

**Board of Directors**  
**Meeting Marine Village School**  
**Thursday, November 20, 2025**  
**6:00 p.m.**

**Minutes**

<u>Board Members:</u>	<u>Designation:</u>	<u>Attendance</u>
Kien Nguyen - Vice Chairperson	Community	A P
Gerry Glomb - Finance Chairperson	Community	A P
Dr. Katie Swanson - Secretary	Parent	A P
Katy Kalt	Parent	A P
Michael Adrian	Parent	A P
Anessa Beimert	Teacher	A P
Lauren Henninger	Teacher	A P
Michelle Johnson-Chairperson	Teacher	A P
Colleen Tetreault	Teacher	A P
Dr. Curtis Windham (Ex-Officio)	Executive Director	A P

Authorizer Member Present: Ellie Holte from MOChA

Community Members Present: Dawna Gregory, Jaime Souza, Kelly Fronk, Emily Seeb, Jody Dick, CLA (Matt), Dr. Claire Bjork, Ellie Holte from MOChA

I. Virtual Meeting Started at: 6:03pm

II. Conflict Of Interest

Each member of the Marine Village School Board of Directors confirms that:.

- We have no undisclosed conflicts of interest, or relationships with entities or individuals that could create an actual or apparent conflict between our personal interests and the best interests of this charter school.
- Any conflicts of interest that have been previously disclosed have been reviewed and acknowledged by the board.

If any board member has discovered a new, undisclosed conflict of interest since our last meeting, or if a potential conflict arises during this meeting, that individual is required to immediately disclose it to the board.

A. Noted - no conflicts of interest

### III. Call To Order:

#### A. Approval of the agenda

Motion: To approve the November 20, 2025 agenda for the MVS School Board meeting.

Motion/Second: Anessa / Colleen

Yay: all present

Nay: none

### IV. Public Comment:

1. Jaime Souza: Grateful for opportunity to work in such a great school. Understands realities of charter school finances, and has concerns about compensation package. Wants to encourage the board to value teachers and compensation package.
2. Dawna Gregory: Grateful for opportunity to work in such a wonderful place. Encourages board to consider non-teacher staff in compensation package as they are essential part of school community.
3. Kelly Fronk: Feels fortunate to work in a wonderful school. Concerned about pay scale, teachers at MVS are underpaid when compared to other schools locally. Feels strongly that the team works well together and is like family. Hopping to get PTO days back that were removed last year.

### V. Consent Agenda

#### A. October Board Minutes (10/9/25)

#### B. Calendar Update

1. The 2025-2026 calendar was updated to adjust the Open House, Lottery, Kindergarten Round Up, and additional Staff Development days.
2. Additionally, the 2026-2027 Calendar has been completed and ready for approval. The 2026-2027 Calendar has the school starting before Labor Day in FY27. Due to the late date of Labor Day, the state is allowing schools to begin early in FY27 and FY28 with only board approval necessary.

#### C. Hiring of New Staff Members

1. Terrance Orris - Bus Driver
2. Jo Heide (Retro - 3rd Grade)
3. Joyce Kennedy - Now Resigned (Retro - Bus Driver)

#### D. Updated Board Terms

Motion: To approve the consent agenda.

Motion: Gerry / Katie

Yay: all present

Nay: none

## VI. Executive Director Report

- A. Working to organize expenses along with MDE reports and due dates. All MDE and SOD requirements have been fulfilled, now awaiting responses. Ongoing janitorial support needs - need a formal plan. School has been highlighted in the local newspaper. Growing need for strategic plan, 6-9 month process. Ideal to have this by the end of the school year. Elf Junior! This weekend! 440 tickets sold out within 10 days. Enchanted forest in Marine 11/29 10:00a, festivities at 12:00p. Formal TD&E evaluation for formal spring evals 2026. Great strides in finance management with CLA. Revised budget to be approved today. Next will make a 5 year model that addresses SOD, debt, promissory note repayment, and a functional compensation plan. Lots of fundraising - will discuss in finance. Policies are now formally scheduled. Great community relations - MOSC is very invested in the school. We are actively working to maintain partnerships with local businesses. We have been given permission by the General Store to post MVS updates and information in the front window.

## VII. Committee Reports

- A. Governance Committee: Initial discussions of strategic planning. Policy review.

- B. Finance Committee

1. Treasurers Report: Hope to approve budget today. We are so fortunate to be very close to meeting our fundraising goals.

2. Finance Report

**Motion:** To approve the October 2025 Financials as presented.

Motion/Second: Gerry / Michael

Yay: all present

Nay: none

**Revised Budget.** Updates: Cannot budget for money we have not received yet from donations. We have also been able to adjust the budget to more accurately reflect spending. We are fortunately looking to break even in this budget. We may have additional revenue that we can apply to our debt and to properly compensating staff.

**Motion:** To approve the FY26 Budget Revision as presented.

Motion/Second: Gerry / Katie

discussion: excited about the potential to break even this year. Concerned about ability to properly compensate the staff. Fortunately, we are able to avoid increasing health insurance premiums for the staff.

Yay: all present

Nay: none

**3. MVS MOChA area of Concern 5 Financial Management - Lease Expense Compliance Report**

Motion: To approve the proposed facility lease payment plan.

