



Mission: Educating all students to highest levels of academic and social standards with a focus on Hmong language and culture.

HOPE Community Academy
May 26, 2022
Board Minutes

Present: Andy Grover, Sia Lo, Hlies Scully, Ka Zoua Yang, and Don Lorr

Absent:

Staff: Maychy Vu, Barb Ackerman, Staci Ahrens

Others: John Yang, Hayley Ball, Patchia Xiong Vang, Pachia Yang (5:15 pm)

The meeting convened at 5:01 pm.

I. Call to Order

II. Approval of Agenda

*Motion: Table officer election to June 2022 board meeting. Andy moved. Sia seconded.
Motion carried.*

III. Approval of April 28, 2022 Minutes

Motion: Sia moved to approved the April 28, 2022 minutes. Don seconded. Motion carried.

IV. Community Comments

None

V. Consent Agenda

1) Seating of new board members: Staci Ahrens – teacher board (term expires 2025), Hayley Ball – community board (term expires 2025), Pachia Yang – parent board (3-year term, expires 2025), and Patchia Xiong Vang – parent board (2-year term, expires 2024)
Seated effectively May 27, 2022

2) Officer Election – tabled to June 2022 board meeting

3) Twin Cities Education Consultants for School Psychologist & Early Childhood Special Education Services

4) Jane Conlin, Hard of Hearing Consultant



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5) DaoTech Solutions

6) Teacher Contracts SY2022/23

Ahrens, Staci

Aung, Molly

Bahaman, Dan

Barrett, Amy

Carlson, Alyssa

Castonguay, Jaime

Chang, Ab

Crandall, Meghan

DeMorett, Tracy

Erickson, Anne

Fonkert, Deborah

Grover, Andy

Head, Kevin

Heur, Mary

Honl, Emily

Jillek, Ellen

Kaehler, Joeleen

Koch, Danielle

Lee, Colleen

Long, Megan

Matykiewicz, Lea

Moe, Kristian

Petersen, Renee

Rademaker, Jody

Ronning, Cathy

Satterlie, Andrew

Scully, Hlies

Seely, Sam

Shaw, Brian

Sims, Sarah

Sitek, Sean

Snider, Katy

Stark, Joy

Valdes, Tulia

Vang, Karisma

Wagner, Benjamin

Xiong, Soua
Xiong, TswjHue
Yang, Druacy
Yang, Mai
Yang, Yer

Motion: Hlies moved to approve all items except item 2. Sia seconded. Motion carried.

VI. Committee Reports

1) Executive Committee

- Met to review and discuss the executive director's contract.

2) Board Operations Committee

- Facilitated the election at the May 2022 Annual Meeting
- Policy review – certain sets per year to align with statutory changes
- Annual board self-evaluation
- Board development plan at June/July board meeting
- Organize July board retreat
- Charter for each committee – consider adding language for outgoing board members to act as ex-officio to each committee, a one-year advisory term

3) Finance Committee

- Board treasurer, ED, Jenny Abbs serve on the Finance Committee
- Monthly review of the budget (finance statements, supplemental statements)
- Training provided by Jenny Abbs
- Ongoing training throughout the year, three specific topics (finance, governance, and employment) for new board members within first year of serving on the board; MACS provide training
- Sign-on Bonus Discussion
ESSER funds for sign-on bonus for all staff - we are seeing some schools get this approved in their ESSER budgets. HOPE has spent ESSER II already. To use ESSER III, we would have to submit a revision to our application and get it approved before spending. Some examples of the type of stipends include attendance, mental health, extra work, COVID mitigation, and referral stipends. They have ranged from \$250-\$1,000.
- Board allocated goal setting incentives for non-academic and academic goals. Maychy will review both goals. Payout will be in the June 2022 pay period.
- Finance Report
April 2022 Summary Report
April 2022 Summary Income Statement
April 2022 Balance Sheet

April 2022 Payment Register

The board reviewed, discussed, and filed the financial report subject to audit.

VII. Existing Business

Executive Director's contract for SY2022-24

*has been in discussion, 360 review process followed by the leadership development plan for board approval;

*offered 2-year contract and Maychy needs additional time; by June 23, 2022 board meeting

*current contract goes through June 30, 2022

*concern is outgoing board members have been involved and incoming board members do not have context

Motion: Maychy will sign the 2-year contract SY2022-2024 with the board's approval to have an addendum added in June 2022. Sia moved. Hlies second. Signature and addendum to be completed by the June 2022 board meeting. No changes to salary and negotiable. Motion carried.

To add to Existing Business at June 2022 board meeting:

- Follow up on ED's leadership development plan to present to the board.
- Board Development Plan – Operations Committee to facilitate at the July retreat. Board is responsible for goals.

VIII. New Business

1) Executive Director Report – see presentation

2) Board Retreat Date – July prefer Monday – Thursday; Maychy will send email to all board members to

3) Board Meeting for SY2022-23: 4th Thursday 5:30 pm – 7:30 pm

4) Exit Interview Report – due to confidential private data this report will not be shared at an open forum; board needs to know based on “as need to know” basis

5) Departing Gifts for Board Members – Andy presented gifts to outgoing board members, Hlies, Ka, John, and Sia

6) Ribbon Cutting Event – August 2022 (tentative)

7) Plus/Delta

Thank you to outgoing board members, new members and ED –

Enjoyed time on the board, encourage having difficult conversations, own experience with hard conversations have been positive and effective in improving relationships. Have difficult conversations but a lot of heart and in turn we're here because we care about the community at HOPE, really felt it this year, do this for my kids who attend HOPE, implemented board development plans including additional training, be here,



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experience the day-to-day activities, get to know the staff here, fought against all cultural expectations to be here; good team
Always available for questions and event

IX. Adjournment

The meeting adjourned at 7:22 pm.

Next Board Meeting: Thursday, June 23, 2022 5:30 pm Conference Room