



Date: Tuesday, February 23, 2016

Meeting type:  x  Regular   Special Meeting was called to order at:  6:01PM

Members present:  April Grabanski, Ann Watanabe, Michelle Mills, Missy Madigan, Tiffany Goedjen, Manisha Datye   
 Kathy Oberstar, Erica Higgins, Ashley Hudak, Jason Ulbrich (ex officio), John Schwirtz, Pete Larson

Members absent: \_\_\_\_\_

Invited guests: \_\_\_\_\_

**Reports and Discussions**

Reports and Discussions		
	Agenda Item	
I.	Call to Order	by Ann Watanabe at 6:01PM
II.	Recitation of Pledge of Allegiance	
III.	Recitation of Eagle Ridge Academy's Mission and Vision Statements	Read by Pete Larson
IV.	Approval of Agenda	
	Amendments:	
	Motion to Approve:	First: Pete Larson Second: Tiffany Goedjen
	Vote:	unanimous
V.	Approval of Minutes	January 26, 2016 Regular Meeting
	Amendments:	
	Motion to Approve:	First: Kathy Oberstar Second: John Schwirtz
	Vote:	unanimous
VI.	Public Comment	none
VII.	Executive Director Report	Update since the workshop: Review and comment will not be in front of the board by March 8. They are still working on purchase agreement of the building. Hiring teams are moving very quickly. Second round is coming soon. We have had many amazing candidates. Two final candidates for the Director of Special Services. Director of Classical Curriculum--we did not feel comfortable bringing forward two final candidates. Only one will be brought to the board interviews. Missy shared a little about the interview process of teacher candidates. The writing samples have been intriguing to read and review. Jason will present information from his trip with Christopher Perrin at the next workshop
i.	Revised Gryphon Logo	The art team and some art students revised the original logo. Our original design was more geared toward a mascot costume--this current logo seems more formal, classical and strong.
VIII.	Treasurer/Finance Report	No updates since the workshop. The budget is tracking fine. No significant changes. We did receive the school finance award for this year! Repairs and Maintenance was running over budget, but some things were put in the wrong place. That has been fixed for the next month.
IX.	Working Group/task Force Reports	
i.	Curriculum, Instruction, and Student Achievement (CISA)	No updates since the workshop.
ii.	Governance	

ii-i.	Bylaws Revisions	We will be voting on both accepting the bylaws and accepting the seat extensions (if the bylaw changes are passed)
ii-ii.	Seat Extensions - 2 teachers, 1 community member, 1 parent	
iii.	Human Resources	
iii-i.	1st Read (not intending to vote upon) - Proposed 2016 Faculty Compensation Schedule	Presented during the meeting. This was not in the original packet. Much discussion was focused around why Masters and PhD teachers are less competitive locally than Bachelors. The HR team focused mostly on making the schedule competitive to attract and retain teachers.
iii-ii.	1st Read (not intending to vote upon) - Proposed 2016 Principal Compensation Schedule	Presented during the meeting. This was not in the original packet. These numbers are competitive among other schools our size. It is intended that our current principals would receive a 3% raise--that may move them up one level or potentially two.
iv.	Policy	
i.	414 - Mandatory Reporting	No new changes since the workshop to this policy
X.	New Business	
i.	Consider/Approve February 9, 2016 Executive Director Report	
	Amendments:	
	Motion to Approve:	First: Missy Madigan Second: Manisha Datye
	Vote:	unanimous
ii.	Consider/Approve Eagle Ridge Academy Gryphon Logo	
	Amendments:	
	Motion to Approve:	First: Manisha Datye Second: Tiffany Goedjen
	Vote:	unanimous
iii.	Consider/Approve Revisions to the Bylaws of the Corporation	
	Amendments:	
	Motion to Approve:	First: Kathy Oberstar Second: John Schwirtz
	Vote:	unanimous
iv.	Consider/Approve Board of Directors Seat Extension for One Year	
	Amendments:	Seats that will be extended--John Schwirtz, Erica Higgins, Tiffany Goedjen, Pete Larson have been offered and accepted the one-year extension to their seats.
	Motion to Approve:	First: Ann Watanabe Second: Ashley Hudak
	Vote:	yea: Ann Watanabe, Missy Madigan, Ashley Hudak, Michelle Mills, Manisha Datye, April Grabanski, Kathy Oberstar. Abstain: John Schwirtz, Pete Larson, Erica Higgins, Tiffany Goedjen

v.	Consider/Approve Policy 414 - Mandatory Reporting	
	Amendments:	
	Motion to Approve:	First: Michelle Mills                      Second: Pete Larson
	Vote:	unanimous
vi.	Consider/Approve Executive Director Employment Agreement for 2017-2018	
	Amendments:	Clarification--this is an extension of Jason's previous contract by one year. Minimal changes were made (mostly changes to the dates).
	Motion to Approve:	First: Pete Larson                      Second: Missy Madigan
	Vote:	unanimous
XII.	Adjourn	at 7:49PM
	Motion to Approve:	First: Kathy Oberstar                      Second: April Grabanski
	Vote:	unanimous

