

**CALL TO ORDER** Nick Meyer called the meeting to order to at 6:31 p.m.

<b>1.ROLL CALL</b> present at time of meeting unless otherwise noted	<b>Present</b>	<b>Absent</b>
<b>Board Member</b>		
(President) Nick Meyer	✓	
Eldred Bach (Vice President)	✓	
Aaron Price (Treasurer)	✓	
(Secretary) Paige Roth	✓	
Kris Gapinski	✓	
Heather Greibrok	✓	
Cameron Ward	✓	
Roxana Bruins		✓
Joe Sears	✓	
Sean Koster(ex-officio)	✓	
Mike Reeder (ex-officio)		✓
Mike Pocrnich (ex-officio)	✓	

**MISC. ATTENDEES:**

**2. PLEDGE OF ALLEGIANCE**

*(Choral reading of the Pledge of Allegiance)*

**3. BEACON MISSION STATEMENT**

*(Choral reading of the Beacon Academy Mission Statement)*

**4. Approval of Agenda**

<b>Motion:</b>	To approve the agenda: security update before finance committee report. Item C listed twice in the consent agenda							
<b>Made by:</b>	*Kris Gapinski				<b>Seconded by:</b>	*Aaron Price		
<b>Discussion:</b>								
<b>Vote:</b>	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins			x-absent	Heather Greibrok	x		
	Cameron Ward	x			Joe Sears	x		
	Kris Gapinski	x						
<b>Decision:</b>	Passes							

**5. Public Comment: none**

**6. Approval of the Consent Agenda**

**Beacon Academy Charter District 4124**  
 Regular Board Meeting Minutes, April 18, 2019 6:30 p.m.  
 3415 Louisiana Ave N, Crystal, MN 55428

<b>Motion:</b> To approve the consent agenda:								
<b>Made by:</b> * Eldred Bach			<b>Seconded by:</b> *Aaron Price					
<b>Discussion:</b>								
<b>Vote:</b>	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins			x-absent	Heather Greibrok	x		
	Cameron Ward	x			Joe Sears	x		
	Kris Gapinski	x						
<b>Decision:</b> Passes								
<p>A. Approval of Minutes: Regular Board Meeting – March 21, 2019</p> <p>B. Policy First Reading</p> <ol style="list-style-type: none"> <li>1. 207 Public Hearings</li> <li>2. 208 Development, Adoption and Implementation of Policies</li> <li>3. 209 Code of Ethics</li> <li>4. 211 Criminal or Civil Action Against School District, School Board Member, Employee or Student</li> </ol> <p>C. Policy Second Reading –</p> <ol style="list-style-type: none"> <li>1. 203.6 Consent Agendas</li> <li>2. 204 School Board Meeting Minute</li> <li>3. 205 Open and Closed Meetings</li> </ol> <p>D. Staffing Update</p>								

## 7. Board Reports

### A. Finance Committee – Mike Pocrnich

#### 1. Review/Approve March 2019 Financial Report

- Financials were reviewed prior to the meeting. We are  $\frac{3}{4}$  through the fiscal year. There aren't many changes in our financials from last month.
- We are taking a bit of a deficit right now but we should shore up by end of the year.
- We have a combined day's cash on hand of 67 days.

<b>Motion:</b> To approve the financial report as presented:								
<b>Made by:</b> *Aaron Price			<b>Seconded by:</b> *Joe Sears					
<b>Discussion:</b>								
<b>Vote:</b>	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins			x-absent	Heather Greibrok	x		
	Cameron Ward	x			Joe Sears	x		
	Kris Gapinski	x						
<b>Decision:</b> Passes								

We are also looking at the FY19 budget report. Compensatory revenue took an increase. We will continue to track this as we grow our enrollment. With recommendations from ERCC we will be looking at our benefits. The debt service covenant ratio is being covered. Next month we will be looking at approval from FY19 budget

**2. Board Training – Funding Formula and Fund Balance**

- A training packet was handed out.
- A state report from MDE website for Beacon Academy runs through all the state funding for the school. ADM is important and determines our income.

**Funding Formula:**

- We average \$6,698.74 per pupil for general education students.
- Compensatory revenue is dependent on our free and reduced count. We are receiving \$177,270.47 this year in this category.
- English Language Learner – We have 30 students that qualify for the program. We will receive \$21,120.00 in this category.
- Transportation revenue is determined either through private contract or contract through the district. If you contract with the district you lose this revenue. This year we are receiving \$182k
- Long Term Facility Maintenance is at \$81,945.00

**Fund Balance:** our cumulative annual surpluses and deficit since the schools inception. We need to make sure we don't drill down on our fund balance. As we grow the fund balance should continue to grow as long as we keep an eye on our spending.

