**Board of Directors Minutes  
 Date:** September 16, 2021

**Time:** 6:30 pm – 8:00 pm

**Location:** Rochester Beacon Academy

1. Call Meeting to Order: 6:34pm

# **Reading of Mission:** The Mission of Rochester Beacon Academy, with the cooperation of parents, is to provide a safe learning community in a secondary (6-12) setting; respecting the individual and differentiated needs of learners, empowering them to reach their full potential and join their

community with success. (Kate)

1. **Attendance: To establish Quorum**

|  |  |
| --- | --- |
| Name |  |
| Pam Johnson, Chair | Present |
| Crystal Heim, Vice Chair | Excused |
| Evin Lantz, Treasurer | Present |
| Kate Dullard, Secretary | Present |
| Bobbi Kostinec | Absent |
| Deanne Breitenbach | Excused |
| Nandita Chawla | Present |
| Brenna Salfi | Present |
| Stacy Aoudia | Present |

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| Guests |
| Nicole Musolf, Executive Director |
| Melissa Walsh, Director of Special Education |

1. **Conflict of interest (**Recognize any conflict of interest for board members or public input.) NONE
2. **Approval of Agenda**

**Motion to approve agenda for** September 16, 2021

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| **Move** | **Second** | **Vote Aye** | **Motion** |
| Dullard | Aoudia | All | Carried |

1. **Approval Meeting Minutes**

**Motion to approve meeting minutes from August 16, 2020 with the correction on spelling on Traci’s name**

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| **Move** | **Second** | **Vote Aye** | **Motion** |
| Aoudia | Salfi | All | Carried |

1. **Public Forum - Public Forum Guidelines 2019-2020**
   1. Request sign-in - NONE
2. **Consideration of Claims and Accounts**
   1. June / July / August Financial - Report will be presented when the 2020-2021 audit is completed. RBA’s fiscal year ended 6/20/2021
   2. We are 16.7% through our fiscal year
   3. Total cash balance, with our ppe loan, is just over $1,000,000
   4. Our financial audit will occure on October 14th and 15th.
   5. Finance Committee met to go over pay matrix
      1. They are doing more research before they make changes
3. **Committee Reports -**
   1. **Building / Facilities Committee:**
      1. No Report
   2. **Strategy Committee:**
      1. Contract Goals
      2. Went over plan to this years fundraising
      3. Kwik Trip fundraiser in March
      4. We are doing a Chipotle fundraiser in Oct. 19th. Part of the proceeds will go to RBA
      5. Give to the Max will happen
      6. Post on community calendars of when we have events
   3. **Policy Committee:** Annual Review
      1. Policy 505
      2. Policy 426
      3. Policy 413
      4. Policy 410
   4. **Community Outreach / Grant Committee**
      1. No report
   5. **Continuous Improvement Analysis Committee:**
      1. No Report
4. **Director’s Report**
   1. **Enrollment**

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| --- | --- | --- | --- | --- | --- | --- | --- |
| 6th | 7th | 8th | 9th | 10th | 11th | 12th | SOAR |
| 6 | 11 | 25 | 16 | 13 | 11 | 13 | NA |

Total of 99 - Estimated 81.6% SPED

* 1. RBA Personnel Resignations:
     1. Carrie Nelson, SPED Teacher, effective 9-5-21
     2. Sawyer Jacobson, SPED Teacher, effective 9-10-21
     3. Giuseppe Accardo, SS Teacher, effective 9-15-2021
     4. Hamid Atchan, Science Teacher, effective 9-29-2021
  2. RBA Personnel New Hires:
     1. Giuseppe Accardo, SS Teacher, effective 9-7-21
     2. Bee Zea, SPED Paraprofessional, effective 9-7-21
     3. Becca Rucker, SPED Paraprofessional, effective 9-27-21
     4. Michelle Pederson, SPED Paraprofessional, effective 9-27-2021
  3. Review Contract Guild Goals
  4. Nandita and Merrick came and did staff training on Mental Health
  5. Covid protocols
     1. Masks for staff are mandatory
     2. Masks for students are optional
     3. 72% are fully vaccinated
     4. We did have a positive case of Covid in the 8th grader
        + All unvaccinated or half vaccinated were sent home
        + 60% of our students have their first shots
        + 23% are not vaccinated
  6. 3 employees are not vaccinated
     1. Two are in the process
  7. Exit interviews for students

Student Exit Interviews from 20-21 to 21-22

Interviewed 10 students

Why did you leave?

50% moved

10% online

20% student population

10% special programming

10% sports

Did the school align to its mission?

Asked 4 students

100% said yes

What do they wish was offered?

Band 20%

More electives 20%

Better Communication with Teachers 60%

Better Conference Scheduling 20% (this person gave two answer; scheduling and better teacher communication)

* Insurance questionnaire
  + 11 responded
  + 72% - RBA insurance meet your needs
  + 100% - understand the insurance you are enrolled in
  + 91%- pay their fair share in the insurance that is offered
  + 82%- no issues with providers
  + Comments: Insurance covered more- ER visits and drugs. Concern with coverage of medical device postpartum.
  1. Since we are short staffed, teachers have been subbing during their preps and sped teachers during their case management time.
     1. Nicole is thinking about a stipend offered to teachers for subbing
        + $30 an hour to honor the time that they have subbed, which is just about the daily base pay of a new teachers with their B.A
     2. This will go away when we are fully staffed
     3. Staff will pay taxes on the $30

Reading Proﬁciency

Students in the Achievement Level “Decreased/ Does Not Meet Standard” Category (MDE Academic Progress) will decrease by 3 percent each year during the contract period starting in FY21.

