

Beacon Academy Charter District 4124
 Regular Board Meeting Minutes, December 16, 2021, 6:30 p.m.
 3415 Louisiana Ave N, Crystal, MN 55427
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 6:33 p.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	✓	
Matheu Weidenbach	✓	
Joanna Pederson	✓	
Elizabeth Warpinski	✓	
Mary Peters	✓	
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

Motion:	To approve the agenda							
Made by:	• Kris Gapinski			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		
	Matheu Weidenbach	x			Elizabeth Warpinski	x		
	Joanna Pederson	x			Mary Peters	x		
	Kris Gapinski	x						
Decision:	Passes							

5. Public Comment

The board will recognize anyone from the public who wants to speak at this time. The board reserves the right to limit the time of the public comment. The public will not have the opportunity to speak or comment on any agenda item after the public comment has passed.

6. Declaration of Conflict of Interest

Board members read the agenda and disclose if they have any real or perceived conflict of interest with any agenda items.

7. Approval of the Consent Agenda:

Motion:	To approve the consent agenda with the Wellness Policy and the Nepotism Policy being removed for discussion							
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		
	Matheu Weidenbach	x			Elizabeth Warpinski	x		
	Joanna Pederson	x			Mary Peters	X		
	Kris Gapinski	x						
Decision: Passes								
A. Approval of Minutes: Regular Board Meeting – November 18, 2021 B. Policy – First Reading 1. 533 Wellness C. Policy – Second Reading 1. 411 Nepotism 2. 412 Expense Reimbursement 3. 418 Drug Free Workplace – Drug Free School								

B1 and C1 have been removed from the consent agenda.

Wellness Policy: school wellness committee specifies it needs a board representative. Page 3 needs to be removed. It will be removed. It may include but not limited to.....Is Steph Lewis listed on the website as the school wellness coordinator? Under staff...nurse. Policy going back to Governance for review of the above items.

Motion:	To approve sending the Wellness Policy back to Governance for further review of the above mentioned items:							
Made by:	*Kris Gapinski				Seconded by:	• Matheu Weidenbach		
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		

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Wendy Terry	x	Elizabeth Brobeck	x		
Matheu Weidenbach	x	Elizabeth Warpinski	x		
Joanna Pederson	x	Mary Peters	X		
Kris Gapinski	x				
Decision: Passes					

Nepotism: There was a question about why the term 'relative' was removed from one part of the policy but not from the definitions. There was discussion about what encompasses the term 'relative'. In the definitions, it was decided that the sentence be changes to 'individuals of the same sex or opposite sex living together in a committed relationship whether married or not.'

Motion: To approve the Nepotism policy with the sentence added in the definition of 'relative':								
Made by: *Lizzie Warpinski		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		
	Matheu Weidenbach	x			Elizabeth Warpinski	x		
	Joanna Pederson	x			Mary Peters	X		
	Kris Gapinski	x						
Decision: Passes								

8. Board Reports

A. Finance Committee, Mike Pocrnich

1. Review/Approve November 2021 Financial Report

- Slight adjustments were made to the working budget but nothing major.
- Cash just over 2 million at the end of November. 1.9 million YTD fund balance.
- Our ESSER funds had some substantial draws in December so we'll see that in the next report
- We have a \$300k deficit but that will get better as we move through the revised budget for December. We are expected to have a deficit at the end of this year.

Motion: To approve the finance report								
Made by: *Aaron Price		Seconded by: • Matheu Weidenbach						
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Wendy Terry	x			Elizabeth Brobeck	x		
	Matheu Weidenbach	x			Elizabeth Warpinski	x		
	Joanna Pederson	x			Mary Peters	X		
	Kris Gapinski	x						
Decision: Passes								

2. Finance Training – Debt Covenant Review

- We have debt covenants that we are required to hit, or we have to ask for a waiver. We have to submit quarterly financial reports and our annual audit when it's completed.
- We have to also submit our budget when it's completed for the year. As well as all applicable applications. We also need to schedule our annual investor call.
- Test scores for the school and the district we reside in are due as well as our enrollment report for October of that year.
- Days cash on hand calculation – This is calculated by the June 30th cash balance divided by the daily expense. Our bond convenient requires us to have 60 days cash on hand.
- Debt service coverage ratio requirement is 1.10.

