



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

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3241 Oakham Lane St. Cloud, MN 56301

October 22, 2015 School Board Minutes

School Mission Statement: STRIDE Academy will provide educational experiences for all children, promoting a strong foundation in all core academic areas. Using researched based curriculum, students will excel academically through real-life educational experiences in a challenging, caring, and student-centered environment. By meeting each student’s unique educational, emotional and social needs, students will be empowered to become responsible life-long learners and leaders

1. Call to Order: 6:02pm
2. Attendance: Roll Call: Nathan Schwieters, Dan Thole, James Morrighan, Tammy Biery-Left at 9:15, Brian Weappa, Melissa Medford, Natalie Ringsmuth-6:03, Monica Schraut-6:35-Left 9:56. Absent: Juanita Hechtel, Members of the public: Portia Hunstiger, Sue Dingmann, Shirley Myer.
3. Pledge of Allegiance (By Invitation)
4. Reading of STRIDE mission statement
5. Approval of Board Agenda: Changes, Move OB A to November meeting. Under NB L: Board member visits, Remove NB H, follow up at Nov. meeting Motion by Morrighan, second by Medford to approve with changes. Carries 7-0.
6. Approval of Previous Month’s Board Minutes:
 - a. September 17, 2015 Regular Board Meeting
 - b. September 28, 2015 Special Board Meeting
 - c. October 3, 2015 Board RetreatMotion to approve all previous minutes by Ringsmuth, second by Thole. Carries 7-0.
7. Consent Agenda
 - a. Approve Offer for Diane Dukowitz , 3rd Grade Teacher
 - b. Approve resignation of Haley Faust, ELA Teacher
 - c. Approve offer of Katherine Meyer, Paraprofessional
 - d. Approve offer of Dana Millaway, Technology Teacher
 - e. Approve offer of Laura Seeley, Long Term Sub
 - f. Approve offer of Krista Swenson, Extension of hours
 - g. Approve resignation of Julie Gromberg
 - h. Approve resignation of Olga Savva
 - i. Approve Lesley Burandt K-3 Drama Advisor

Motion to move CA item I to New business M made by Ringsmuth, seconded by Biery. Carries 7-0.

Motion to approve consent agenda items A-H made by Medford, seconded by Schwieters. Carries 7-0.

8. Treasurers/Finance Report:

- a. Finance Meeting Minutes
- b. Financial Statements
- c. Management Reports

Motion to approve finance minutes and reports made by Thole, seconded by Medford. Carries 7-0.

9. Public Forum: (10 Minutes) Portia Hunstiger, Para and parent, reads a letter she has written to the board.

10. Committee Reports

a. Facilities Committee – Nathan Schwieters: Brought warranty information for the scrubber and floor cleaner. Lights outside are now set on timers. Looking into putting in photo cells. Fechner suggests we keep a running list of building improvements. Flags outside will be replaced. Air handlers are being cleaned. Commercial refrigerator added to Kitchen, new refrigerator added to East lounge. PA system being looked at. Possible additional part time janitor being considered.

b. Election committee- Juanita Hechtel: None

c. Missions committee-Natalie and Tammy: They meet next Tuesday

d. Communications committee- Melissa Medford: No Update

f. Vision committee-James Morrighan: No Update

g. Policy committee-Monica Schraut: No Update

h. By-Laws committee-James Morrighan: No update

i. Executive Director Review committee: Next meeting Nov.2nd.

11. Old Business:

~~a. Approval of Executive Director goals~~

b. Strategic meeting report summary- Brian Weappa: Look to have the draft ready by next meeting. Fechner feels meeting was successful, they identified what needs to be focused on, and high school will be put into the strategic plan. He looks to have it approved by February. Morrighan shares that he was at a talk about a strategic plan, and that we may look into hiring a consultant.

c. First reading of policies 410,413,506,524 These are policies that need to be reviewed annually. In 410, Weappa asks that the old letterhead be removed. Under 4, removed Policy 410/page 1 of 1. Same in paragraph number 10. In 413, Goebel said there are 13 protected classes of people, and that we should add all of the protected classes. Morrighan agrees that it would be wise to add them to the policy. Under 4B, Ringsmuth asks about whom the Human Rights officer is that it would be reported to. Fechner assures her we will follow up on who the

Human Rights Officer is. Policy 506, Monica asks that the revision date be updated. Under 3B, change Superintendent to Executive Director.
Policy 524, No changes.

