

Meeting Minutes
White Pine Charter School Board of Directors
May 8, 2008

Call to Order

Attendance: Jeremy Krupp, Miles Carroll, Helen Zollinger, Aaron Tolson, Ryan McMurtrey

Acceptance of Agenda

Jeremy – Motion / Aaron - Second

- Table consent calendar acceptance of meeting minutes 4/10, 4/16, and 4/26 (none received for review)
- Move Accounting, Financial Reporting, and Financial Oversight Policies to consent calendar.
- Table draft revision of Treasurer's duties
- Add agenda item "New Hires" to Staffing

Deleted:

MOTION PASSED

Ryan – Motion / Jeremy – Second

- Move classified staff salary Schedule, Signature cards at the bank for board officers, Teacher contracts, and Staffing to the front of the agenda.

MOTION PASSED

Reporting

Education Council: Working on parent survey, report to be presented 6/5/08.

Administrator Report: No comments.

Treasurer's Report:

- Aaron inquires about per-diem issue in Treasurer's report. Jeremy indicates that the school does not have a policy to guide per-diem expenditures / reimbursements.
- Cash Disbursements:
 - o Jeremy - Motion / Aaron - Second
 - Accept disbursement report
 - o MOTION PASSED
- Income Statements:
 - o Helen – Motion / Aaron – Second
 - Accept income statement
 - o MOTION PASSED

Public Input

Sarah **Carney**:

- Concerned with dismissal of Ms. Bishop. Sarah feels that Ms. Bishop is a good teacher and that her child had received a positive experience in the classroom. Sarah would like an explanation of the dismissal. Aaron indicated that details of teacher employment are privileged to the board. Miles suggested that Sarah schedule a meeting with the Administrator.

Crystal **Paulson**:

- Presented prepared statement – synopsis as follows
 - o Mother of five children, Marine, law enforcement officer. Believed that Ms. Sharp would be intolerant of bullying at the school. Disenchanted with the school and has

removed three of her five children from the school. Concerned with professionalism that was exhibited at exit interview. Felt “kicked out the door” when removing children. Felt that Ms. Sharp treated her children unfairly. Question Ms. Sharp’s priorities at the school. Inquired regarding the selection of teachers to return to the school and indicated that Ms. Schneider in concert with Ms. Molino had helped her sixth grade child.

Sandy Volmer:

- Expressed concern for decision not to offer a new contract to Ms. Schneider. Commended Ms. Sharp for addressing personality issues with her child. Recognized Ms. Molino and Ms. Schneider for keeping her child interested in learning.

Brian Myers:

- Expressed concern that the board was unable to address contract issues in the 3/13 meeting. Believes that Ms. Schneider and Ms. Bishop are effective teachers and understands that teacher contracts are board privileged information. Suggests that the board should review the parent survey to determine if the surveys support board decisions relative to teacher contract offerings. Brian believes that Ms. Sharp is an ineffective disciplinarian and the board should find an administrator capable of managing the students, and staff. Brian believes that Ms. Sharp should be replaced because she can not handle the job.

Miles:

- Thanks for installation of suggestion box. Congratulations to Ms. Molino for completion of advanced degree and her performance with the children. Thanks to Stacy Barrett

Consent Calendar

Helen – Motion / Aaron Second

- Approve Consent Calendar
 - o Jeremy – Policy comments incorporated early and policy re-posted.
 - o Anita – Print policies for signature approval

MOTION PASSED

Signature Cards at Bank

Anita - Board Officers please sign signature cards.

Classified Staff Salary Schedule

Anita -

- Presented Dist. 91 Classified Staff Salary Schedule
- Believes salary increases help motivate and retain employees.
- Employees need annual increases.

Helen – Does salary schedule address non-certified staff only

Anita – Yes

- Does not include business manager
- Proposed 08/09 is based on the Dist. 91 salary schedule.

