

CALL TO ORDER Nick Meyer called the meeting to order to at 6:30 p.m.

1.ROLL CALL present at time of meeting unless otherwise noted	Present	Absent
Board Member		
(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: ELIZABETH BROBECK,
 WENDY TERRY, LORI FOCKE, JOANNA PEDERSON

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

Motion:	To approve the agenda: with the noted change under the second Board Chair Report, outgoing and incoming board members							
Made by:	*Paige Roth			Seconded by:	*Kris Gapinski			
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins	x			Heather Greibrok	x		
	Cameron Ward			x-absent	Joe Sears	x		
	Kris Gapinski	x						
Decision:	Passes							

5. Public Comment: Joanna introduced herself. She is here to talk to the board later about the Spanish department.

6. Approval of the Consent Agenda

Beacon Academy Charter District 4124
 Regular Board Meeting Minutes, June 20, 2019 6:30 p.m.
 3415 Louisiana Ave N, Crystal, MN 55428

Motion: To approve the consent agenda: with the changes noted on the Paid Time Off Policy and the minutes from last month								
Made by: * Eldred Bach			Seconded by: *Kris Gapinski					
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price			x-absent	Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins	x			Heather Greibrok	x		
	Cameron Ward			x-absent	Joe Sears	x		
	Kris Gapinski	x						
Decision: Passes								
<p>A. Approval of Minutes: Regular Board Meeting – May 16, 2019</p> <p>B. Policy First Reading 1. 431 Paid Time Off</p> <p>C. Policy Second Reading 1. None</p> <p>D. Special Education Contrcts 1. Inigo Education – Director Contract 2. Pediatric Psych Services – ASD Contract 3. Sentinent Healthcare Inc. – Audiology Contract 4. Pediatric Psych Services – Psych Contract 5. Kristen L.N. Pecha – Physical Impaired Contract</p> <p>E. Staffing Update</p>								

7. Board Reports

A. Finance Committee – Mike Pocrnich

1. Review/Approve May 2019 Financial Report

- 92% of the way through the fiscal year.
- We ended the month of May with \$500,000.00 in cash
- We are nearing the end of our accounts payable for this fiscal year
- see financial report in packet
- YTD surplus of \$90k
- We have 72 DCOH
-

Motion: To approve the financial report as presented:								
Made by: *Eldred Bach			Seconded by: *Roxana Bruins					
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aron Price			x-absent	Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins	x			Heather	x		

			Greibrok		
Cameron Ward	x-absent		Joe Sears	x	
Kris Gapinski	x				
Decision:	Passes				

B. Board Chair, Nick Meyer

1. Crotega Security Update

- A few months ago both Crotega and USA Secure came and gave us a proposal for a threat suppression system. The system was over \$200k. The following month they looked at how they could get the cost down but it wasn't enough for us to be able to fit it into our budget.
- This month \$100,000.000 for a 5 year lease \$24,000 a year. Covers main entrance and the long hallway going north and south.
- Jody from Crotega mentioned that they are doing it at absolute cost to help us be a model building for the company. Jody would need to know by mid-July if we want to do this during the summer.
- The proposal is not in the packet but Nick would like feedback from the board about their opinions on the system.
- Jody explained that the cost decrease does not affect the warranty. They are cutting out the middle man because they need one organization to say yes to the system.
- There would be other schools that may want to come in and see the system. We would have the opportunity for a stipend for having the tours; \$1,000 for each tour.
- Where would the initial money come from? There's the potential to take from the building maintenance fund. Transportation also came in lower so there is some money there. The finance committee has not looked fully into this yet.
- A tour of the Crotega facility was popular among the board members.
- Paige will work with Sean to get a time set up to tour the facility.

2. Employee Appeal for salary/scale adjustment

- We have a teacher that is appealing their years of service on the payscale. Brandon Huberty gave the board a letter that he wrote to our human resources department. His initial request was denied by administration.
- Brandon is in his 7th year and he's requesting he gets credited with 9 years of service.
- There was a conversation between Brandon, Nick and Sean prior to this coming to the board. Nick stated that the board can say yes, but be forewarned that we may see this coming to the board more. The board can also say no.
- Brandon believes he was given a stipend when he was facilitating a literature group for higher level third graders. He was a paraprofessional at that time. This was taught during the day while these students had reading.
- A policy is needed and should be looked at being created soon by ERCC.
- there are 39 individuals at Beacon Academy who could have prior working experience that would be impacted by being granted additional years of service at the amount of \$53,000.00

- It was also discussed to put a time limit that employees can ask for additional service years to be awarded after the policy is put into place.
- Nick did talk to Sean and Sean believed this is part of a larger problem. We were in the margin 6 years ago with pay and now with the scarcity of teachers we fell behind in the last couple of years. Sean would like to look at the entire structure and salary so we can compete.
- Paige commented that when ERCC looked at the teacher pay scale structure we just moved into the building so instead of giving the normal increase, teachers were given a 1% cost of living increase.
- Eldred would like the board to grant Brandon's request for the increase in his years of service.
- Nick was also in favor of granting Brandon's request. He would like to defer to ERCC to make a recommendation and then it would have to go to Governance to make an official policy.

