

*Beacon Academy is authorized by Innovative Quality Schools
 P.O Box 580, Hutchinson, MN 55350*

CALL TO ORDER Wendy Terry called the meeting to order to at 6:31p.m.

1.ROLL CALL present at time of meeting unless otherwise noted	Present	Absent
Board Member		
Wendy Terry (President)	✓	
Kris Gapinski (Vice President)	✓	
Aaron Price (Treasurer)	✓	
Paige Roth (Secretary)	✓	
Elizabeth Brobeck	✓	
Heather Greibrok	✓	
Cameron Ward	✓	
Joe Sears		✓
Sean Koster(ex-officio)	✓	
Mike Reeder (ex-officio)	✓	
Mike Pocrnich (ex-officio)	✓	

MISC. ATTENDEES: ROGER BENSON, CINDY JONES, DIANA JAIMES, DENNIS DANE, KIM REID, MYLA JOHNSON, ELDRED BACH, MOLLY SHAW

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 following changes:							
Made by:	*Aaron Price				Seconded by:	*Kris Gapinski		
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Wendy Terry	x			Elizabeth Brobeck	x		
					Heather Greibrok	x		
	Cameron Ward	x			Joe Sears			x-absent
	Kris Gapinski	x						
Decision:	Passes							

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5. Public Comment

- Molly Shaw spoke to the board. She spoke about her middle son and the current bullying policy. Would like the board to consider changes to the policy. Molly has withdrawn her son because of a bullying situation. She spoke of her love for Beacon and asks the board to reconsider the current policy and ask that the staff have yearly bullying training.

6. Declaration of Conflict of Interest – there in no conflict at this time

7. Approval of Consent Agenda

Motion:	To approve the consent agenda: the 990 tax form is going to be pulled from the consent agenda and discussion will happen after the approval of the consent agenda. February minutes: remove Roxana Bruins from consent agenda vote and change the meeting date of the February board meeting.							
Made by:	* Paige Roth			Seconded by:	*Elizabeth Brobeck			
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Wendy Terry	x			Elizabeth Brobeck	x		
					Heather Greibrok	x		
	Cameron Ward	x			Joe Sears			x-absent
	Kris Gapinski	x						
Decision:	Passes							
	A. Approval of Minutes: Regular Board Meeting – January 16, 2020 B. Policy, First Reading 1. 431 Salary and Wage Compensation System 2. 603 Curriculum Development C. TruGreen – Lawn Fertilizing D. Staffing Update E. 990 Tax Document, 2018-2019 -removed							

Questions on the 990 Tax document – Page 28, schedule O mentions that we are in the Church of the Open Door. Needs to be corrected. Page 29, third paragraph, states school principal compensation handled by the executive committee of the board; that is correct. Page 31, schedule R, Friends of Beacon intends to own the building and the address is still Maple Grove. That will need to be corrected. These corrections will be made and will be brought back next month.

8. Board Reports

A. Finance Committee – Aaron Price

1. Review/Approve January 2020 Financial Report

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- We are 58% through the fiscal year. We are in really good shape with a surplus of \$259k. Our day's cash on hand is 78 days which is above the 60 days that is required. This is due to our enrollment above what we budgeted.
- There was a discussion about the 5-year budget and the committee went through the check register. Also, the proposal from ERCC was included in the discussion

Motion:	To approve the finance report:								
Made by:	*Cameron Ward				Seconded by:	*Heather Greibrok			
Discussion:									
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain	
	Aaron Price	x			Paige Roth	x			
	Wendy Terry	x			Elizabeth Brobeck	x			
					Heather Greibrok	x			
	Cameron Ward	x			Joe Sears			x-absent	
	Kris Gapinski	x							
Decision:	Passes								

2.Long Range Forecast

- The budget is continuing to be run conservatively. Some areas do grow beyond the budget like furniture and equipment. There are 5 separate spreadsheets that go into the budget projections. The majority of the work is what Mike Pocrnich and Sean work on each month.

B. Fund Development Task Force – due to vast number of board level discussions that were happening the task force did not meet regularly. They hope to get back to meeting in March and they are looking at alternative revenue streams.

C. Governance Committee – the governance committee has been working on the curriculum policies this fall. We are heading into the board election period so that will be their focus in February and March.

D. Employee Retention & Compensation Committee, Paige Roth

1. Review/Approve Licensed Staff Schedule

- The first draft of the salary schedule for licensed staff was sent out in January. Feedback was sought from the staff and then changes were made based on the feedback. Along with altering the schedule based on feedback the committee also instituted a longevity stipend. After the completion of the schedule for the teachers the committee will start looking at the administrative pay scale.
- There was a question on the longevity stipend and what quantifies the years of service? Years of service would be the years they have been at Beacon regardless of whether they left and came back and also regardless of what position they have started in at Beacon Academy.
- Sean thanked Kim Reid for crunching spreadsheets and getting the information to the committee in a timely manner.