Helen – Motion / Aaron – Second

- Adopt Dist. 91 Classified Staff Salary Schedule

Miles – Clarification needed on reading of table

Anita –

- Place new hires by position and experience
- Hiring individual and budget are deciding factors in salary

Jeremy – How does the salary compare to online job search salaries

Miles/Anita – Schedule is consistent with salaries paid in the school now.

Anita – Generally, workers are not available for hire at minimum wage for a short workday.

MOTION PASSED

Teacher Contracts

Diana – State statutes require contract differences for teachers of varying seniority.

- Category 1
 - o Teachers sign Letter of Intent
 - o Intended for first year teachers
 - o Allows dismissal of teachers hired late in the year
- Category 2
 - o Letter of Intent is signed before 8/1
 - o No property rights
 - No appeal for dismissal
- Category 3
 - o Intended for teachers in their third consecutive year
 - o Includes personal property rights
 - May include legal representation
 - o Evaluations required

Helen – Attracted to White Pine by ability to dismiss non-performing teachers

Diana – Teachers may still be dismissed after formal warning and probation

Miles – How many teachers are eligible for Category 3 contracts?

Peggy - ~30%

Diana – Category 3 is not the same as tenure

- o Teachers may be dismissed with cause
- o No child left behind requires high performing teachers
- o It is an Administrative responsibility to replace non-performing teachers
- o May dismiss teachers immediately for breach in code of ethics

Miles – Will contracts in lieu of letters of intent help to fill teaching positions?

Peggy – Yes

Aaron – Contracts should support continuing education for teachers.

Peggy/Diana – 6 credits per 6 years are required to maintain certification

Aaron – Motion / Jeremy – Second

- o Authorize administrators to follow the state statute and authorize issuance of appropriate contracts for teachers.

MOTION PASSED

Staffing

Administrator Review: Assignments made for Administrator review as follow: Jeremy, Ryan, and John.

Miles will preside as ex-officio.

Business Manager Review: Assignments made for Business Manager review as follow: Helen, Rob, and Aaron.

Miles will preside as ex-officio.

New Hires:

Jeremy – Motion / Aaron Second

- o Enter Executive Session
- o Vote, 5 aye / 0 nay
- o Enter Executive Session 8:43

Jeremy – Motion / Aaron Second

- o Exit Executive Session
- o Vote, 5 aye / 0 nay
- o Exit Executive Session 9:03

Jeremy – Motion / Aaron Second

- o Offer ½ time contract for special education to Michelle Johnson

MOTION PASSED

Volunteer Indemnification

Policy to be posted for public comment

Founder Dedication Hallway Tree

Anita – Description of hallway tree design concept provided.

Treasurer Duties

Tabled

Dedication

Miles thanks Tami and Heather for their contributions.

Schedule

- 10:30 – 11:30 Open House
- 11:30 Dedication
- 12:30 Lunch

By-law Changes

Posted for public comment 4/10/08

No current actions for the Board

Code of Conduct Policy

No action taken, Flores not present at meeting.

Transportation Contract

Anita – Contract is in State review process

Wednesday Release

12:35 Wednesday release time for 08/09 school year will be changed to 12:45 to avoid putting school funding at risk as a result of insufficient classroom hours.

Review of Quarterly Report

No comments on financial reports. Anita will forward to bank and USDA for review.

Purchase of Land for Second Entrance/Exit

Anita

- Road can get blocked if vehicles get stuck in snow or other adverse traffic conditions. Anita proposes future purchase of property to the south of the school and would like to discuss a purchase option with the owner.

Jeremy – Motion / Helen – Second

- Authorize Anita to contact landowner (Suitor) regarding the possibility of an option to purchase land to the south and west of the school to allow development of an additional vehicle entrance/exit.

MOTION PASSED

Programmatic Audit

- Proposed for 5/12/08 – 5/12/08
- Unknown if team has been assembled
- Expect audit to be deferred to fall 08

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- Must be complete by 10/15/08

Adjournment

Jeremy – Motion / Helen Second

MOTION PASSED

Meeting adjourned at 9:20

No changes between original minutes and web version. RB

Unofficial