



Oshki Ogimaag Community School Regular Meeting Minutes

Date: September 21, 2022

Time: 4:49 P.M.

Place: Oshki Ogimaag Community School Conference Area

- 0.0 Public and Parent comments. Chairwoman Winchell-Dahl provided an update that she had been in contact with Jayne Richards about the sign. Redix urged the Board to seek a professional sign company. Novitsky reported that the State Park recently purchased signs from Fossil Graphics and he could put the Director in contact with them. Winchell-Dahl brought up the peeling paint outside the school. Deschampe pointed out that the RTC should be consulted since it is their building. The Director brought it to the attention of the Board that the by-laws stated that the Board may consist of 4-7 members and there are currently 8. Motion made by Erik Redix, second by Travis Novitsky to add 13.0 Amendment of by-laws for number of Board Members to the agenda.
- 1.0 Call meeting to order 4:47 P.M.
- 2.0 Reading of Mission Statement, Travis Novitsky.
- 3.0 Roll call with quorum present. Present: Jaye Clearwater, Carol Cleveland, Daniel Deschampe, Travis Novitsky, Erik Redix, Yastrienne Spry, and Patty Winchell-Dahl. Also present Carmen Keyport, Director; Erin Anderson, Erin Anderson, Director of Charter School Authorizing, Osprey Wilds, and Pete James, Consultant, Osprey Wilds Charter School Authorizing. Absent: John Morrin.
- 4.0 Motion by Travis Novitsky, second by Daniel Deschampe to approve agenda items, reports, and minutes (with revision of typos) from June 29, 2022, August 22, 2022, and September 14, 2022. Novitsky noted there were typos in both the August 22, 2022, and September 14, 2022 minutes. Redix agreed to fix these. All in favor – motion carried 6-0.
- 5.0 Motion by Carol Cleveland, second by Travis Novitsky to approve Financial Expenditures & Revenues for August. Clearwater-aye; Cleveland-aye; Deschampe-aye; Novitsky-aye; Redix-aye; Spry-aye; motion carried 6-0.
- 6.0 Motion by Erik Redix, second by Yastrienne Spry to approve updated 2022-23 budget. The Director reported that slight modifications were needed to reflect hiring of a full-time teacher Special Ed Teacher – original budget reflected hiring of an outside contractor. Winchell-Dahl inquired about electricity and food costs. The Director responded that the RTC pays for electricity and heat and there was little change in food costs. Spry inquired about gas costs for the school bus now that there is one bus route again. The Director responded there was no major change from what was budgeted so far. Clearwater-aye; Cleveland-aye; Deschampe-aye; Novitsky-aye; Redix-aye; Spry-aye; motion carried 6-0.
- 7.0 Discussion from Erin Anderson, Director of Charter School Authorizing, Osprey Wilds. Anderson stated the site visit was positive and noted that the visit was only one of many data points that the Authorizer looked at when making a decision about authorization. Anderson stated that discussion with parents and students yielded the most helpful feedback. One area Anderson urged the Board to take action on was that the Director has not been evaluated in several years. Anderson stated that yearly evaluation is a requirement in the authorization contract as well as state statutes. Anderson stated that the school began once the School Board was formed even prior to the school building. Anderson urged the Board to think about the future of the school – that the Board is the keeper of the mission and vision. Anderson said that the feedback she received during the site visit emphasized how disrupted COVID was to the community and that the Board had an opportunity to lead in healing the community after COVID. Winchell-Dahl inquired about guidance in developing a strategic plan. James stressed

that a good strategic plan should map out a next step not just be a binder that sits on a shelf. Winchell-Dahl inquired how often strategic plans should take place. Anderson stated a good strategic plan should be for 3-5 years and be revisited annually. She stated that the school should budget about \$20,000 for a consultant. Local schools had contracted with Meredith Fox. Anderson agreed to provide Fox's contract information to the Director and Chairwoman. Redix suggested a Northland Foundation Grant to cover the cost. Anderson mentioned that the Lloyd K. Johnson Foundation had offset the costs for other charter schools in Cook County. Spry mentioned the Blandin Foundation as another possibility. Anderson agreed and also suggested the Bush Foundation, who provided support to the Red Lake Ojibwe Immersion School. Anderson stressed that work on the strategic plan should be a team effort – not just solely the Director's responsibility. Anderson urged the Board to form a Strategic Plan Subcommittee. Redix inquired about the timeline. Anderson suggested the Board begin work on the Strategic Plan this year, but did not have to have it completed prior to renewal of authorization.

- 8.0 Motion by Yastrienne Spry, second by Carol Cleveland to approve resignation of Leslie Olson, Home-School Coordinator. Redix inquired if this position is posted and it is. All in favor – motion carried 6-0.

Cleveland exited the meeting due to a scheduled commitment.

- 9.0 Motion by Erik Redix, second by Travis Novitsky to approve 2022-23 Charter School Assurances. The Director pointed out that these included reviewing policies annually. Winchell-Dahl agreed that the Board will begin doing this. All in favor – motion carried 5-0.
- 10.0 2022 School Finance Award Recipient. Winchell-Dahl commended the Director on achieving this distinction. The Director noted the school has received this for several years running.
- 11.0 Grievance Policy Update. Spry provided the grievance policies from two school districts. Redix inquired if we could see the policies from smaller, local charter schools. The Director noted that the policies provided were Title IX and civil rights violation procedures and not grievances for employees regarding disciplinary actions. Anderson urged the Board to think about adopting a complaint policy and to consult a Human Resources professional and an employment attorney. Spry agreed to provide more examples at the next meeting.
- 12.0 Update on staffing. Clearwater reported that having a para in her classroom has helped her tremendously. The Director reported there have been no applicants for the secretary position. Winchell-Dahl suggested combining the secretary and Home School Liaison positions. Redix was opposed to this and argued that these were two distinct positions requiring distinct skills. Spry presented the idea of hiring teachers from other countries. The Director noted that very few schools in Minnesota have done this and this requires hiring an immigration attorney to deal with all the work permissions. Redix was opposed to this and asked why the Board can't pay employees more. Anderson added that the Board should also think about retention of existing staff.
- 13.0 Motion by Yastrienne Spry, second by Jaye Clearwater to amend by-laws to increase number of Board Members from 4-7 to 5-9. All in favor – motion carried 5-0.
- 14.0 Board training: Chapter 21: *Book of Charter School Board* led by Travis Novitsky. The theme of this chapter was complaints. Parents should be urged to talk to teachers first and try to resolve complaints before bringing them to the administration. Policies should be drafted to be as broad as possible. The Board has no legal authority or obligation to be involved in parent complaints. Redix noted that Grand Portage is a small, Native community and the Board functions as an advisory council to the administration. For example recruiting potential employees or collaborating with the administration in trying to understand specific issues with families.
- 7.0 Motion by Erik Redix, second by Travis Novitsky to adjourn at 5:49 P.M. All in favor – motion carried 5-0.

Next board meeting October 19, 2022 at 4:30 P.M.