

School Name Upper Mississippi Academy		
Charter Number		
	Board Meeting	April 20, 2021
Address 19 East Exchange St. St. Paul, MN 55105		
Authorizer Innovative Quality Systems		

Call to Order

By	Chad Lauber
Time	4:50 p.m.

Roll Call

Board Member Names	Present	Absent
Chad Lauber (Parent)	x	
Zoe Breimhorst (Parent)	x	
David Born (Parent)	x	
Genna Thompson (Teacher)	x	
Ella Kearney (Teacher)	x	
Jean Fawver (Teacher)	x	
Pat Maxwell (Community)	x	
Cassie Rouse (Community)		x

Others Present	Role	Comment
Amy Erickson	Ex-officio	
Amy Elverum	Ex-officio	
Mindy Wachter	CPA	
Mickey Jurewicz	Staff	
Alissa Abelson	Staff	

Comment: Breimhorst noted that state law requires the recording of members' votes taken in meetings being held electronically to be cast via role call. Future minutes will be documented accordingly.

In the Matter of	Minutes of the Prior Meeting				
Motion to Approve	By Born		2nd	By Breimhorst	
Vote	Absent	Yea	Nay	Abstain	
Board Member					
Chad Lauber (Parent)		x			
Zoe Breimhorst (Parent)		x			
David Born (Parent)		x			
Genna Thompson (Teacher)		x			
Ella Kearney (Teacher)		x			
Jean Fawver (Teacher)		x			
Pat Maxwell (Community)		x			
Cassie Rouse (Community)	x				

In the Matter of	Agenda for the Current Meeting				
Motion to Approve	By Maxwell		2nd	By Born	
Vote	Absent	Yea	Nay	Abstain	
Board Member					
Chad Lauber (Parent)		x			
Zoe Breimhorst (Parent)		x			
David Born (Parent)		x			
Genna Thompson (Teacher)		x			
Ella Kearney (Teacher)		x			
Jean Fawver (Teacher)		x			
Pat Maxwell (Community)		x			
Cassie Rouse (Community)	x				

Public Comment
Comment None

In the Matter of	Financial Report			
Discussion led by Mindy Wachter				
<p>Comment: In response to a question raised by Maxwell in a prior meeting, Wachter noted that Paid Time Off is not included in the budget calculations because it expires at the end of each contract period.</p> <p>It was noted that the school is in a good cash position, that we have moved through 75% of our fiscal year, that revenue is about 78% above target, and that expenses are about 70% of projections. Technology expenses are higher than anticipated, but some Covid relief monies can be used to offset that overage.</p> <p>The annual filing requirement of IRS form 990 was discussed and Board approval is required to validate information. The motion to approve the "990" and the financial report was voted on.</p>				
Motion to Approve	By Born	2nd	By Maxwell	
Vote	Absent	Yea	Nay	Abstain
Board Member				
Chad Lauber (Parent)		x		
Zoe Breimhorst (Parent)		x		
David Born (Parent)		x		
Genna Thompson (Teacher)		x		
Ella Kearney (Teacher)		x		
Jean Fawver (Teacher)		x		
Pat Maxwell (Community)		x		
Cassie Rouse (Community)	x			

In the Matter of	Board Elections			
	Chad Lauber			
<p>Comment Lauber noted that two teacher members of the Board (Fawver and Kearney) will be leaving and that Thompson's term is expiring. The term of Rouse, a community member, will be expiring and one additional member slot is also opening up. Both Rouse and Thompson are encouraged to run again. Lauber raised the issue of recruiting new members. Erickson explained that faculty would be encouraged to apply or to nominate colleagues. Breimhorst has been talking to a potential community member, but suggested that the Board should entertain a discussion on "deficiencies" in skills, perspectives, and community connections that should be filled to complement current membership. All members agreed and will discuss the matter in a subsequent meeting.</p>				
Vote	Discussion only			

None Required	
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In the Matter of	Staff Turnover
	Chad Lauber
<p>Comment Born and Lauber noted turnovers this past year and asked if concern was warranted. Erickson and Elverum said that schools typically experience 12-17% turnover and that UMA is about average and they did not see cause for concern. Last year, with the move to the new building, there was no turnover. Exit interviews by a third party are available and desirable to help the administration address or prevent problems. Kearney, a teacher who will be leaving, stated she had not known the third-party interviews were available and suggested teachers be reminded of that option. Recruitment of replacement faculty has been going well. Maxwell asked about record-keeping and the available of metrics that might help keep the Board apprised of turnover. Elverum said data was available and that Board members could have access to it and to de-identified exit interview information.</p>	
Vote	
None Required	Discussion only

In the Matter of	Strategic Planning Update
	Chad Lauber
<p>Comment Lauber noted that a letter requesting parent input will be mailed next week and requested that teachers be encouraged to complete their survey forms. Born reported that he and his project assistant, Kathrine Christy, had examined 14 teacher responses in order to ensure their method of processing the information was consistent. He said Christy was effective and “calibrated” well with his judgment; future work on qualitative responses should go well.</p>	
Vote	
None Required	Discussion only

In the Matter of	Director's Report			
Discussion led by Amy Erickson and Amy Elverum				
<p>Comment Anticipated enrollment figures look good, although firm projections are not yet feasible. Applications and confirmations continue to arrive at a steady rate. Reports on other issues such as continuing building updates and modifications, landscaping, and outdoor classrooms, water bottle refill equipment and statewide testing were presented. No major challenges were identified.</p> <p>The first official draft of the 2021-22 school calendar was distributed and approved by the Board, by vote, as noted below.</p>				
Motion to Approve	By Maxwell	2nd	By Fawver	
Vote	Absent	Yea	Nay	Abstain
Board Member				
Chad Lauber (Parent)		X		
Zoe Breimhorst (Parent)		X		
David Born (Parent)		X		
Genna Thompson (Teacher)		X		
Ella Kearney (Teacher)		X		
Jean Fawver (Teacher)		X		
Pat Maxwell (Community)		X		
Cassie Rouse (Community)	X			

Comment: The Director's Report itself does not require a vote.

In the Matter of	Diversity and Equity		
	Presented by Elizabeth Kearney		
<p>Comment Kearney referenced a recent email exchange which focused on staff and student concerns and emotional turmoil over the increasing racial and social tensions in our community. There is a clear desire, she feels, for concrete actions to be taken to address the concerns which were discussed, and she had committed to bringing the issue to the Board. Erickson noted a number of steps being taken at the school and Lauber commented that the Board could and should deal with the general issue in a more strategic manner. The discussion focused on the desirability of an equity audit which could help the administration and the board more effectively respond to the social dynamics of our communities and to the needs of our students. Maxwell asked Erickson to identify one or more equity audit processes and/or consultants so that this matter could be addressed in the next meeting. Social equity, he noted, is the most critical issue of our time and we have a responsibility to help our students.</p>			
Vote			
None required	Discussion only		

In the Matter of	Non-Teacher Board Member Biographical Information and Background Check
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	Presented by Lauber
Comment Lauber and Erickson reminded Board members that if they have not yet completed the forms authorizing a personal background check, they should do so as soon as possible. Likewise, short biographical sketches of approximately 250 words are needed.	
Vote	Discussion only
None required	

In the Matter of	Adjournment				
	Comment There being no further business, the Chair requested a motion for adjournment.				
Motion	To Approve	By	Born	2 nd	None required
Vote	By Consensus	Yea	Nay	Abstain	Action
	x				Approved

Adjourned	
By	Chad Lauber
Time	6:45 p.m.