

Schoolcraft Learning Community Special Board Meeting Minutes
March 29, 2016; 5:00 p.m.
Northwest Minnesota Foundation, Bemidji, MN

Special Meeting of the Board - Bylaws of Schoolcraft Learning Community, Article 3.3
Request made by: Dacia Dauner, Sara Dreyer, Kristi Garbow

Reading of Mission Statement:

Schoolcraft Learning Community exists to help develop individuals to be self-directed, lifelong learners who have the skills and knowledge to confidently and compassionately navigate in the world.

Information Session:

- KAXE Student Recording

Public Input - Any person wishing to speak directly to the Board, once recognized by the board chair, may do so for up to 5 minutes. The public input period will last no longer than 40 minutes, at the beginning of any open Board meeting.

Call Meeting to order. Establish quorum
Meeting called to order at 5:13 p.m.

Kristi S. motioned to add the director complaint committee meeting to the agenda. Seconded by Shanna Reiners.

Erica Harmsen motioned to create an unfinished business committee. Seconded by Dacia Dauner.

Formal Agenda:

Attendance:

x Mark Morrissey _x_ Shanna Reiners _x_ Kristi Garbow _x_ Rob Maher
x Dacia Dauner _x_ Sara Dreyer _x_ Erica Harmsen _x_ Kristi Sorgenfrei

Staff Present: AnnaMae Sovick, Sarah Wilson, Sara Breeze, Jim Conway, Scott Anderson, Rita Poulton, Alison Drietz

Guests Present: Candy Roberts, Ann Newby, Will Hartwell, Jenelle Marlette, Kelly Lindquist, Shannon Murray, Megan Treuer

Conflict of Interest - none stated

Agenda

Issue: Discussion Only /No Action to promote transparency and clarity on the following items:

1. What are the Board's exact expectations for the Executive Director to reach compliance on Monitoring Report 3.5?

Sara D presented handouts and there was discussion regarding the December 15, 2015, board minutes with Monitoring Report #3. The questions/timeline that Erica and Mark (a board approved committee) presented to Scott after December meeting was read by Sara. Mark noted the following:

2014-15 - board goal was a staff evaluation system

2015-16 - board goal was staff evaluation

Staff evaluations are required by MDE and a MN Statute. Board has three types of monitoring of the director - Director report, direct observation, third party observation. Monitoring Report 3.5, 3.6, and 3.7 are the areas that Scott needs to report evidence of compliance.

2. What can the Board do to assist in improving the culture within SLC staff, enabling them to move forward in meeting our mission?

The board needs to hear all perspectives. Are all voices being heard? How can the board help with the culture at SLC? Rob said the job of the board is not to manage the employees. The committee is formed to hear the concerns regarding the Director and will address the letters that are presented to them. The board is modeling appropriate discourse at meetings.

April 8, 2016 meeting is breakfast with the board for the SLC staff.

3. What can the Executive Director do to establish this Board's confidence?

Monitoring Report #3.5, 3.6, 3.7 needs to be in compliance.

The Director should evaluate his day by breaking down each task and looking at the percent of time being used on each one.

4. Does the Board have confidence in the approved succession plan?

Kristi G's handout's Item #4 and Monitoring Report #1

Transition plan - the board needs to be prepared for it. Would relationships be improved at SLC?

Board needs to make considerate, well thought out action.

Outcome: Discussion

Person(s) responsible: Sara Dreyer, Kristi Garbow, Dacia Dauner

Issue: Director Complaint Committee Update

Outcome: Update

Person(s) responsible: Mark

There have been three complaints. Dacia is preparing a policy on how to respond to an individual complaint against the director. Shanna motions to form an ad hoc committee of Dacia, Mark, and Kristi G. to address two outstanding letters. Seconded by Sara Dreyer. Motion carried unanimously.

Issue: Unfinished Business for April Board Meeting

Outcome: Discussion

Person(s) responsible: Mark

Two external reviews - VOA and EL

Director Evaluation

Two new board members

Report from Governance Committee

Report from Grievance Committee

Stephanie Olsen will be in attendance

Outgoing members

Parent meeting request and response

Succession plan.

Monitoring Report 2. 3

Monitoring Report 3.5, 3.6, 3.7

Review of VOA Board meeting observation form

All criteria successfully met.

Board Reflection - each member reflects on the meeting

Next meeting – April 19, 2016 at the NW MN Foundation

Adjourn

Rob Maher motioned to adjourn. Seconded by Erica Harmsen. Motion carried unanimously.

Meeting adjourned at 6:40 p.m.