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Motion: To approve the Licensed Staff Salary Schedule and longevity stipend as presented:								
Made by: *Kris Gapinski			Seconded by: *Aaron Price					
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Wendy Terry	x			Elizabeth Brobeck	x		
					Heather Greibrok	x		
	Cameron Ward	x			Joe Sears			x-absent
	Kris Gapinski	x						
Decision: Passes								

E. Curriculum Committee – currently looking at art curriculum. The health curriculum is also being looked at and there is a night for looking at the proposed curriculum on May 12th. Spanish is also being discussed as they are in the 4th year of their cycle. Vertical planning for math has just been wrapped up during yesterday’s PD.

F. Executive Committee

1. Board and Administration Organization

- Feedback has been that the staff is unsure of what the current structure is. When the board knew that we would move into a new building plans began to be made to change the administrative structure to help with the transition. The administrative structure is included in the board packet. This will be presented to the staff next Wednesday at the all staff meeting.

G. Chair, Wendy Terry

1. Open Board Seat

- Each applicant was asked to come and speak briefly about why they want to serve the community in this capacity.
- Roger Benson – Parent of 3 students in the school. Has served on many boards. He wants to continue the discipline and academics that Beacon teaches. Wants to help continue foster that for the students and families.
- Dennis Dane – parent of 3 students in the school. It has been a great experience for the kids and the parents. Wants to be involved in this area because he believes in the school. Has been a business owner for years and a CPA. Wants to help with the financial vision of the school. Son of a teacher has the respect of the institution of education.
- Diana Jaimes – Parent of 3 students in the school. Has a BA in business in administration. Heard about Beacon in a mom’s group. Especially likes the character education portion of what the school does. Wants to continue to offer the hospitality that she felt when she entered the school. Wants to also promote the character education and the growth that Beacon is experiencing.
- The board took at 5 minute recess at 7:45pm
- The board reconvened at 7:50pm
- The results are in, Dennis Dane has gotten the majority vote. Dennis was asked to join the board at the table.

H. Principal, Mike Reeder

1. Referral Data Report

-When we are talking about behavior we need to remember that there are kids behind all these numbers. Quarter 1, 195 referrals were written. Quarter 2, 298 referrals were written.

-We would like to see the overall demographic breakdown more equitable in the referral count.

-When you look at the years they are at Beacon, that number is low for the amount of referrals they get. That means that we need to teach them the way we do things at Beacon. The more time years they spend at Beacon, the less referrals they get.

I. Executive Director, Sean Koster

1. Enrollment Report

-We started with 665 at the beginning of the year and we are at 655 at the moment. We had 11 students drop since last month. 8 of those 11 moved. We have to get used to these norms of a transient population. We will need to have to work with marketing and press for higher numbers at the beginning of the year.

2. Staffing Expansion Recommendations

-there was a survey that was sent out to the staff. There are a couple of things that backed up what admin has been talking about for a couple of months; a social worker or school counselor. The support staff positions priority was an office staff member and behavior team para. We have not grown the office staff since we expanded. We've had some part-time support in the office for the last two years. To support our restorative justice room we would like to hire a paraprofessional.

-the recommendation would be to hire a full time social worker that would carry 50% of special education case load. We would pay 1/2 of that position out of general ed and then hire a paraprofessional and office staff person using the leftover percentage of general ed monies.

3. E-Learning Update

-A committee was formed last spring to investigate how this would look for our school. The teachers working on it said it would be very challenging without issuing chrome books to each student. We would have to change our philosophy in order to support this. We are not interested in doing this at this time.

-It could be done with office 365 but the time to put into it would be more than we're willing to spend at this time. The recommendation would be to not pursue this any further.

4. Master Schedule – Extra Days vs. Extra Minutes

-Snow days has been a conversation with master schedule. Also, just the flexibility in the schedule. We have surveyed our families in the past and the decision was to do nothing to change the schedule. Other than help with snow days, we would get help for the staff for grading days. The state doesn't look at the number of days but the number of hours. The

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leadership council asked their groups about some options with the schedule. The feedback was split that wanted to add 15 minutes or to keep the calendar the same. There will be a survey to the families soon to get their feedback.

Board Workshop- None

Old Business- None

Action Items-

NEXT MEETING IS March 19, 2020

MOTION TO ADJOURN

Motion to adjourn at 9:11pm forwarded by Cameron Ward seconded by Heather Greibrok. Approved unanimously.

Meeting adjourned at 9:11pm.

Approved on _____

Paige Roth, Secretary
Beacon Academy School Board