



April 26th ,2022 Board of Directors Meeting Minutes

Gateway Stem Academy's Conference Room

I. Call to Order: motion to begin Mukhtar at 5:11pm motion and seconded by Pat; all in favor Aye 0 Nay. Roll Call: Mukhtar Shariff, Pat Soberg, Abdirahman Mukhtar. Gateway Mission Statement read: Mukhtar

The mission of Gateway STEM Academy is to be a K-7 Charter school that prepares a diverse community of students for academic success by providing an enriching and focused learning environment in science, technology, engineering and math.

II, Approval of Agenda: Mukhtar Shariff approve, Pat Soberg seconded; all in favor Aye 0 Nay.

III. Consent Agenda

1. Board Meeting Minutes-March board elections will be May 17: Mukhtar Shariff motioned to approve, Pat Soberg seconded; all in favor Aye, those not in favor 0 Nay.

2. Approve March Financial Report – Mukhtar Shariff motioned to approve, Pat Soberg seconded.

3. Approve 2022-2023 Salary Schedule - May board meeting provisional budget for next year. Increased salary for beginning teachers \$42,000/year, licensed paras \$30,000/year. Competitive with Burnsville school district. Needs for next year: 15 paras, director, dean of students, director of teacher learning education: increasing teaching staff - 0.5 ELL, 2 full-time paras, supported robustly by receptionist, a custodian for morning and evening, maintain food staff 2 FTE. \$2,000,000 needed for salaries is within workable budget for 250 students. Additional needs for next year: classroom furniture, replacing smartboards, start purchasing updated version of smartboard and cycle out all old one from 2018. Is the salary increase sustainable? Planning on the conservative side, have room in building for 280 students. Projection for 8 grade - 20 students per classroom. Also renovation and expansion – figured on the conservative side for expansion vs current circumstances, adding 3-4 classrooms. Can provide for closer to 300 students. Will provide offer letters to existing staff and hiring for next year.

4. Approve Contract for Executive Director - Current contract is ending. Renew for 3 years? Interim executive director absorbing principal role. Admin runs through June 30, 2022. Recommendation: only 3 board members present. Would like to include other members for decision to renew contract. Kyle: charter schools this size employ an executive director and will oversee everything. Also may have a principal and dean of students. If exec director/principal is same person, as far as the business side: the person has a learning license in education, plus another positive-saves school money as a salary is paid to one person vs two. With education executive director there is less overhead cost, they are available to assist in instructing staff. Kyle expressed complete confidence in Ed's capability. Board wants to be comfortable that he can handle the needs of the role and be a good leader. Kyle endorses Ed. Mukhtar-Ed has handled all moving parts of recent months. Structurally, is it a burden to take on two roles and will it impact the school? Ed-he is comfortable with structure. His number one focus is to provide quality education program in attempt of retain students. Consistency brings results. org chart – dean of students, curriculum leader and report to the board. Mukhtar would like full board to make discussion/decision main concern is operational integrity of school. Make the board members aware of what position entails and how it falls in the organization. Plan a special session to make decision with presentation of an org chart of what new structure will look like. Mukhtar Shariff made a motion to have special session Abdi Mukhtar seconded motion.

5. Approve Stipends – Proposal to offer retention bonuses to staff due to high percentage of turnover, for those who stay with GSA. Plan to address teacher/para retention stipends at next board meeting. Kyle-retain staff in the face of salary increase in pay for Mpls, many teachers will be lost to Mpls. Suggestion: spread out retention stipends over the year for teachers. Consider spreading payments three times throughout the year or every check so they do receive the stipend at the beginning of the year and then leave. Motion to approve Abdirahman Shariff, seconded by Mukhtar Shaiff. all in favor Aye.

6. School Board Meetings transition to In-Person for May 2022.

7. Approved - scheduled Board Elections Tuesday May 17th, 2022

IV. Public Comment

The board of directors welcomes input from community members and staff.

V, Reports

8. Executive Director/Principal Report

1. Building Lease Update
2. Board Training Update
3. Summer Programming Update
4. Building Expansion updates
5. MCA testing scheduled for April

6. Gateway Job Fair in May 14 (10:00am-2:00pm)
7. Website design make website interactive and rebranding of the school.

VI. Business

9. Fiscal and Compliance Manager

1. Inform Board of the current finances status. More students enrolled than what is budgeted for - students 225. This affects fund balance at end of the year so still showing positive fund balance. Important to get all signatures back to submit lease aid request and receive refund of lease aid. This is affecting cash flow but not affecting budget.
2. Decision of Board of Directors to accept Monthly financial

VII, Adjourn