapp, Parent Member	Present
Kate Hinton, Ex-officio, Executive Director	Present
Nneka Amadi, Ex-officio, Student Representative	Present
Abigail Wudmatas, Ex-officio, Student Representative	Present

- 4. Open Forum**
 - a. None received.



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5. Approval of Agenda

Motion	I move to approve the agenda.
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Made By	Linzmeier	Seconded By	Kinkel
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Discussion	Pull item 9c from the consent agenda and make it action item 11f. This item does require a specific motion.
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Vote		Yes	Sletten Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	None	Abstain	None
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Decision	Motion passes unanimously.
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6. Conflict of Interest

- a. None stated.

7. Approval of Minutes

Motion	I move to approve the minutes.
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Made By	Ellingson	Seconded By	Koerner
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Discussion	None.
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Vote		Yes	Sletten Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	<i>None</i>	Abstain	<i>None</i>
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Decision	Motion passes unanimously.
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8. Board Recognition

- a. Outstanding Student of the Year by Minnesota Indian Education Association
 - i. Rocky Erikson
- b. AAA Nominees
 - i. Hailey Krisko
 - ii. David Musherure
- c. Recognition Athena Award Winner
 - i. Amelia Applebee

9. Consent Agenda

Motion	I move to approve the consent agenda.
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Made By	Linzmeier	Seconded By	Harms
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Discussion	Not called.
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Vote		Yes	Sletten Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	<i>None</i>	Abstain	<i>None</i>
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Decision

Motion passes unanimously.

10. Board and Administration Reports

a. Student Rep Reports

- i. MSA had two students, Maame Akua Adabor and Amanda Dsouza, make it to the state competition for Speech.
- ii. Many students attended the HOSA State Leadership Conference and some MSA students were elected to leadership positions. Our HOSA chapter was selected for rookie chapter of the year.
- iii. 3 students were selected to participate in the MN Music Educators Association All-State Ensemble.
- iv. Zohha and Prisha were honorable mentions at the Minnesota Aspirations in Computing high school program.
- v. Upcoming Spring play- A Wrinkle in Time, tickets on sale now with shows running May 2-4.
- vi. Multicultural Night is this Thursday, 4/24/25, and BINGO Night is this Friday, 4/25/25.

b. Board Report

- i. At the April workshop, we continued work on guiding change with focus on succession planning. We also clarified the board's role in governance vs. management with strategies to redirect back to governance.

c. ED Report

- i. Closed on the property, Groundbreaking Ceremony is May 5 at 5:00pm. Wear MSA gear! Park at the soccer fields.
- ii. Expansion Town Hall is April 29th at 6:00pm, introducing our new Elementary Principal, Dr. Justin Tiarks.
- iii. Mid-Year Climate Survey highlights were provided.
 1. Q: How does 150 parents compare to previous years? A: Parent participation is up. Q: Are we receiving guidance on AI? A: We are looking into anti-AI add-ons for the Chromebooks. Q: Can we add the last year comparison column for the staff results? A: It has traditionally not been released.
- iv. Budget Updates: We expect minimal staffing changes. Enrollment is on track for next year. We received the second half of the Employee Retention Credit allowing us to reach our salary goals. Health insurance contract will be presented in May.
 1. Comment: Board members impacted by the health insurance change should be cognizant of their board role when making the decision.

d. Finance Committee Report

- i. A review of the March financials was provided.

Motion

I move to approve the March Financial Reports.



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Made By	Leonhardi	Seconded By	Yapp
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Discussion	None.
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Vote		Yes	Sletten Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	None	Abstain	None
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Decision	Motion passes unanimously.
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e. Governance Committee

- i. Please take the guiding change documents to the next governance meeting.
- ii. Q: What happens with an unplanned short term absence? Please ask the governance committee.

11. Action Items

a. Repeal Policy 902 Use of School District Facilities and Equipment

Motion	I move to repeal policy 902.
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Made By	Kinkel	Seconded By	Brooks
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Discussion	Allowing people to use our facilities opens the school up to liability we would rather avoid. Our bond holders* would like us to repeal this policy due to the liability. We can continue to partner with other public entities. *See attorney statement here.
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Vote		Yes	Sletten Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	<i>None</i>	Abstain	<i>None</i>
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Decision	Motion passes unanimously.
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b. Teacher Salary Schedule

Motion	I move to approve the teacher pay scale.
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Made By	Kinkel	Seconded By	Koerner
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Discussion	<p>As Dr. Hinton stated, the average salary increase is about 7%. Q: How do we incentivize teachers who are at the top of the scale? A: No one is at that end of the scale yet, but when they are we may look into a longevity stipend. Q: Can we sustain this payscale without the ERC? A: Yes, because our growth will help us sustain. Q: How do our other benefits compare? A: Our insurance plans are better than 833 so that helps fill the gaps, pension is included in the formula. Q: How do the scale's steps work? A: Some teachers are in steps with teachers of less experience, this is just the nature of cutting steps. It is complicated to determine a step by looking at the scale. No teachers go backward in steps, all teachers receive raises.</p> <p>Comment: I think we should look at this again because it doesn't do enough for long term staff especially considering the ERC is earned for retained teachers.</p> <p>Q: Could we get more options for teachers and the finance committee to review? A: Yes, but it will be tight with the end of year timing.</p> <p>Comment: Typo in Step 12 BA/BS +30.</p> <p>Q: What is the backup plan if not approved tonight? A: It would have to be approved in May and restricts the wage notice timeline.</p>
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Vote		Yes	Ellingson Linzmier Kinkel Brooks	No	Sletten Koerner Yapp Leonhardi	Abstain	Harms
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Decision	Motion does not pass.
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c. Table teacher salary scale until May.

