



## School Board Meeting Minutes

January 15, 2015 @ 6pm.  
South Campus Room #120  
3241 Oakham Lane  
St. Cloud, MN 56301

### **Call to Order: 6:00pm**

#### **Roll Call:**

**The following board members were present:** Tammy Biery, Scott Dawson, Kim Galazen, Jenny Justice, Monica Schraut, Nathan Schwieters, Dan Thole, **Christi Walsh** 6:07

**The following board members were absent:** **Kathy Jerabek**

**Miscellaneous Attendees:** Kimberly Sanderson, Mandy Sadlo, Nadine Martin, Shawna Seaman, Steve Swenson, Jamie Goebel,

#### **The Pledge of Allegiance: By Invitation**

**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.

#### **Approval of Meeting Agenda: (By motion, with any discussion or vote recorded)**

**Fechner adds to New Business: Review of the 990 tax form. Motion to approve with additions made by Justice, seconded by Schraut. Carries 7-0**

**Amended at 7:12pm to change Old Business #5 to read first reading of Policy 616 made by Schraut, seconded by Schwieters. Carries 8-0**

**Review and Approval of Previous Meetings Minutes: (By motion with any discussion or vote recorded): **December 18 and Retreat Minutes from January 8** approval of minutes: minutes were sent electronically to all board members to review prior to the **January 15, 2015** board meeting. **Galazen says that there was some discussion about board member attendance in the December 18<sup>th</sup> meeting, and that she has information to follow up at the next meeting. Motion to approve minutes of both meetings, made by Dawson, seconded by Thole. Motion carries 8-0.****

#### **Consent Agenda:**

1. Approval of Samantha Leintz: South Campus Substitute Position

2. **Approval of Lloyd Hoelscher: North Campus Substitute Position**
3. **Approve Donation from the K Foundation of \$1012.77**
4. **Approval of Samantha Leintz: Geography Bee Coordinator**
5. **Approval of Diane Dukowitz: Chess Club Advisor**
6. **Approval of an Elementary (North Campus) Science Club position at a \$250 stipend (Activities).**

**Schwieters said the science club position is an additional position, because of the numbers at both campuses. He anticipates 25 students at each building, so the fees will cover the cost of the additional cost of the instructor. Motion made by Schraut, seconded by Thole. Motion carries 8-0.**

**Treasurers/Finance Directors Report: (By motion, with any discussion or vote recorded)**

1. **Finance Meeting Minutes**
2. **Financial Statements**
3. **Management Reports**
4. **Revised December 2014 Financial Statement**

**Enrollment target is above budget. Krista Swenson is working on revamping the breakfast menu. Fechner said that we were out of compliance, and she is working on our menu with New Horizons to make sure we are serving food the kids will eat and be in compliance. Music equipment \$2,500 expenditure was from a donation from last year. Schraut said that there was some question as to whether the increase in classes for next year was approved by the board. Fechner said that he looked into it and the board approved the budget that included it. Schraut thinks we should put it on the board agenda for next month, so that the information can be put out to parents. Galazen asks Seaman if the issue with the Skyward emails has been fixed, and she says that it is being worked on. It is also asked if there is an electronic way parents are getting Thursday Folder information. Sadlo says it is at the Elementary but not at the Middle School. Schraut asks for a follow up on Skyward emails and also why the Middle School is not doing electronic Thursday Folders. Galazen has question about the ADM in the financial reports. She said that it is now aligning, but in November and December it was not. Fechner said he will reach out to Chuck and report back to the board. Motion to approve the financials made by Schwieters, Seconded by Walsh. Motion carries 8-0.**

**Expenditures that need Board approval**

1. **MTN: \$1,445.00**
2. **New Horizon: \$20,284.41**
3. **Spanier Bus: \$7,838.68**
5. **Xcel Energy: \$5,977.21**
6. **Michelle Hahn: \$2,891.00**
7. **Spot Rehab: \$1,045.00**

**Galazen questions what SPOT rehab is, and Justice explains it is Occupational Therapy for SPED. Justice asks why we haven't seen any money going to Paul Radunz, and Fechner**

said he will check on it. Motion to approve expenditures made by Schraut, Seconded by Schraut. Motion carries 8-0.

### **Public Forum: 10 minutes**

**Nadine Martin:** She has noticed the changing culture and climate of the school, and wants to ask the board to consider how we can address the issue. She thinks it would be a good idea to get ahead of it. Sauk Rapids has a program where they educate about the different cultures. She sees with the students and adults at STRIDE she sees a curiosity about the different cultures represented at STRIDE.

