



720 Payne Ave  
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## COMMUNITY ACADEMY

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

HOPE Community Academy

### MINUTES

July 31, 2025

Conference Room – 1:00 pm

- I. Call to Order  
Present: M. Lor, Y. Lor, Lorr, Shaw, Xiong, Xiong Vang, Vang
- II. Rules of Engagement (1 minute)
  - Be here now
  - Be a leader and a team player
  - Be a good steward
- III. Approval of Agenda (1 minute)  
Motion to approve the June Minutes as presented. Moved by: M. Lor, seconded by: Xiong Vang. Vote: 6-0-0. Motion carried unanimously.
- IV. Approval of June 26, 2025 Minutes (1 minute)  
Motion to approve the minutes with the aforementioned changes, should such information become available within the next week regarding details of motioner and seconder. Moved by: Shaw; Seconded by: M. Lor. Vote: 6-0-0. Motion carried unanimously.
- V. Community Comments (5 minutes)  
None.
- VI. Consent Agenda (10 minutes)
  - a. Employee Handbook (Updated)
  - b. Grade Acceleration Process (to match MDE)  
Motion to approve the employee handbook and grade acceleration process. Moved by: Lorr; Seconded by: M. Lor. Vote: 6-0-0. Motion carried unanimously.
  - c. Minnesota Zej Zog Contract  
Motion to approve the MN Zej Zog contract pending Financial Consultant approval and appropriate budget amendments made. Moved by: Shaw; Seconded by: M. Lor. Vote: 6-0-0. Motion carried unanimously.



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### VII. New Business (30 minutes)

- a. Appointment of new Board members: REONA VANG  
Motion to accept the appointment of new board member Reona Vang. Moved by: Y. Lor;  
Seconded by: M. Lor. Vote: 6-0-0. Motion carried unanimously.
- b. Election of Treasurer  
Chair Lorr opened nominations for Board Treasurer. Director Shaw nominated Reona Vang. Director Shaw nominated Patchia Xiong Vang. Vang accepted. Xiong Vang declined. Motion to elect Reona Vang as Treasurer. Moved by: Y. Lor; Seconded by: M. Lor. Vote: 6-0-0. Motion carried unanimously.
- c. Review of Committee Charters.  
Tabled
- d. Election of Committee Chair: BOC  
Chair Lorr opened nominations for Board Operations Committee Chair. Director Shaw nominated Mai Nhia Lor. Director M. Lor nominated Brian Shaw. M. Lor accepted. Shaw declined. Motion to elect Mai Nhia Lor as Board Operations Committee Chair.  
Moved by: Y. Lor; Seconded by: Shaw. Vote: 6-0-0. Motion carried unanimously.
- e. Select Committee Assignments  
Finance Committee: Xiong, Vang  
Operations Committee: Shaw, M. Lor, Xiong Vang, Y. Lor  
Executive Committee: Lorr, Vang, Xiong Vang
- f. Choose Board & Committee Dates/Times/Location  
Full board meetings scheduled for the fourth Thursday each month, 5:00pm  
Executive meetings scheduled for the second Thursday each month, 5:00pm  
Finance meetings scheduled for the fourth Tuesday each month, 4:00pm  
Operations meetings scheduled for the third Tuesday each month, 5:00pm
- g. ED Hiring Process & Board's Role  
Human Resources Kruger presented the ED Hiring process and board's role before, during, and after the interview. The board will have a separate working session to discuss more details about the board ED Hiring process.

### VIII. Interim Director's Report (10 minutes)

Interim Director Reed discussed Grade Acceleration process and MN Zej Zog contract service which includes: meeting with administrators quarterly and Hmong Language director weekly to assess the Hmong program throughout the year; Mentor Jackson Yang to sur



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Hmong and Karen Program; Total: \$8,000 (Administrative PD 3 sessions - one per quarter + Hmong Director Support 25 sessions for 2025-2026 school year at 90 minutes per session plus planning, connection meetings and latest research on indigenous language revitalization)

IX. Adjournment

Motion to adjourn. Motion by: Xiong; Seconded by: Vang.

Adjourn at 4:40pm.

**Next Board Meeting: August 28, 2025, 5:00pm, Conference Room**