

School Name Upper Mississippi Academy		
Charter Number		
	Board Meeting	December 14, 2021
Address 19 East Exchange St. St. Paul, MN 55105		
Authorizer Innovative Quality Systems		

Call to Order

By	Chad Lauber
Time	4:54

Roll Call

Board Member Names	Present	Absent
Chad Lauber (Parent)	x	
Zoe Breimhorst (Parent)	x	
David Born (Parent)		x
Dina Berray (Teacher)	x	
Anna Walters (Teacher)	x	
Mickey Jurewic (Teacher)	x	
Pat Maxwell (Community)	x	
Tisa Mitchell (Community)		x
Pao Moua (Community)		

Others Present	Role	Comment
Amy Erickson	Admin	
Amy Elverum	Public (Staff)	
Alyssa Ableson	Public (Staff)	
Alex Akers	Public (Teacher)	

In the Matter of	Minutes of the Prior Meeting				
Motion to Approve. Majority	By Berray		2nd	By Walters	
Vote	Absent	Yea	Nay	Abstain	
Board Member					
Chad Lauber (Parent)					
Zoe Breimhorst (Parent)		x			
David Born (Parent)	x				
Dina Berray (Teacher)		x			
Anna Walters (Teacher)		x			
Mickey Jurewicz (teacher)		x			
Pat Maxwell (Community)		x			
Tisa Mitchell (Community)	x				
Pao Moua (Community)	x				

In the Matter of	Agenda for the Current Meeting				
Motion to Approve. Majority	By Zoe		2nd	By Pat	
Vote	Absent	Yea	Nay	Abstain	
Board Member					
Chad Lauber (Parent)					
Zoe Breimhorst (Parent)		x			
David Born (Parent)	x				
Dina Berray (Teacher)		x			
Anna Walters (Teacher)		x			
Mickey Jurewic (Teacher)		x			
Pat Maxwell (Community)		x			
Tisa Mitchell (Community)	x				
Pao Moua (Community)	x				

Lauber confirmed no Board member had a conflict of interest with any topic on the agenda.

Public Comment By: Alex Akers re: Student Handbook
<p>Comment: Akers read a statement which has been submitted to the board for review. Erickson responds - the handbook is being reviewed by PBIS and staff. Process has started. Admin is meeting with a group of students on how they read the handbook with a goal to make the handbook better accessible by students. Erickson notes the concerns and that addressing some of these concerns is already in process as we roll out PBIS.</p>

Lauber - Notes the PBIS model was adopted in 2019 before covid hit to address the increasing suspension of students. There were no suspensions in 2020. We lost an entire year of implementation of PBIS.

Anna - It takes 3-5 years for implementation.

Maxwell - need to consider how the students and faculty feel about the efficacy of the handbook.

Akers raises some important concerns. We need to consider ways to measure this -

Lauber - this is being discussed in agenda item #4 & #7

Lauber we need a baseline and lead measure.

In the Matter of	Financial Report			
Discussion led by Chad Lauber and Pat Maxwell				
Comment				
40% of revenue in and at 35% of costs. at 40% through the year. The audit report will be ready for the next meeting.				
Walters asked for clarification on “purchased services” .				
Erickson responded - Includes food and cleaning, IT, accounting OT services, legal fees etc.				
Lauber - raised the issue of addressing the school deficit.				
Erickson - will be meeting with landlord in January				
Lauber - Requests a review of student to faculty ratios in relation to the budget shortfall.				
Maxwell - also need to address student numbers. Asks what has been the impact across all of public education, where do we fall in relation to this number? Is this a short term trend? What is our contingency plan to ensure we are using our assets well. You have to work either revenue or expenses.				
What is our marketing plan going into 2022. We have a healthy surplus at this time but we cannot go over budget for more than a couple of years.				
Walters - Suggestion to consider budget allocation for licensing expansion for high school teachers to teach college courses in school.				
Breimhorst - need to ensure a good ROI on anything we put money towards.				
Berray - expresses desire to understand the reason teachers leave UMA so we can avoid future attrition.				
Motion to Approve the report - by roll call				
	By Maxwell	2nd	By Walters	
Vote	Absent	Yea	Nay	Abstain
Board Member				
Chad Lauber (Parent)		x		
Zoe Breimhorst (Parent)		x		
David Born (Parent)	x			

