

**Board of Directors  
Workshop Notes  
Math & Science Academy  
8430 Woodbury Crossing, Woodbury, MN 55125  
Monday, December 14, 2015, 5:00pm**

Policy 521 Student Disability Nondiscrimination: change to description of who the ADA/504 Coordinator is.

Policy 522 Student Sex Nondiscrimination: clarifying some language in Section IV.E.

Policy 413 Harassment and Violence: Noelle would like to add “gender identity” as one of the classifications, listed after “sexual orientation.” Discussion among members with differing opinions, with some saying we should follow exactly the language of the law versus being more progressive in adding such language. Jessie will begin discussing with her student club, and she and Noelle will research it further and bring discussion back to the BOD in future. We decided to take the vote tonight to approve the policy as is for now. Also, we discussed other language regarding other language and updating our current reporting form & making it available on the MSA website.

Policy 410 Family and Medical Leave Policy - no real changes

Crisis Management - no real changes

Policy 428 Health Insurance Policy - Deb created this policy, which basically says what the statute says. This is a required policy. Deb will add something that says the BOD will review and vote on the Director’s recommendation of policy. (Deb will also change the number from policy 711 to policy 428.)

Discussion about replacing Molly Molitor on the board: This is NOT a disciplinary issue and is NOT “dismissal for cause.” Molly did not foresee that she would have to miss so many BOD meetings, especially due to basketball. Recent state statute changes say that if a BOD member isn’t present at BOD meetings 3 times in a row and doesn’t contact us, then she must be replaced via a special election. However, in this case, we could decide to just keep her position unchanged. A downside of this is that teachers would not be fully represented on the BOD. IF we decide to hold a special election, we may not find a teacher to run for an open position.