

School Name Upper Mississippi Academy		
Charter Number		
	Board Meeting	May 18, 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	
Jim Zacchini	Innovative Quality Schools	

In the Matter of	Minutes of the Prior Meeting				
Motion to Approve	By Maxwell	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: Zacchini from IQS spoke briefly to remind Board members that IQS will need biographical sketches and background checks completed soon for filing purposes.

In the Matter of	Financial Report			
Discussion led by Mindy Wachter				
Comment: Wachter noted that the school is in a good cash position with revenue above target. She asked that the existing working budget be approved to bring things into line for auditing purposes.				
Motion to Approve the report and to adopt the working budget as the Approved Budget	By Born	2nd	By Rouse	
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	Teacher Contracts					
Discussion led by Mindy Wachter and Amy Erickson						
<p>Comment Teacher contracts (2021-2022) need to be offered to teachers prior to the end of the school year. Board approval was requested to authorize contracts with a 1% increase, with the proviso that depending on state budget negotiations an increase above 1% may be possible. Contract offerings will be finalized once final state figures are available.</p>						
Motion to Approve the 1% teacher contract budget		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	UMA market position vis-à-vis teacher salaries				
Discussion led by: Zoe Breimhorst					
<p>Breimhorst asked how UMA compares to other charter and traditional public schools in terms of teacher compensation. Erickson stated the data is available and she and Elverum will pull some information together. Fawver asked for clarification on how compensation levels are determined within UMA. Erickson noted there are multiple factors which enter into salary adjustments. Lauber commented that in light of data privacy considerations discussion of this matter is sensitive. The topic is to be added to the agenda for the July or August meeting.</p>					
Vote					
None Required		Discussion only			

In the Matter of	Strategic Planning Update
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	Chad Lauber
<p>Comment Lauber apologized for having been delayed in moving this effort forward. A reminder will be sent to teachers requesting their participation, and the parent letter will go out next week, once he can coordinate with the UMA office.</p>	
Vote	
None Required	Discussion only

In the Matter of	Board Elections
	Chad Lauber
<p>Comment: Lauber has have been actively searching for community member candidates, does not yet have a firm commitment. Briemhorst has an interested candidate, and will update us on her progress. Lauber indicated he intended to get more aggressive and asked for other Board members to keep him apprised if they find interested persons.</p> <p>With anticipated teacher vacancies on the Board, Kearny and Thompson encouraged the Board to contact and encourage teachers to apply before school is dismissed for the year.</p> <p>Breimhorst commented that further discussion about the Board’s perceived needs and directions with respect to the sort of skills and perspectives that might best serve the school. Some discussion ensured, but in consideration of the time, Maxwell asked that the topic be placed on the agenda for the June meeting. Lauber will re-send the link to the Board’s earlier discussion of the matter and to a board member job description.</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 continue to look good, with roughly 210-230 students returning and 52 “likely” commitments from new students. Twelve additional students have been accepted, but have not yet responded with a commitment.</p> <p>Erickson responded to the questions raised previously about an “Equity Audit” and indicated she had identified a company that appears to offer a competitive price and approaches these assessments in a</p>	

collaborative manner, working to identify the school’s objective before finalizing plans. She asked for Board approval of up to \$10,000 to fund an audit, beginning with document reviews over the summer and additional work in the Fall of 2021.

Motion to Approve the \$10,000 cap for an Equity Audit	By Maxwell		2nd	By Breimhorst	
	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 (Departed the meeting prior to the vote))					

Comment: Other than the motion, the Director’s Report itself does not require a vote.

In the Matter of	Teacher transition
	Presented by Amy Erickson and Amy Elverum
<p>Comment In response to questions about UMA’s teacher transition rate which were raised previously, Erickson was able to locate information for several past years and it appears that UMA has been experiencing less teacher loss that most of those prior periods, but the school is “about average.” The main reasons for teachers departing include movement to different districts in Minnesota, movement out of state, and various, unspecified personal reasons. She noted one loss this past year was due to a teacher’s death, a highly unusual circumstance.</p>	
Vote	Discussion only
None required	

In the Matter of	Teaching contracts
	Presented by Amy Erickson
<p>Comment Erickson presented a request to modify teacher contracts in such a way as to provide somewhat more flexibility for scheduling, including giving all teachers roughly one semester of duty-free lunch periods. The net benefit, she argued, would be supportive of teachers and their well-being. Teachers on the Board were concerned that while they personally felt the changes might be good, the idea was new to them and there had not been sufficient opportunity for the to discuss it with their colleagues. Maxwell noted that even if the changes would provide a net benefit, without teacher buy-in to the concept, it could create problems.</p>	

The Board asked that Erickson provide information to the faculty to solicit feedback. The Board agreed to vote on the proposed contract modification via email or at the next Board meeting.

Vote	Action deferred
None taken	

In the Matter of	Teacher acknowledgement
	Presented by David Born
<p>Comment Born proposed that the Board send a letter to all teaching staff, acknowledging the challenges they faced this past year in coping with the multiple demands presented by the Covid-19 pandemic. Their efforts went above and beyond expectations and the Board is grateful to them.</p>	
Vote	Approved by consensus; Lauber will draft the letter.

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	6:50 p.m.