Motion/Second: Gerry / Katie

Yay: all present

Nay: none

**4. Lease Amendment with MOSC/EDA (2 Documents)**

Motion: To approve the ratification of the updated lease amendment and promissory note with MOSC/EDA.

Motion/Second: Gerry / Colleen

Yay: all present

Nay: none

C. Academic Committee: update from Dr. Claire Bjork, chair of the academic committee. MCA (Minnesota Comprehensive Assessment) score report. 3rd - 5th grade students, look at math and reading. Goal is to measure progress toward specific academic standards. The academic committee only reviews aggregate scores, not individual scores. In general test results indicate that MVS is meeting / exceeding state standards. The one area that we are not meeting was last years' 4th/5th graders. The testing we use here, I-ready, indicated that the MCA scores would have been higher. Growth opportunity: algebra and algebraic ways of thinking, since the I-ready curriculum diverges from MCAs in this area. Global consideration: 4th / 5th graders from last year had the least amount of experience at this school. The third grade class (last year) was the first cohort of students who started their journey at MVS to take the MCAs and they demonstrated above average math and reading MCA scores.

D. Community Outreach Committee: update from Lauren Henninger: Monster Dash went well. Raised about \$1,500, with about 118 runners and many other spectators. Dawna made a new flyer for kindly marketing. Kindergarten specific marketing plan underway. Today is Give to the Max - plan to continue this. Planning a sweetheart dance on January 31 as another outreach event. Intentionally scheduling before the kindergarten lottery. Enchanted forest coming up where students will make ornaments for the trees in downtown Marine. Double-down challenge with Mike Lammi. Looking for additional volunteers.

**E. Multigenerational Committee: reviewed attachment in board packet**



- F. Wellness Committee: policy review. Continuing social emotional learning curriculum - it's going really well and the students are learning a lot about themselves and others. There will be some family resources as well. Will hold off on nutrition initiatives until next year.

## VIII. Non-MVS Board Committee Reports

### A. Marine Community and School Forest Committee:

Friends of the forest student committee wrapped up it's fall season. Multigenerational, 38 students. Considering formally introducing friends of the forest into the school day to be more inclusive.

1. ReLeaf Grant: Large DNR grant that we have applied for - a \$300,000 grant that would include buckthorn removal, a sustainable nature playscape, gravel bed, and a partnership with the Washington County Conservation District. We will find out in February. We may also get a Yurt! We are in the planning stages now.

- B. PTO: Michael Adrian. PTO providing childcare tomorrow before the show. Preparing for the read-a-thon.

- IX. Policies: will need new versions of all of these by next meeting, imported into the new template and then will be approved at the next board meeting.

- A. Policy 521 - Student Disability Non-Discrimination (Academic - Second Read)
- B. Policy 601 - Charter School Curriculum and Instructional Goals (Academic - Second Read)
- C. Policy 614 - Charter School Testing Plan and Procedure (Academic - Second Read)
- D. Policy 621 - Literacy and Read Act (Academic - Second Read)- Academic
- E. Policy 806 - Crisis Management (Governance - Second Read)
- F. Policy 506 - Student Discipline - (Governance - Second Read)
- G. Policy 721 - Uniform Grant Guidance Regarding Federal Revenue Sources - (Community Outreach - Second Read)
- H. Policy 501 - Weapons (Facilities - Second Read)
- I. Policy 414 - Mandated Reporting of Child Neglect or Physical or Sexual Abuse (Wellness - Second Read)
- J. Policy 102 - Equal Education Opportunity (Governance - Second Read)
- K. Policy 401 - Equal Employment Opportunity (Governance - Second Read)
- L. Policy 514 - Bullying Prohibition (Governance - Second Read)
- M. Policy 604 - Instructional Curriculum (Governance - Second Read)
- N. Policy 609 - Religious Accommodations (Facilities - Second Read)
- O. Policy 202 - Charter School board Officers (Governance - Second Read)
- P. Policy 210.1 - Charter School Board Conflict of Interest (Governance - Second Read)
- Q. Policy 701 - Establishment and Adoption of Charter School Budget (Finance - Second Read)
- R. Policy 503 - Student Attendance - (Governance - Second Read)

X. Other Discussion Items

A. School Board Member Training: already discussed in ED report.

B. Compensation Plan Discussion: Comp plan to be updated every year by the board.

Financially we are not in a place to be making big adjustments to STEPs and LANEs.

But we want to prioritize paying off our debts and properly compensating our staff. Need a comp plan by April 2026. Will continue to work on this - look for a work group meeting sometime in the next few months.

XI. Authorizer Comments: Ellie from MOChA. Congratulates the board on working so hard to stabilize the financial situation. She notices the vibrant community and is excited about the 110 enrolled students by next year.

XII. Next Meetings

A. December 18, 2025

B. January 15, 2026

XIII. Adjournment

Motion: To adjourn the November 20, 2025 MVS School Board meeting.

Motion/Second: Michelle / Colleen

Yay: all

Nay: none

\* Attachment will be placed in file prior to the full board meeting

\*\* Item will be distributed at the full board meeting.

Signed:

Michelle Johnson

Date:

1-15-26