There was a motion by Kris Gapinski, seconded by Eldred Bach to To approve granting Brandon Huberty on additional year of service to bring him to 8 years of teaching experience.

The motion was then amended by Paige and seconded by Kris to grant Brandon two years of additional teaching service as his combined subbing was for 1/2 a school year. Eldred made the comment that adding a year because of a few months was uncomfortable for him. He would like to revert back to giving one year to Brandon and then deferring to ERCC.

Motion:	To approve granting Brandon Huberty two additional year of service to bring him to 9 years of teaching experience:								
Made by:	*Paige Roth				Seconded by:	*Kris Gapinski			
Discussion:									
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain	
	Aaron Price	x			Paige Roth		x		
	Eldred Bach	x			Nick Meyer		x		
	Roxana Bruins		x		Heather Greibrok		x		
	Cameron Ward			x-absent	Joe Sears		x		
	Kris Gapinski		x						
Decision:	Does Not Pass								

The conversation reverted back to granting Brandon one additional year of teaching service.
 Eldred called the question and then withdrew it.

Motion:	To approve granting Brandon Huberty with one additional year of teaching service to bring him to 8 years of teaching experience:								
Made by:	*Eldred Bach				Seconded by:	*Kris Gapinski			
Discussion:									
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain	
	Aaron Price	x			Paige Roth	x			
	Eldred Bach	x			Nick Meyer	x			
	Roxana Bruins	x			Heather Greibrok	x			
	Cameron Ward			x-absent	Joe Sears	x			
	Kris Gapinski	x							

Decision: Passes

Nick called a recess at 8:12pm.
The meeting reconvened at 8:19pm

C. Employee Retention and Compensation Committee – Paige Roth

1. Employee Request to review pay scale for Spanish teachers

- Joanna Pederson is here to talk about reviewing the pay scale for Spanish teachers. Joanna has been in countless interviews to hire Spanish teachers but it's hard to hire them because of what we pay. She loves working here and loves that Spanish is a pillar. Beacon spends a lot of money training teachers and then the teacher leaves and takes their training somewhere else.
- Joanna talked about teacher retention. There is a 40% increase in teachers leaving their profession and that number is increased in the first 5 years. Quality Spanish teachers are getting paid more elsewhere and that's why they are leaving.
- 55% of districts are having a hard time filling vacancies in K-8 and Beacon is definitely feeling that.
- Joanna is making \$15,000 less than surrounding districts and after she gets her 2nd master's degree she will make \$30,000 less than surrounding districts.
- Joanna would be asking for a \$5,000 bump with completing her 7th year of teaching.
- Paige noted that there are two issues; our payscale in general and should we be creating different pay scales or hard to fill areas.
- this is information right now. ERCC will be looking at and researching a scale to bring to the board.

D. Board Chair, Nick Meyer

1. Outgoing/Incoming Board Members

- We announced our election results last month. Wendy Terry and Elizabeth Brobeck are our new board members.
- Nick thanked Eldred for his time served on the board and thanked him for his dedication to the board and the school.
- Eldred thanked Nick for being board chair and for all he did during the transition.

E. Principal's Report, Sean Koster, Lori Foecke is reporting for Sean

1. Enrollment Report

- We are steady with enrollment. Yard signs are being distributed.

2. Staffing Update – Teacher Shortage: raising SpEd and Spanish teacher pay scales

- We have 6 special ed case managers that are needed. We have 2 guaranteed right now. Lori reported on the pay scale from Robbinsdale with how it compares with Beacon.
- Other districts are offering hiring bonuses and that will be a future discussion at a board meeting.

3.Review/Approve Gas Card for Facilities Staff

- We received information on a PEX card. Facilities would be able to use this instead of getting reimbursed for gas, etc.
- there would be a limit set and the monies can be checked in real time.

Motion:	To approve a PEX card for the facilities team:							
Made by:	*Eldred Bach				Seconded by:	*Joe Sears		
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins	x			Heather Greibrok	x		
	Cameron Ward			x-absent	Joe Sears	x		
	Kris Gapinski	x						
Decision:	Passes							

4.Summer Event Reminders

- An email went out with sign up genius links for our summer marketing events.

5. Review/Approve 2018-2019 Q-Comp Yearly Report

- We have participated in Q-Comp since 2005. It has impacted instruction in multiple positive ways.
- Each teacher stipend is \$1,500 - \$2,000

Motion:	To approve the Q Comp report for 2018-2019							
Made by:	*Eldred Bach				Seconded by:	*Joe Sears		
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aron Price	x			Paige Roth	x		
	Eldred Bach	x			Nick Meyer	x		
	Roxana Bruins	x			Heather Greibrok	x		
	Cameron Ward	x			Joe Sears	x		
	Kris Gapinski	x						
Decision:	Passes							

8. Adjournment

Board Workshop- None

Old Business- None

Action Items-

NEXT MEETING IS July 18, 2019

MOTION TO ADJOURN

Motion to adjourn at 8:56pm forwarded by Eldred Bach seconded by Roxana Bruins Approved unanimously.
Meeting adjourned at 8:56pm

Approved on _____

Secretary
Beacon Academy School Board