**B. Employee Retention & Compensation Committee Meeting (ERCC) - Paige Roth**

**1. Review/Approve Support Staff Paid Time Off Increases**

- Increase PTO to be more proportional to days worked.
- Office staff works 225 days, increase PTO from 10-14 days
- Para currently receive PTO based on number of hours worked. We would like to give them 10 days up front to use throughout the year.
- Lunchroom staff increase PTO from 4-6 days to 8 days up front.
- Lunchroom supervisor increase PTO from 6 to 10 days
- Nurse increase PTO from 10 days to 12 days
- IT Admin increase PTO from 10 days to 14 days
- Facilities Staff increase PTO from 15 days to 18 days
- Impact to budget is \$1, 320
- Sean mentioned that our paraprofessionals that are parents and might have sick kids in the beginning of the year and they have to either dip into their PTO that they hadn't earned yet or take the day unpaid.
- all of these numbers are in the finance working budget for next year.

<b>Motion:</b>	To approve the support staff paid time off increases as presented:							
<b>Made by:</b>	*Kris Gapinski			<b>Seconded by:</b>			*Cameron Ward	
<b>Discussion:</b>								
<b>Vote:</b>	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aron Price	x			Paige Roth	x		

Eldred Bach	x	Nick Meyer	x		
Roxana Bruins		Heather Greibrok	x		
Cameron Ward	x	Joe Sears	x		
Kris Gapinski	x				
<b>Decision:</b> Passes					

**2. Review/Approve Paid Time Off Payout Plan**

- A new proposal for our payout of PTO. A survey was done payout vs. carryover. 66% of respondents wanted a payout plan.
- In the current pay out, licensed staff receives \$300 at the end of the year if they have 5 days or more left of unused PTO and support staff received \$150.
- We would like to increase that to a per day payout; licensed staff would receive \$200 per day up to 5 days and support staff would receive \$165 per day up to 5 days.
- The total possible impact to the budget would be \$55k a year which is about 1.9% of our general education salaries and benefits budget. This would only occur if everyone was paid out for their 5 days.
- Nick suggested this would be revenue neutral due to not having to get subs for teachers. Sean remarked that there would be some hit to our budget but we don't know the impact yet. This will be tracked so we have a baseline to go on.
- Sean mentioned that he is in full favor of this because it is good for our kids because teachers are in the classrooms and it allows the staff to feel like they can take some days but have some saved days as well.

<b>Motion:</b> To approve the support staff paid time off payout plan as presented:								
<b>Made by:</b> *Joe Sears			<b>Seconded by:</b> *Heather Greibrok					
<b>Discussion:</b>								
<b>Vote:</b>	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins			x-absent	Heather Greibrok	x		
	Cameron Ward	x			Joe Sears	x		
	Kris Gapinski	x						
<b>Decision:</b> Passes								

**3. Review/Approve Facilities Pay Scale**

- We presented a 1% increase for facilities last month and then it was brought to our attention that this was dramatically lower than all the other pay scale increases. We would like to make this more equitable and have a 2.5% increase every two years. This would be a brand new pay scale for the facilities team.
- Sean mentioned that we started the facilities staff at a higher scale closer to other districts to compete.

<b>Motion:</b> To approve the facilities staff pay scale as presented:								
<b>Made by:</b> *Eldred Bach			<b>Seconded by:</b> *Joe Sears					
<b>Discussion:</b>								
<b>Vote:</b>	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins			x-absent	Heather Greibrok	x		
	Cameron Ward	x			Joe Sears	x		
	Kris Gapinski	x						
<b>Decision:</b> Passes								

**C. Curriculum Committee – Kris Gapinski**

- Technology Curriculum is up for review this year. There was a proposal handed out at the beginning of the meeting.
- The curriculum is broken out by K-2, 3-5 and 6-8
- The total curriculum ask is \$17,983.10
- This is in addition to what is being used for reading and math which is already figured into our budget from past curriculum reviews.

**D. Principal’s Report – Sean Koster**

**1. Enrollment Report (See Attached)**

- We are at 617. Sean referenced where our students are coming from. These are new kids only.
- Sean referenced the ADM (Average Daily Membership) that was talked about earlier in the meeting.

**2. ADSIS Application –**

- Last month Sean went over the numbers for ADSIS. The application was due since the last meeting. Joe Adams submitted it. The amount requested was \$323K
- This is a number that can still be tweaked or amended if we decide to add a behavior specialist to our staff
- The behavior specialist would be put into our resource room. This would decrease one para in that room. We would like that person trained in restorative justice practices. We want to increase awareness in empathy and awareness in students.
- Some of the ideas Sean has for this came out of the time he spent in Pine River on sabbatical.
- Sean would like the board to approve the position for a behavior specialist

<b>Motion:</b>	To approve a new position for a behavior specialist starting school year 19-20								
<b>Made by:</b>	*Kris Gapinski				<b>Seconded by:</b>	*Joe Sears			
<b>Discussion:</b>									
<b>Vote:</b>	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain	
	Aron Price	x			Paige Roth	x			
	Eldred Bach	x			Nick Meyer	x			
	Roxana Bruins			x-absent	Heather Greibrok	x			
	Cameron Ward	x			Joe Sears	x			
	Kris Gapinski	x							
<b>Decision:</b>	Passes								

**3. Charter School Update from MACS**

- MACS sends out newsletters. There are 59,428 students enrolled in charter schools in the state.
- Enrollment has increased by 5% overall. Our own increase has been 40%.
- Proud of charter schools and what they are doing in impacting kids.