### **Old Business: (With any Motions, Resolutions, or Votes recorded)**

**1. Update hourly staff regarding activities: Nathan Schwieters**

**Two of the three coaches in question qualified for overtime pay because of their hours worked.**

**2. Principal Goals- Donna Nordstrom: Kim Galazen**

**3. Principal Goals- Jamie Goebel: Kim Galazen**

**(2 and 3 presented together) Fechner hands out the principal goals to the board. All of the goals are closely tied to one another. Goal one, payment 2 talks about the observations that they are doing, and they want to see that the teachers are succeeding. Goal 5 is student enrollment, Fechner says if we are a strong school, we will keep students. Staff retention is also addressed, because if the teachers feel successful, there will be less leaving. Biery would like to see the goals tied to keeping level 3 and 4 teachers (on a scale of 1-4), so that we are keeping our best performing teachers. Fechner said that the Administrators are working on this as a team. Fechner also said he wants low performing teachers to not count toward the staff retention because them leaving would be a positive move for the school. Fechner also said that 650 students is what we need for budgetary purposes. He expects to have all of the information ready for the June board meeting. Galazen said she thinks that it should just include full time employees. Schraut clarifies that employees we choose to let go, and retirements wouldn't count. Fechner adds that the shortage of paraprofessionals is something that may need to be addressed by the board, and that we have to do what is best for our families. Schraut adds that students or staff that move out of the area also shouldn't be counted in the retention. Fechner also adds that because of the move to one campus, some students may leave do to logistics. Justice adds that principals responding to things in a timely manner is subjective and asks if it can be clarified. Biery says that it would have to depend on the subject of the inquiry. Schraut asks that at least contact be made acknowledging the email or call. Schraut asks if 24 hours would be enough, Jamie thinks that it may not be because of the sheer volume of emails he receives. Schraut says she just wants it to be reasonable and fair. Justice states that she trusts the principals 100%, but she wants to make sure that the observation scores are honest, because they are the ones that evaluate the teachers. Fechner explains that it has been addressed. Schraut says that the principals have taken the responsibility that if a teacher gets a low evaluation score, it is their job to help them get better.**

**4. Executive Goals: Kim Galazen**

Galazen explains that is broken down into 2 components, and said that we don't have a written document because the last ED review was done 3 years ago. The team consists of Galazen, Thole, Mary Swanson, and Caroline Ruegemer. Summary, timeline and template are included. Galazen also added the goals from FOE in the goals to keep them in prospective. Biery asks when we are going to address contract renewal. Fechner said it is February 15<sup>th</sup>, and asks it to be added to the evaluations of the ED and principals. Fechner adds that there is a monetary value assessed to him owed to STRIDE if he leaves before the Feb.15 date. Operational, Financial and Future Growth are the three areas addressed. Operational included Human Resources, Insurance, building and liability insurances. Financial would be growing the fund balance. Future growth would be student and staff retention. ACOMP goal is based on testing results. Schraut adds that they align with the teacher goals. Galazen adds that now is also the time to change the survey questions, and after this opportunity, the questions will be frozen for 3 years. Schraut asks if the document needs board approval, Galazen says yes. Schraut asks for it to be added to the February meeting so that the board has time to review the document. Thole adds that some of the domains in the past have been directed at certain groups of people that would know the most information about it.

#### **5. First Reading Policy 616**

School District System Accountability policy. Schraut highlights the changes made to the policy, and it includes the curriculum review cycle.

### **New Business: (With Motions, Resolutions, or Votes recorded)**

#### **1. Fire Wall: Steve Swenson and Shauna Seaman**

Steve Swenson says that the firewall at the South Campus is insufficient. With the recent upgrade to the internet is not being realized to its fullest potential because of this problem. Research and meeting were held and a product was chosen. Dawson asks about what our current cost is, Swenson says there is no current cost. Swenson also adds that there is cost savings of about 1 year of the product if you buy a three year package as opposed to a one year package. He also says the subscription comes with added features such as anti-virus protection, and that is a big selling point. Schwieters adds that his computer is now actually slower with the internet upgrade, and with the MCA's coming up, it is imperative that we upgrade our service. Justice asks if they would be able to use educational Youtube videos. Swenson says the teachers would have the ability to use Youtube, while they could allow the students to be blocked. Dawson said he is inclined to go with the more expensive option, because we may be adding technology. Shawna Seaman said that it could potentially qualify for e-rate, but we would have to wait until August and we need it now. Fechner adds that we have only spent 22% of our technology budget, so we have the money it in budget for the cost of the firewall. Biery makes the motion to approve the Fortigate 200D at \$5,402.93, Justice seconded. Carries 8-0.

#### **2. Makeup Day for Canceled School on January 7, 2015: Nathan Schwieters**

Schwieters points out the February 26<sup>th</sup> is currently listed on the calendar as the first make up snow day, but with conferences it makes little sense. He proposes that we move the snow day make-up to February 25<sup>th</sup>. Galazen asks how we will communicate this with parents, and Schraut says through newsletters. Motion to

move snow make-up day February 25<sup>th</sup> made by Schraut, seconded by Biery. Thole asks that in the future we only make up snow days before MCA testing. Motion carries 8-0.