Dina Berray (Teacher)		x		
Anna Walters (Teacher)		x		
Mickey Jurewic (Teacher)		x		
Pat Maxwell (Community)		x		
Tisa Mitchell (Community)	x			
Pao Moua (Community)	x			

In the Matter of	Policy Review
<p>Discussion led by Amy Erickson and Amy Elverum</p> <p>Policy 208 - policy for the adoption of policies by the board.</p> <ol style="list-style-type: none"> Added ability to approve in a single reading if minimal changes are made. Added list of policies that must be reviewed annually. <p>Lauber - section C is not clear whose responsibility it is to manage this process. Elverum - previously Secretary who is a teacher has taken on this responsibility. Lauber - makes sense to have it be someone within the actual school. Erickson - Board can pay a board support person to manage these things for the board. Board agrees to add to the policy - " it shall be the responsibility of the ED and Board chair to maintain the policy review process." Board will vote on policy in January</p> <p>Draft Equity Policy</p> <p>Abelson - most equity policies have been adopted in the last 2-3 years. This draft was developed from policies across MN, NY and a couple of other states Erickson - this has not been reviewed by our authorizer. Lauber - this is an important policy, we are committing to a lot and will have downstream impacts. What are the changes and how is this going to work if someone breaks this policy. Mickey - need these policies for students and teachers to feel welcome here. By having these policies we wont have issues. Maxwell - we need an implementation plan alongside this. Lauber - is the institution resourced to implement this kind of policy now? Maxwell - we have a responsibility to review the plan so that we as a board can support the needs of the school. Board decision - The implementation of the plan should be included in the Strategic plan including a measurement Board will vote on this policy in January</p> <p>Harassment and Violence Prohibition Policy</p> <p>Erickson - requests board uses staff and student handbook as they complete their policy review, for context. No adjustments have been made to date. Board to review, discuss and proposed changes and vote on policy in January</p> <p>Erickson - There will be two new policies on the agenda in January.</p>	

Student & Staff Handbooks

Two proposed changes to call out “use of racial slurs and defamatory language” in both the Student and Staff handbooks as their own sections.

Walters - Staff to Staff infractions are missing from the updates

Maxwell - requests update “teachers” to “staff”

Lauber - update to Use of racial slurs and defamatory language by staff

Erickson - requests we get some legal advisement before this is approved

Motion - We move to adopt the student and staff handbook addition of racial slur and defamatory language, subject to review and input from students, board and legal review. Motion made by Maxwell, 2nd Berray. Motion adopted in principal by unanimous consent.

Motion to Approve the report (with modifications as noted)				
	By Maxwell	2nd	By Berray	
Vote	Absent	Yea	Nay	Abstain
Board Member				
Chad Lauber (Parent)		x		
Zoe Breimhorst (Parent)		x		
David Born (Parent)	x			
Dina Berray (Teacher)		x		
Anna Walters (Teacher)		x		
Mickey Jurewic (Teacher)		x		
Pat Maxwell (Community)		x		
Tisa Mitchell (Community)	x			
Pao Moua (Community)	x			

In the Matter of	Strategic Plan			
Discussion led by Zoe Breimhorst				
Mission and values to be reviewed by board members independently. Any comments and discussion at the next meeting.				
Vote - None needed				

In the Matter of	Director’s Report			
Discussion led by. Amy Erickson				
Comment:				

Erickson - Advises that the Executive Director Professional Development Plan has been submitted to Personnel committee for review and discussion	
Conflict resolution policy has been submitted to Borne and Lauber for review	
Student numbers are stable with a number of calls of interest for next year starting to come in.	
Vote	
None Required	

Comment: Absent formal motions or Board decisions, the Director’s Report itself does not require a vote.

In the Matter of	Board Committees
Discussion led by: Chad Lauber	
<p>Comment: Lauber - Proposes a new “climate committee”. Make a recommendation to the board of what the lead metrics should be to evaluate the climate of the school (1-5 measures). Measures of health that the board can review each meeting. Chad/David to chair - Berray, Jurewicz and Walters Move - Breimhorst - 2nd Maxwell Approved by unanimous consent</p>	
Vote	
(If Needed)	

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

Adjourned	
By	Chad Lauber
Time	6:46