



“To Live, To Love, to Learn, To Leave a Legacy”

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April 21, 2016 Board of Directors Minutes

School Mission Statement: STRIDE Academy nurtures individuals while fostering leadership and empowering students to attain their highest potential in a family-centered environment.

1. Call to Order: **6:00pm**
2. Attendance: Roll Call: **James Morrighan, Brian Weappa, Dan Thole, Nathan Schwieters, Juanita Hechtel, Melissa Medford, Monica Schraut, Natalie Ringsmuth, Absent: Tammy Biery**
Members of the public: Shirley Myers, Sue Dingmann, Sharon Ahmed, Chuck Herdegen, Donna Nordstrom, Mandy Sadlo, Britt O’Neal
3. Pledge of Allegiance (By Invitation)
4. Reading of STRIDE mission statement.
5. Approval of Board Agenda:
Changes: Add Science club stipend and Gruber resignation to Consent Agenda. Move Consent Agenda E, C, and H to New Business
Motion to approve agenda as amended made by Morrighan, seconded by Schwieters. Carries unanimously.
6. Approval of March Meeting Minutes: **(Document A) Motion to approve made by Hechtel, seconded by Schraut. Carried uniamimously.**
7. Consent Agenda
 - a. Board Resignation of Tammy Biery **(Document B)**
 - b. Offer for Lori Brix: Paraprofessional **(Document C)**
 - c. ~~Offer for Erika Cowley: Lunchroom Monitor **(Document D)**~~
 - d. Offer for Brandon Paumen: Paraprofessional **(Document E)**
 - e. ~~Resignation of Chris Bernard **(Document J)**~~
 - f. Termination of Grace Thull
 - g. Calendar Changes 2016-2017 School Year **(Document L1 & L2)**
 - h. ~~Offer for Brett Fechner **(Document M)**~~
 - i. Resignation of Katie Gruber (Document Y)**
 - j. Science Club stipend for Brandon Rogers**
8. Treasurers/Finance Report:
 - a. Finance Meeting Minutes **(Document F1)**
 - b. Financial Statements **(Document F2)**

c. Management Reports (**Document F3**)

New projections sent to FOE. By purchasing building, it is necessary that we have a capital improvement plan. To access those funds, we will have to go through the trustees and they will have to approve. Built in 7% increase for staff for wages, and 10% increase of health costs.

Motion to approve financials made by Thole, seconded by Ringsmuth. Carries unianimously.

9. Public Forum: (10 Minutes) **None**

10. Committee Reports:

a. Facilities Committee – Nathan Schwieters

Met tonight, Working on estimates for new sign. Will bring suggestions to next month's meeting. 2016 Summer projects: playground, HVAC, painting, lockers, carpeting. Will be prioritized and brought to next meeting. Also looking into buying a shed for storage.

b. Election committee- Juanita Hechtel:

1. Election Results: **New Members, Sharon Rooney, Nathan Schwieters, Brian Weappa, Sara Poginy Fromm, Monica Schraut. 187 total votes.**

c. Missions committee-Natalie Ringsmuth:

Merged with Vision committee, starting to work on the End of the Year survey. Goal is to have EOY survey out in the beginning of June.

d. Communications committee- Melissa Medford: **Met last week. Working on direct mail in May. Talked about floats in parades. New strategy for tshirts, will keep board posted.**

f. Vision committee-James Morrighan: **Merged with Missions committee**

g. Policy committee-Monica Schraut: **A lot of policies for review. She keeps a chart of policies for annual review.**

h. By-Laws committee-James Morrighan: **Met last week. Reviewed language in statutes to be aligned with by-laws.**

i. Executive Director Review committee-Brian Weappa: **Fechner contract revised and will present to the board tonight. Next: Look at the ED survey.**

11. Old Business:

a. Second Reading of Policies:

1. 522: Student Sex Nondiscrimination **Change III D to omit " In Each", and take out Building Principal and replace with Executive Director. Take Out Katie Gruber and add name of new HR. Motion to table 522 made by Schwieters, seconded by Morrighan. Carries Unanimously.**

2. 101: Employment Process Policy **Paragraph 3, should be an "and" in between applicant and Set up interviews. Paragraph 5 should be a slash between and and or. Change "We" to "staff and administrators shall strive to" avoid a conflict of interest. Paragraph 6, HR Coordinator will conduct background checks, should add language as to what point in the process the background check will occur. Paragraph 7: education director should be changed to Executive director. Paragraph10: should be changed to reflect that once the board approves the position, it can be filled. Change last sentence of paragraph 8 to something more clear. Motion to table Policy 101 made by Schwieters, seconded by Medford. Carried unanimously.**

3. 715: Admission Policies and Procedures **Motion to remove 715 Policy from agenda by Schwieters, seconded by Ringsmuth. Carries unanimously.**

12. New Business:

a. Health Benefits Report FY17: DeEtte Wurm: **Overview of 2016 Health benefits. Increase in cost for the FY 17 school year. Suggesting a decrease in HSA contributions, to reduce the cost to STRIDE to only a 4-6% increase. Fechner shares it is important to staff that we keep the employee only coverage at 100% paid by STRIDE. Wurm goes over the changes in the policies. Motion to make HSA contributions as 75/125 and accept insurance renewal made by Schwieters, seconded by Ringsmuth. Carried Unanimously.**

b. First Readings of Policies:

1. 201: Legal Status of the School (**Document N**)
2. 202: School Board Officers (**Document O**)
3. 203.2: Order of the Regular School Board Meeting (**Document P**)
4. 203.5: School Board Meeting Agenda (**Document Q**)
5. 203.6: Consent Agendas (**Document R**)
6. 304: Attendance Incentive Policy (**Document S**)
7. 502: Search of Student Lockers, Desks, etc. (**Document T**)
8. 504: Student Dress and Appearance (**Document U**)

c. Replacement of Board Member: **Weappa asks the boards opinion on adding a member to the board to replace Biery. Motion to leave the open seat open made by Schwieters, seconded by Thole. Carries unanimously.**

d. Compensation Recommendations: **Fechner goes through the placement schedules and compensation. FY17 will be 7%, FY18 will be 2%. An anniversary bonus is discussed of \$500 for 5 years, \$1000 for 10 years, \$1500 for 15 years. Q-Comp bonus is \$0-\$3,000, prorated for leave and for later start date. No MCA payout if you leave before the next school year. Fechner asked the board for leeway in the salaries for the new positions of Sped Teacher leader and EL teacher leader. Motion to approve a 7% increase in salary for staff excluding hourly employees that were adjusted in February and the Executive Director made by Medford, seconded by Morrighan. Roll call: Thole: Abstain, Schweiters: Abstain, Hechtel: Aye, Ringsmuth: Aye, Medford, Aye, Morrighan, Aye, Schraut, Abstain, Weappa, Aye. Motion carries.**

e. Venture Bank LOC renewal: **Herdegen recommends us renewing this Line of credit, it is a safety net. Motion to renew the Line of Credit by Ringsmuth, seconded by Medford. Carries Unanimously.**

f. **Resignation of Chris Bernard: Motion to close the meeting with the exception of Herdegen, Sadlo and Nordstrom to speak about the resignation of Bernard made by Thole, seconded by Morrighan. Carries unanimously. Meeting closed at 8:29pm. Motion to open the meeting made by Schraut, seconded by Ringsmuth. Carried unanimously. Meeting opens at 8:56. Motion to approve the resignation of Chris Bernard made by Morrighan. Roll Call: Thole: Nay, Schwieters:nay, Hechtel:Nay, Ringsmuth: Aye, Medford: Aye, Morrighan: Aye, Schraut: Aye, Weappa: Aye. Motion carries**

g. **Offer for Erika Cowley: Weappa wanted to disclose that Cowley is his wife's cousin. Motion to approve Cowley's offer made by Thole, seconded by Ringsmuth. Carries 7-0, Weappa abstaining.**

h. Offer for Brett Fechner: Morrighan takes issue with him being an “at- will” employee in one section and it being defined for a specific term later in the offer. The contract is changed to exclude the term “at-will”. Motion to approve the employment agreement of Brett Fechner as amended made by Morrighan, seconded by Thole. Carries unanimously.

13. Executive Directors Report:

a. Enrollment: **Currently 661, waitlist of 125.**

b. Achievement: NWEA Data: **Fechner goes over comparisons**

c. Solutions:

1. Purchase of Building: **Building is purchased!**

14. Board Communication:

1. approve new calendar

2. bought building

3. approves increase in teachers offers

4. waiting list continues to grow

5. NWEA data positive

6. Next Pre K Night

Motion to adjourn made by Medford, Seconded by Hechtel. Carries unanimously.

STRIDE Academy Board Standing Sub Committees: **Bold denotes Chairperson**

1. Facility/Security/Emergency: **Nathan Schwieters**, Scott Dawson, Chad Salmela, Brett Fechner, Rodger Vix, Brandon Rogers, Jamie Goebel, Donna Nordstrom

2. Finance: **Monica Schraut**, Mary Swanson, Chuck Herdegen, Brian Weappa, Rodger Vix

4. Elections: **Juanita Hechtel**, Angela Schmitz, Caroline Ruegemer, Michelle Kockler

5. Vision: **James Morrighan**, Valerie Weyer, Laura Maiers,

6. Administration Review/Hiring: **Brian Weappa**, Dan Thole, Caroline Ruegemer, Mary Swanson, Beth McLean

7. STRIDE By-Laws: **James Morrighan, Caroline Ruegemer**

8. STRIDE Policy: **Monica Schraut, Brett Fechner, Katie Gruber, Doug Millaway**

9. Communication: **Melissa Medford**, Rachel Lolmasteymaugh, Melissa Ritter, Dawn Zimmerman, Brett Fechner, Tim Johnson, Valerie Weyer, Mandy Sadlo

10. Mission: **Tammy Biery & Natalie Ringsmuth**, Jamie Goebel, Stacy Abraham, Rebecca Hull, Callie Nolden, David Pritt

Brett Fechner
Executive Director

Jamie Goebel
Principal

Donna Nordstrom
Principal