**3. Leader in Me: Kimberly Sanderson**

Ms. Sanderson presented from Franklin Covey to the board about The Leader in Me and how STRIDE can better represent and teach the 7 Habits of Highly Effective People. After the presentation, Galazen asks if there is data that supports the program. Sanderson says not for Test scores, but for other things such as attendance and office referrals. Dawson has concerns about the cost. Biery says that the 7 habits seem to be more focused at the Elementary, and lacking at the Middle School. Schraut says there is work being done to bring it back. Biery said that this program is a strategic advantage. Schraut adds that it will really set STRIDE apart. Sanderson adds that STRIDE would be a pioneer of the program in St Cloud. Schraut adds that it would help our Special Ed and ELL kids find a place. Biery asks where the money is from the Legacy fund, and it should be used for this. Galazen asks what happens after year 4, Sanderson says after year 4 the cost is just to keep up the intellectual property license and coaching system. Dawson asks if there is digital options available, Sanderson says not for the student content. There are only 3 districts in Minnesota that are Leader in Me schools, and none are charter schools. Fechner says this effects everyone involved in STRIDE in a positive manner. Budget wise, he says 10 new students would be \$100,000 for the school, so if this program brought in 10 new students it would pay for itself. He says he has also already applied for a grant. Fechner thinks professional development is what sets apart great schools from ok schools and this includes 4-5 days of professional development and it will set us apart from other schools. He also says we can minimize costs by partnering up with businesses. Schraut asks about training for families, and Sanderson says that there is. This program would align with World's Best Workforce. Fechner said we will be notified of the grant in April.

**4. Lottery: Brett Fechner**

Fechner says the lottery is January 22 and Katie Gruber has been phenomenal and has truly taken the lead in the process. He then goes through the enrollment number for next year. Schwieters asks where these students are going to go when they get to the 7<sup>th</sup> and 8<sup>th</sup> grade level, because we will be out of room. Fechner said that the board will need to talk to AI about possibilities of building onto the current school.

**5. Review of 990 tax form:**

Board asks Fechner to ask Chuck to file an extension and it will be brought to the board at the next meeting.

**6. Executive Director Report: Brett Fechner**

Applying for Americorp, Calendar committee met

**7. Board Communications: Kim Galazen**

\*Calendar

\*Firewall

\*Budget on track

\*Subs hired

Meeting adjourned at 8:58pm.

**STRIDE Academy Board Standing Sub Committees:**

1. **Curriculum and Instruction:** **Monica Schraut**, Mary Swanson, Donna Nordstrom  
Micki Blenkush, Beth Cox, Brett Fechner
2. **Facility/Security/Emergency:** **Scott Dawson**, Rodger Vix, Brett Fechner,  
Nathan Schweiters, Brandon Rogers, Jamie Goebel, Donna Nordstrom
3. **Finance:** **Monica Schraut**, Rebecca Hull, Chuck Herdegen, Mary Swanson,  
Rodger Vix, Bethany Schwartz, Brian Weappa, Brett Fechner, Jamie Goebel
4. **Elections:** **Jenny Justice**, Angela Schmitz, Beth Cox, Caroline Ruegemer
5. **Futures:** **Kim Galazen**, Tammy Biery, Jon Halter, Julie Gromberg, Brett Fechner,  
Rodger Vix, Jodi Rajkowski, Beth Cox, Tamara Abers,
6. **Administration Review/Hiring:** **Kim Galazen**, Caroline Ruegemer, Dan Thole  
Mary Swanson
7. **STRIDE By-Laws:** **Jenny Justice**, Monica Schraut, Jamie Goebel
8. **STRIDE Policy:** Jenny Justice, **Monica Schraut**, Brian Weappa, Jodi Rajkowski,  
Tamara Abers, Brett Fechner
9. **Grants/Fundraising:** **Tammy Biery**, Nathan Schwieters, Mandy Sadlo, Nikki Klocker,  
Jamie Goebel
10. **Technology:** **Kathy Jerabek**, Adam Diskerud, Rodger Vix, Brian Weappa, Nathan  
Schwieters, Laura Maiers, Shawna Seamans
11. **World's Best Workforce:** **Tammy Biery**, Brett Fechner, Shauna Seaman, Monica  
Schraut, Donna Nordstrom
12. **Marketing:** **Kim Galazen**, Christi Walsh, Melissa Ritter, Melissa Medford, Rachel  
Lolmasteymaugh, Caroline Ruegemer, Brett Fechner, Donna Nordstrom

**Review and Approval of Next Meeting Agenda** (By motion, with any discussion or  
vote recorded)

This discussion should include the date, agenda, location, etc.

