

MSSPA Board Meeting

October 25, 2007

Present

Karen Charles
Dave Mahler
Cassy Furo
Sammie Thompson
Bill Pierro
Betsy Maloney
Michelle Erickson

Lori Suvalsky
Chuck Mogilevsky
Tom Richards
William Leaf
Eryn Warne
Leann Slama

Absent

John Montilino
Rob Sundy
Katie Lee

Guest – Sarah Parker (marketing consultant)

Meeting called to order at 7PM

Agenda approval – Motion by Tom, 2nd by Cassy – all approved

Minutes approval – Approved after clarifications

Sarah Parker – Creative Communications:

- History & past successes/strategies reviewed
- Postcard mailings have been the most successful
- May use professional photographer for publishable photos
- Erin Scott manages the website & Sarah does the marketing piece
- Currently working on a Fall Info piece, a DVD, and a get-to-know the school calendar for local media contacts
- Sarah is open to people calling her with any questions they might have

Review of Alcohol and Drug Policy:

- Out of order per calendar of policy reviews, but current issue
- Issue: 4 students were found to be under the influence of alcohol &/or drugs and in possession of alcohol on school premises during school hours – students were recommended for expulsion
- Clarification of what the issues are – language of handbook
- Concerns that warrant a hard line with our school – not comparable to other large districts
 - Public image is that our school has a strong drug culture, zero-tolerance policy essential
 - Alcohol, as well as drugs, for those under 21 are **illegal**
- Questions about what zero tolerance means: expulsion?, consequences?, compassion?
- Karen pointed out that we are a school of choice & it is a privilege for students to come here
- Leann brought the MN Department of Education categories for punishment & shared these with everyone

- Karen offered to ask the school law expert Laura Staubs to come to a meeting to discuss other things on the policy regarding punishment to the December meeting
- We will set new policies by committee – committee will include Tom, Lori, Chuck, Michelle, and Karen
- Vote on final wording of Alcohol and Drug policy – all in favor except for Dave, who was opposed – new wording passed

Chemical, Alcohol and Drugs/Paraphernalia (includes possession, consumption, presentation and/or distribution) on site or at school events.	Suspension with recommended expulsion, <i>and</i> notification of police, <i>and</i> referral for chemical assessment.
Police notification of Chemical, Alcohol and Drugs/Paraphernalia (includes possession, consumption, presentation and/or distribution) off school grounds.	Immediate suspension from performance and other extracurricular activities for 2 weeks or 2 events (whichever is longer).

Administrator Update:

- Facility
 - Karen working with church – re: rooms they are renting, as they are not paying appropriately for them
 - Custodial contractor is unsatisfactory – need to look at other options for next year
 - Karen & Bill still need to set up getting cameras installed
 - LeAnn working on finalizing a rental policy
- Recruitment/Marketing
 - Current enrollment is 221 – started a waiting list for remainder of this quarter
 - Fall Theatre production of Full opens tonight at 7:30PM & runs through Saturday – collaboration with Stages with guest director Jon Ferguson
- Finance
 - Jacqui & Karen met with CMERDC to develop clearer accounting for revenues
 - Audit to be completed this week – identified some preliminary changes that are needed
- Staffing
 - LeAnn is working on a possible Spanish teacher for 2nd semester
 - Math instructor is on probation – Karen working with her on an improvement
 - Current national reports indicate a shortage of math & science teachers
- Fundraising/grants
 - Preliminary numbers for Spark the Arts as of this meeting: net \$99,555 – these numbers are subject to change as invoices Bill & Lori prepared start being
 - Expense ratio less than 22%
 - Many thanks to Stacey Mills and Sam Heins
 - Many thanks to committee members for endless time and effort

Electronic Funds Transfer: Karen (Principal) & Dave (treasurer) will have responsibility for transfer, LeAnn as back-up

Finance Committee:

- Compensation for teachers – need to look at MSSPA salary schedule vs Hopkins & other districts – we want to be close to equal
- Eryn has researched Q Comp through the state – provides extra money to teachers
 - Career Builder for teachers, providing professional development
 - Observations by teacher peers – 2 more peer observations before 10/08
 - Could get \$240 per student
 - Motivates teachers by providing advanced learning and development, as well as increased pay
- Betsy and Matt will work on the McKnight Foundation grant application
- We will send out another Ask letter prior to year – Cassy working on this
- We will do a Spring Ask Event again, same as in the '06/'07 school year
- The Arts staff will continue to do curtain call requests/asks at all performances

Strategic Planning:

- Worked out budget plan for 400 students – will re-do for 320 students
- Karen sent out Strategic Plan – many didn't receive so she will forward it again
- Committee assignments are in the draft
- Focus Groups to be held – parents, teachers, and students – either together or separately
- Will work on developing 1-3 year goals – these groups will report back to the board