**4. Snow Day Relief Bill – Review/Approve calendar and update on legislative process**

- Last month we passed a calendar with 4 days and one day as a makeup day. Now we've had another snow day.
- The snow day bill came back with unexpected asks. In order to receive full funding on a relief bill we would have to pay all our hourly employees as if they worked those days.
- We also have to pay all our employees that are contracted from another company such as the bus drivers, DAPE, ect.
- Sean doesn't have a number yet as this just arrived about 7 days ago. Sean would like to ask permission to do this so we can make this up to our employees.
- There would be a motion to approve a new calendar and a motion to approve paying out the employees.

<b>Motion:</b>	To approve the new calendar and the pay for hourly employees for those instructional days for the last 4 days in January:								
<b>Made by:</b>	*Aaron Price				<b>Seconded by:</b>	*Cameron Ward			
<b>Discussion:</b>									
<b>Vote:</b>	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain	
	Aron Price	x			Paige Roth	x			
	Eldred Bach	x			Nick Meyer	x			
	Roxana Bruins			x-absent	Heather Greibrok	x			
	Cameron Ward	x			Joe Sears	x			
	Kris Gapinski	x							
<b>Decision:</b>	Passes								

**5. E-Learning Update and Progress**

- A committee was formed to look into this. Our challenge has been looking at the platform and how to communicate and navigate this. Staff would have to be available to students either online or on the phone. Since we don't have Office 365 launched yet we would have to delay one more year so employees can be trained and we can implement it well.
- We could implement apps and messaging systems but since we don't know all the requirements this might not work when we need it.
- Staff needs to be available 9am – 3:30pm. So we would want them to be able to do this from home and not have to come in.
- Staff wants this to be relevant and to be implemented well. They are asking for a one year delay due to this.
- Eldred asked if there is a time frame for a trial run. Sean will set that up.

**6. Review/Approve Proceeding with Crotega Proposal –move up in report**

- Chris Daniels is here with US Security. They integrate video, card access, fire systems and other security devices into networks. He is here with Crotega and Jody Allen Crowe, the inventor of the product to introduce us to this threat suppression system.
- An introductory video was shown
- Jody profiles school shooters and has done a lot of research in this area.
- One system has been installed for 16 months and there have been no issues with it.
- **Sean's Comments:**
- Sean would like Nick to talk about his time on the phone with the reps from Crotega.
- We could lease at \$57K a year. We could get 1/2 of the lease reimbursed from allowing people to tour and see the product.

- Nick asked the board their thoughts on what they saw and heard.
- Crotega would pay for the first implementation which wouldn't be effective for us but would get people in to see it. There was a phase I and phase II plan laid out as well. This would much more effective for us.
- Nick believes this will revolutionize building security. The bulk of the cost is in labor.
- Due to our proximity to Crotega there are opportunities for further partnerships with them.

<b>Motion:</b>	To approve the continued conversations between Sean, Nick and Crotega:							
<b>Made by:</b>	*Nick Meyer				<b>Seconded by:</b>	*Eldred Bach		
<b>Discussion:</b>								
<b>Vote:</b>	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins			x-absent	Heather Greibrok	x		
	Cameron Ward	x			Joe Sears	x		
	Kris Gapinski	x						
<b>Decision:</b>	Passes							

**7. West Suburban Summer School Gifted Program**

- Dist. 287 puts this on each year. We have over 100 students this year that have been invited to go. It's a great opportunity for students.

**8. Review/Approve Staffing**

- Two teacher employment contracts that are board members.
- Paige Roth and Kristin Gapinski

<b>Motion:</b>	To approve the							
<b>Made by:</b>	*Eldred Bach				<b>Seconded by:</b>	*Aaron Price		
<b>Discussion:</b>								
<b>Vote:</b>	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aron Price	x			Paige Roth			x
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins			x-absent	Heather Greibrok	x		
	Cameron Ward	x			Joe Sears	x		
	Kris Gapinski			x				
<b>Decision:</b>	Passes							

Nick let the board know that he accepted a job out of state. They will be moving this summer. He will not be running for school board again due this move. He regrets having to leave here and will miss the community here.

**8. Adjournment**

**Board Workshop-** None

**Old Business-** None

**Action Items-**

**NEXT MEETING IS May 16, 2019**

**MOTION TO ADJOURN**

Motion to adjourn at 9:24pm forwarded by Eldred Bach seconded by Cameron Ward Approved unanimously.  
Meeting adjourned at 9:24pm

**Approved on** \_\_\_\_\_

\_\_\_\_\_  
**Secretary**  
**Beacon Academy School Board**