**IX. Motions**

	<b>Record of Motions</b>	<b>First/Second</b>	<b>Vote</b>
IV.	Approval of Agenda	Pete Larson	unanimous
		Tiffany Goedjen	
V.	Approval of Minutes	Kathy Oberstar	unanimous
		John Schwirtz	
i.	Consider/Approve February 9, 2016 Executive Director Report	Missy Madigan	unanimous
		Manisha Datye	
ii.	Consider/Approve Eagle Ridge Academy Gryphon Logo	Manisha Datye	unanimous
		Tiffany Goedjen	
iii.	Consider/Approve Revisions to the Bylaws of the Corporation	Kathy Oberstar	unanimous
		John Schwirtz	
iv.	Consider/Approve Board of Directors Seat Extension for One Year	Ann Watanabe	yea: Ann Watanabe, Missy Madigan, Ashley Hudak, Michelle Mills, Manisha Datye, April Grabanski, Kathy Oberstar. Abstain: John Schwirtz, Pete Larson, Erica Higgins, Tiffany Goedjen
		Ashley Hudak	
v.	Consider/Approve Policy 414 - Mandatory Reporting	Michelle Mills	unanimous
		Pete Larson	
vi.	Consider/Approve Executive Director Employment Agreement for 2017-2018	Pete Larson	unanimous
		Missy Madigan	
XIII.	Adjourn	Kathy Oberstar	unanimous
		April Grabanski	

**Assignments/Action Items**

	<b>Description of Action Items</b>	<b>Owner</b>	<b>Due</b>
I.			
II.			



Date: Tuesday, March 8, 2016

Meeting type: Regular  Special Meeting was called to order at: 8:13PM

Members present: Missy Madigan, Tiffany Goedjen, Ashley Hudak, Michelle Mills, Ann Watanabe, Pete Larson, John Schwartz, Kathy Oberstar, Erica Higgins, April Grabanski, Manisha Datye, Jason Ulbrich (ex officio)

Members absent: \_\_\_\_\_

Invited guests: \_\_\_\_\_

**Reports and Discussions**

Agenda Item		
I.	Call to Order	by Ann Watanabe at 8:13PM
II.	Approval of Agenda	
	Amendments:	
	Motion to Approve:	First: Missy Madigan Second: Pete Larson
	Vote:	unanimous
III.	Agenda Item	
i.	Consider/Approve 2016 Principal Compensation Schedule	
	Amendments:	
	Motion to Approve:	First: Tiffany Goedjen Second: Missy Madigan
	Vote:	unanimous
ii.	Consider/Approve 2016 Updated Faculty Compensation Structure	
	Amendments:	Jason asked if this was run by BKDA to test against our projections for next year. It hasn't yet, but we can preliminarily approve it based on results of testing for our projections
	Motion to Approve:	First: Manisha Datye Second: Michelle Mills
	Vote:	Nay: Erica Higgins Yea: All others present
iii.	Consider/Approve Employee Agreement	For Emily Alvarez
	Amendments:	
	Motion to Approve:	First: Pete Larson Second: John Schwartz
	Vote:	unanimous
XII.	Adjourn	
	Motion to Approve:	First: Kathy Oberstar Second: April Grabanski
	Vote:	unanimous

**IX. Motions**

Record of Motions		First/Second	Vote
IV.	Approval of Agenda	Missy Madigan	unanimous
		Pete Larson	
i.	Consider/Approve 2016 Principal Compensation Schedule	Tiffany Goedjen	unanimous
		Missy Madigan	
ii.	Consider/Approve 2016 Updated Faculty Compensation Structure	Manisha Datye	Nay: Erica Higgins Yea: All others present
		Michelle Mills	
iii.	Consider/Approve Employee Agreement	Pete Larson	unanimous
		John Schwartz	
XII.	Adjourn	Kathy Oberstar	unanimous
		April Grabanski	