12. New Business:

a. BergenKDV Audit- Nancy Schulzetenberg: Nancy goes over the findings of the 2014-2015 audit. Fund balance was higher than projected. Fechner points out that we are below what other charter schools are in administration costs. Nancy also says we are spending less than other charter schools.

b. World's Best Workforce Report-Brett Fechner: Report was submitted, summary needs to be submitted by December 1st.

c. Approval of School Vision and School Mission statements-Brett Fechner: At strategic meeting, mission statement was changed. Mission statement became vision statement. Motion to approve the old mission statement becomes our vision statement made by Schraut, seconded by Biery. Motion fails 0-8. Motion to approve "STRIDE Academy nurtures individuals while fostering leadership and empowering students to attain their highest potential in a family-centered environment" as mission statement made by Medford, seconded by Schraut. Carries 8-0. Motion to approve "To Live, To Love, To Learn, To Lead, To leave a Legacy" as a new vision statement made by Ringsmuth, seconded by Medford. After discussion, motion is tabled to November meeting, Old Business.

d. Q-Comp goal update-Jamie Goebel: Goebel explains to the board the Q-Comp process and implementation.

e. Affiliated Building Company Update: Fechner met with Dick Ward who is a representative for the bond holders, along with Ellen our legal counsel. ABC Board members are Dale Powers, Larry Peterson, Monica Schraut and Jamie Goebel. The process is moving forward.

f. Leader in Me Training-Brett Fechner: Staff Leader in Me training would be November 23-24. This training is a requirement of our grant. Fechner asks for the board to approve the additional days. Ringsmuth and Medford ask the teachers how it will be received; Thole says it will be poorly received because it should have been scheduled a while ago. Ringsmuth and Medford are very concerned because staff morale is low, and they don't want it to go lower. Fechner admits that it isn't ideal, but really thinks it is essential to have this training soon. Medford is concerned that everything always seems to be last minute, and that has to be remedied. Fechner apologizes if it is causing stress, it is not the intention, but feels the staff will come out of this training feeling better about the Leader in Me. Schwieters said he feels this training is important, but having adopted a mission statement as being "Family-Centered", he will be with his family those days. Weappa suggests that those who can come, come, and those that cannot have the ability to watch a recording of the training. Biery suggests a week night option, but Fechner says it is a 6 hour to 7 hour training. There is a lengthy discussion of

possible options. Motion to approve the expenses for the training on November 23 and 24, or for staff to pick a Thursday/Friday, determined by trainer availability, before December 31st, Seconded by Schwieters. Roll call: Biery, Aye: Medford, Nay. Morrighan, Nay: Ringsmuth, Aye: Schraut, Nay: Schwieters Aye: Thole: Nay. Motion fails 3-4. Motion made by Morrighan to approve the expenditure for training on November 23 and 24, and if we are permitted to videotape, make the option for them to view the recorded material. If not permitted to record it, to have the lighthouse team present to the staff who could not attend. Seconded by Ringsmuth. Roll Call. Biery, Aye. Medford, Aye. Morrighan, Aye. Ringsmuth, Aye. Schraut, Aye. Schwieters, Nay. Thole, Nay. Carries 5-2.

g. Journey's Training-Monica Schraut: Schraut gives the board an overview of the training that the teachers attended about the Journey's curriculum. There will be coaching sessions available for the next training. Motion to approve an additional \$2,400 for Journey's training made by Medford, second Morrighan. Carries 6-1.

~~h. Lighthouse Team Report~~

i. Staff Morale –Brian Weappa: Weappa says he has heard concerns from Parents, students and staff. Weappa proposes that STRIDE composes a committee to address this issue. He would like it to be comprised of board members, parents, students, and staff. It would be to provide positivity in the school. Weappa looks for the Mission committee to take this on. Fechner lists 3 things we are struggling with: Communication, A large number of new kids with new needs and a new building, and not being able to meet the needs of all the kids. Ringsmuth and the Mission committee will come up with Staff, Student, and Parent question for a survey and present it next month.

j. Admin Assistant Job Descriptions-Melissa Medford: Medford thinks "Reports to Building Administrator" should be changed, and is looking on clarification of roles.

k. FOE Meeting-Brian Weappa: Weappa gives the board a recap of their meeting with Beth Topoluk from Friends of Education.

l. Board member visits: Weappa asks that every board member come in for a visit during the school day.

m. Approve Lesley Burandt K-3 Drama Advisor: GREAT theatre is coming in, but they want a staff member to be there for anything they will need. Motion to approve Burandt made by Morrighan, seconded by Ringsmuth. Carries 7-0.

13. Executive Directors Report:

a. Enrollment: Staying consistent

b. Building Update: Road complete.

c. Challenges: Staffing: requesting 1.0 FTE Title teacher, and 0.5 Math teacher, also another 1.0 FTE EL Teacher, Behavior Support Specialist, SPED Data Manager. Motion to approve all of the above position made by Medford, seconded by Ringsmuth. Carries 7-0.

Motion to adjourn meeting made by Thole, seconded by Ringmuth. Carries 6-0.

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, Mandy Sadlo
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