Motion	I move to send the Scale back to the Pay Scale Committee to give further options on May 6th.
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Made By	Leonhardi	Seconded By	Yapp
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Discussion	<p>Q: Are we maintaining a target of 7% or lowering to 2-3%? A: We want to see an option that better supports long term staff and is equitable.</p> <p>Comment: To give longer term staff larger raises, some will have to have much smaller raises. If the bottom of the scale is too low, then we can't recruit.</p> <p>Q: Maybe the salary increases increase the longer you have been here? A: It's easier for people to leave a place when they've only been here a year or two, so lowering the lower levels even more makes it less likely they will stay.</p> <p>Comment: 2% at the top of the scale is a much bigger increase than 2% at the bottom of the scale, we should consider a reverse progressive scale to be equitable to the newer staff.</p> <p>Q: Is there any way to get the proposed option along with 1-2 other options for review at the next meeting? A: We can bring a few back to the pay scale committee, but typically only bring one to the board because the board only votes on one. We wouldn't bring this same one back because it was already rejected by the board.</p> <p><u>Final comment: Take this back to the pay scale committee and present at least two options at the May 6th workshop meeting taking into consideration the board's comments.</u></p>
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Vote		Yes	Sletten Leonhardi Harms Brooks Koerner Ellingson Yapp	No	<i>None</i>	Abstain	<i>Kinkel Linzmeier</i>
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Decision	Motion Passes.
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d. Election Ballot

Motion	I move to approve the parent and community member nominations for the ballot.
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Made By	Koerner	Seconded By	Brooks
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Discussion	<p>Sletten did rescind their nomination due to pursuit of a Masters Degree. A candidate statement for Jen Neisse was shared with the board. We can open the nomination for more candidates. Q: Can we adopt Neisse's statement tonight? A: Yes.</p> <p>Everyone did have time to apply and we do comply with state statute with one teacher, parent, and community member. Q: Could we keep that spot open to be filled later? A: For best practice, we should fill this. This can be approved today with the possible teacher candidate unless another teacher runs.</p> <p>Comment: To keep as fair as possible, we should not just take Neisse's, we should open nominations to everyone again.</p> <p>Final Comment: If we open for one, we need to open for all. Open staff nominations through noon on Thursday, 4/24/25.</p> <p>The ballot can be approved with valid nominees.</p>
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Vote		Yes	Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	<i>None</i>	Abstain	<i>Sletten</i>
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Decision	Motion passes.
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e. Staff Nominations

Motion	I move to reopen the staff self-nominations until noon Thursday, April 24, 2025 and grant authority to the election committee to add staff candidates who meet the requirements of the bylaws.
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Made By	Yapp	Seconded By	Leonhardi
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Discussion	Committee will meet Thursday virtually and a ballot is posted that evening if there are additional candidates.
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Vote		Yes	Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	None	Abstain	Sletten
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Decision	Motion passes.
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f. Charter Contract Update

Motion	I move to approve the Admission Procedures document (Exhibit G).
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Made By	Brooks	Seconded By	Linzmeier
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Discussion	MDE reviewed contract renewal and did see discrepancies. They've asked us to remove the First 5 Days of School attendance requirement and the "enrolled student" definition from the Admissions Procedures document.
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Vote		Yes	Sletten Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	<i>None</i>	Abstain	<i>None</i>
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Decision	Motion passes unanimously.
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g. Bylaw Update

Motion	I move to approve the updated bylaws.
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Made By	Kinkel	Seconded By	Harms
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Discussion	Clarifying language regarding student representatives. Q: Are the bylaws able to be more restrictive than state statute? A: Yes
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Vote		Yes	Sletten Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	<i>None</i>	Abstain	<i>None</i>
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Decision	Motion passes unanimously.
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h. Approval of Charles Schwab Account Update

Motion	I move to add Shauni Holt and Kathryn Hinton to the Charles Schwab account.
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Made By	Harms	Seconded By	Brooks
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Discussion	No one listed on the Charles Schwab account currently works here, so we need to update it to have access to the funds. We can move to keep it consistent. We need signers on the account to be able to access it.
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Vote		Yes	Sletten Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	<i>None</i>	Abstain	<i>None</i>
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Decision	Motion passes unanimously.
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12. Future BOD Items

- Staff Health Insurance Contract & Teacher Salary - May 6, 2025
- ED Review - May
- Strategic Plan Extension - May
- Budget Approval
- Policy 721 Procurement Policy Update

13. Adjournment

Motion	I move to adjourn.
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Made By	Yapp	Seconded By	Sletten
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Discussion	Not called.
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Vote		Yes	Sletten Linzmeier Leonhardi Harms Brooks Kinkel Koerner Ellingson Yapp	No	<i>None</i>	Abstain	<i>None</i>
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Decision	Motion passes unanimously.
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Meeting adjourned at 8:20pm

Submitted: Caitlin Bond, Board Recorder

Approved: Sarah Harms, Board Secretary