



BOD Meeting  
May 5, 2025  
8430 Woodbury Crossing, Woodbury, MN 55125  
Room 4A  
**MEETING MINUTES**

- 1. BOD meeting called to order by chair at 5pm.**
- 2. Reading of Mission, Vision, Land Acknowledgement**  
Vision and Mission read by Linzmeier  
Land Acknowledgement read by Linzmeier

**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	Absent
Dan Ellingson, Parent Member	Present
Jules Kinkel, Community Member	Absent
Kari Koerner, Parent Member	Present
Mary Yapp, Parent Member	Present
Kate Hinton, Ex-officio, Executive Director	Present
Nneka Amadi, Ex-officio, Student Representative	Absent
Abigail Wudmatas, Ex-officio, Student Representative	Absent



#### 4. Approval of Agenda

<b>Motion</b>	I move to approve the agenda.
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<b>Made By</b>	Linzmeier	<b>Seconded By</b>	Ellingson
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<b>Discussion</b>	Amend agenda to remove 5c. Due to legal advice as to not make changes to this. The service providers will work with the policy we have.
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<b>Vote</b>		<b>Yes</b>	Yapp Leonhardi Koerner Sletten Linzmeier Ellingson Harms	<b>No</b>	None	<b>Abstain</b>	None
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<b>Decision</b>	Motion passed unanimously.
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#### 5.

##### a. Pay Scale

<b>Motion</b>	I motion to approve the pay scale.
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<b>Made By</b>	Koerner	<b>Seconded By</b>	Sletten
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<b>Discussion</b>	<p>Propose to approve all the Teachers, EAs, Office Staff, and Admin pay scales. These are under action items. Email was sent to three board members: Teacher is not comfortable with teachers coming in and getting paid more with less experience. This is the 4th year of reducing steps, the pay scale agreed upon in the committee has teachers benefiting at different amounts based on how long they've been teaching. The committee talked to others and it was chosen out of three options.</p> <p>Is it equitable between EA's, Office Staff, and Admin? This is comparable to ISD 833s scale and degree requirements.</p> <p>This is better in equity terms, there was just little communication about this. Everyone is still getting a raise in this scale. There are 12 teachers in the second group with only 3 benefiting from jumping in steps.</p> <p>Our whole goal is to pay teachers more and we are achieving this. In general the salary scale has improved over the 4 years.</p>
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<b>Vote</b>		<b>Yes</b>	Yapp Leonhardi Koerner Sletten Linzmeier Ellingson Harms	<b>No</b>	<i>None</i>	<b>Abstain</b>	<i>None</i>
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<b>Decision</b>	Motion passes unanimously.
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#### b. Medical Benefits

<b>Motion</b>	I move to pass the medical benefits.
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<b>Made By</b>	Koerner	<b>Seconded By</b>	Linzmeier
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<b>Discussion</b>	<p>We need to move from small group to large group insurance, this is the year we put medica out to bid. Medica came in a lot more, over 15% of current rates. Health Partners came in less. Previously based on age, now based on group and family structure. Premiums are a little different, coverage will be the same.</p> <p>We need to move to a large group. Health Partners has a large network and change is needed. Experience with both is about the same.</p> <p>Is there a reason we didn't get Blue Cross Blue Shield? We did, came in a lot higher.</p>
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<b>Vote</b>		<b>Yes</b>	Yapp Leonhardi Koerner Sletten Linzmeier Ellingson Harms	<b>No</b>	<i>None</i>	<b>Abstain</b>	<i>None</i>
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<b>Decision</b>	Motion passes unanimously.
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## 6. Motion to Close Special Meeting

<b>Motion</b>	Motion to close special meeting.
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<b>Made By</b>	Ellingson	<b>Seconded By</b>	Yapp
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<b>Discussion</b>	None.
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<b>Vote</b>		<b>Yes</b>	Yapp Leonhardi Koerner Sletten Linzmeier Ellingson Harms	<b>No</b>	<i>None</i>	<b>Abstain</b>	<i>None</i>
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<b>Decision</b>	Passed unanimously.
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Meeting adjourned at 5:22

Submitted: Sarah Harms, Board Secretary

Approved: Sarah Harms, Board Secretary