B. Executive Director, Sean Koster

1. Enrollment Report

- We have a couple more students that we enrolled. We hope to keep this steady as we go through the year.

2. Marketing Update

- Ann Marie and Sean have discontinued our social marketing effort with our marketing company. We are going to focusing on targeted ads that will drive more people to the building.
- Sean has visited over 30 daycares and preschools handing out brochures and information. It's been good make connections and see people face to face to market. He will visit local community boards at grocery stores and other coffee shops.

3. WBWF – Review/Approve Special Meeting on 4.21.22

- Will need an additional meeting to review/approve the world's best workforce. Looking for approval on April 21, 2022.

Motion:	To approve a special meeting on April 21, 2022 to review/approve the world's best workforce:							
Made by:	*Kris Gapinski			Seconded by:				• Matheu Weidenbach
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Wendy Terry	x			Elizabeth Brobeck	x		
	Matheu Weidenbach	x			Elizabeth Warpinski	x		
	Joanna Pederson	x			Mary Peters	X		
	Kris Gapinski	x						
Decision:	Passes							

4. Mental Health Days- Review/Approve Update to 2021-22 Master Calendar

- Looking for adding two days off for staff and families to help with compassion fatigue and pandemic fatigue. Several dates were brought to admin and leadership. The dates we are asking for is February 11th and February 14th. Would like to pay the hourly

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employees and use funds from transportation savings to pay them. The cost is \$3,722.43

- We would just make our student contact days so if there was a snow day, we would have to cancel the March PD day.
- Matheu asked if there is a pulse on how severe the problem is among the staff. Is there anything else we can do to help not burnout the staff? Sean explained that we are doing what we can in the building to get in-house subs so that staff does not have to cover other classrooms.

Motion:	To turn February 11 th and 14 th into days off from school and to pay the hourly staff for those two days:							
Made by:	*Lizzie Warpinski			Seconded by:				• Joanna Pederson
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	Abstain
	Aaron Price	x			Paige Roth	x		
	Wendy Terry	x			Elizabeth Brobeck	x		
	Matheu Weidenbach	x			Elizabeth Warpinski	x		
	Joanna Pederson	x			Mary Peters	X		
	Kris Gapinski	x						
Decision:	Passes							

5.COVID Update

- We have 13 people positive since the start of the school year. We are monitoring in - class spread vs. community spread.
- The COVID team is looking at vaccinations rates and masking requirements.
- We have weathered the pandemic quite well this year.

C. Board Training – Conflict of Interest: Policy and Prevention

- It’s a state statute that governs this. It’s included in Beacon’s By-Laws and Policy 210.1
- The purpose is to ensure the board makes decisions neutrally and objectively.
- It defines who can sit on the board and who cannot.
- A board member must refrain from approving contracts when members benefit from that contract.

D. Curriculum Committee

- Still looking at materials

E Fund Development Task Force

- Looking for a grants that have some deadlines

F. Governance Committee

- The committee looked at a model policy of the temporary standard that states a mandatory vaccination or weekly testing policy for staff. Governance is holding on to it until the courts have cleared it to see if we will actually need it

G. Employee Retention and Compensation Committee

- Research is done and a couple pay-scales have been created for the teachers and will be coming to the board. Administrative scales will be looked at in the spring.

H. Executive Committee

1. Staff Appreciation

A former board member started this about 10 years ago and the executive committee thought it would be a good thing to bring back to show appreciation to our employees. Also, there was conversation previously about financial compensations for teachers who get pulled from their regular job to cover for other teachers. Sean sent out an email to the staff to make them aware.

Adjournment

Board Work Session – January 13, 2022 at 6:00 p.m.

Old Business- None

Action Items- None

NEXT MEETING IS January 20, 2022 at 6:30 p.m.

MOTION TO ADJOURN

Motion to adjourn at 8:43pm forwarded by Kris Gapinski seconded by Lizzie Warpinski. Approved unanimously.
Meeting adjourned at 8:43 pm.

Approved on _____

Paige Roth, Secretary
Beacon Academy School Board