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|  | Baseline | FY2021 | FY2022 | FY2023 |
| All Students | 69.77% | 67.68 (goal) COVID, NA | 65.65 | 63.68 |

Students in the Achievement Level “Decreased/ Does Not Meet Standard” Category (MDE Academic Progress) will decrease by 5 percent each year during the contract period starting in FY21.

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|  | Baseline | FY2021 | FY2022 | FY2023 |
| All Students | 77.27% | 73.4% (goal) COVID, NA | 69.7% | 67.6% |

Annually, the percent of students who meet their expected growth projection for Reading on the NWEA test from Winter to Winter will go from 50% in the baseline year to 62% by the end of FY23.

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| Reading | FY2020 | FY2021 | FY2022 | FY2023 |
| All Students | 50% | 54%  46% actual | 58% | 62% |

Annually, the percent of students who meet their expected growth projection for Math on the NWEA test from Winter to Winter will go from 50% in the baseline year to 62% by the end of FY23.

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| Math | FY2020 | FY2021 | FY2022 | FY2023 |
| All Students | 50% | 54%  49% actual | 58% | 62% |

From a baseline of 8.7%, the gap between the “all students” group and the “Free and Reduced Lunch” (FRL) group in the Achievement Level “Decreased/ Does Not Meet Standard” Category (MDE Academic Progress) in MCA math will be reduced by 10% each year during the contract period, starting in FY 21. This goal is aligned to World’s Best Workforce Goal, “All racial and economic achievement gaps between students are closed.”

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| Grades | Baseline | FY2021 | FY2022 | FY2023 |
| 6, 7, 8 & 11th | 8.7% | 7.83% COVID, NA | 7.05% | 6.34% |

90% of students, enrolled at RBA for at least two consecutive years, will graduate high school in four years, not including students on Individual Education Plans who are eligible to stay in school from ages 18-21 and enter a transition program.

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|  | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
| Graduation | 100%  25% (18-21) | 100%  38% (18-21) | 82%  10% (18-21) | 90% | 90% |

Special education students, who have been at RBA for at least one year, will improve the number of goals a year students meet or maintain adequate progress from 89% to 93% beginning with FY19 as our baseline with 89%.

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| Quarter 1 | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
| Goals Met | 89% | 95% | 95% | 92% | 93% |

1. **Outside Contracts:**

# No contracts

1. **Old Business**
   1. No old business
2. **New Business**
   1. **Accept contract of Presence Learning for OT and SLP Motion to approve**

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| **Move** | **Second** | **Vote Aye** | **Motion** |
| Lantz | Dullard | All | Carried |

* 1. **Policy 505 PROHIBITION AGAINST UNFAIR DISCRIMINATORY PRACTICES IN EDUCATION AND GRIEVANCE PROCEDURES**

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| **Move** | **Second** | **Vote Aye** | **Motion** |
| Dullard | Salfi | All | Carried |

* 1. **Policy 426, HEALTH INSURANCE POLICY**

**Motion to approve**

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| **Move** | **Second** | **Vote Aye** | **Motion** |
| Lantz | Dullard | All | Carried |

* 1. **Policy 413, USE OF REASONABLE FORCE AND PROHIBITION ON USE OF CORPORAL PUNISHMENT Motion to approve**

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| **Move** | **Second** | **Vote Aye** | **Motion** |
| Lantz | Salfi | All | Carried |

* 1. **Policy 410, EMPLOYEE ETHICS & CONFLICTS OF INTEREST**

**Motion to approve**

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| **Move** | **Second** | **Vote Aye** | **Motion** |
| Dullard | Lantz | All | Carried |

* 1. **Increase parent representation on RBA Board of Directors Motion to approve**

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| **Move** | **Second** | **Vote Aye** | **Motion** |
| Dullard | Salfi | All | Carried |

* 1. **Provide a stipend of $30 to teachers who sub during their prep periods or case management time**

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| **Move** | **Second** | **Vote Aye** | **Motion** |
| Lantz | Aoudia | All | Carried |

1. **Board Parking Lot**
   1. **Virtual Board Meetings - feedback on how to best include RBA Staff and parents**
2. **Next Meeting:**

**Regular Board Meeting - Thursday, October 14th, 2021 6:30 pm – 8:00 pm at RBA.**

1. **RBA Events:**
2. **Committee Meetings:**

|  |  |
| --- | --- |
| Committee | Date Next Meeting |
| Finance | October 14, 2021, 5:30 pm |
| Community Outreach / Grant Committee | TBD |
| Policy | TBD |
| Strategy | TBD |
| Continuous Improvement | TBD |

**19**. **Adjourn Meeting**

Motion to adjourn the meeting at 7:32P.M.

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| Move | Second | Vote Aye | Motion |
| Aoudia | Salfi | All | Carried |