

BlueSky Charter School  
2051 Killebrew Drive, Suite 500  
Bloomington, MN 55425  
Regular Board Meeting  
Wednesday, February 28, 2024  
2:00pm

*BlueSky School Board commits to Student Centered Decision making and improving the culture of the district by focusing on the following goals; finance, strategic planning, internal Board operations, and district planning.*

**BlueSky Vision:** *BlueSky is defining education for the 21st century by creating an individualized, dynamic education for all students. We are committed to empowering our community by facilitating relevant learning, skills, hopes and relationships.*

**BlueSky Mission:** *Bringing quality online education and diverse learners together.*

Public can watch/listen to the meeting by joining:

**Join Zoom Meeting**

<https://zoom.us/j/632473021>

Password: **flexible**

**Meeting ID: 632 473 021**

**One tap mobile**

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**+13017158592,,632473021# US (Germantown)**

**1. Call to Order at 2:01pm**

**2. Roll Call**

*Allen Charles, Seat A: Community Member 2023-2025 - present*

*Matthew Schempp, Seat B: Vice Chair, Teacher Member 2023-2025 - present*

*Sandra Meinerts, Seat C: Required Parent Member 2022-2024 - absent*

*Heidi Kelbel, Seat D: Teacher Member 2022-2024 - present*

*Judy Pekarek, Treasurer, Seat E: Community member 2023-2025 - present*

*Julie Johnson, Secretary, Seat F: Required Teacher member 2022-2024 - present*

*Jim Stocco, Chair Seat G: Required Community Member 2022-2024 - present virtually*

**3. Notice of Any Conflict of Interest**

none

**4. Approval of Agenda**

Kelbel/Pekarek motion to approve

Allen Charles - aye

Matthew Schempp -aye

Heidi Kelbel - aye

Judy Pekarek - aye

Julie Johnson - aye

Jim Stocco - aye

6-0 approved

## 5. Approval of Previous Board Minutes

5.1 Action - Approve [board meeting minutes, January 31, 2024](#)

Kelbel/Schempp motion to approve

Allen Charles - aye

Matthew Schempp -aye

Heidi Kelbel - aye

Judy Pekarek - aye

Julie Johnson - aye

Jim Stocco - aye

6-0 approved

## 6. Filing of [Finance Claims](#) - EdFin, Scott Brown

January financials 58% of the budget year complete with 59% of revenue received and 60% of expenses paid. No cash flow concerns at this time. Some items on budget are over budget or reaching budget but many of those are small in dollar amount (high in percentage).

Many of the check register items relate to payroll this month.

Pekarek inquired about the ArcStone website redesign expense; Larsen noted that we will be moving to a new back end system for our website but the content and look will remain the same or very similar. It will improve our ability to maintain and update website content while helping with our placement with Google organic searches.

Pekarek inquired about the two rent payments this month; Brown noted that we paid twice because February is a short month (paying slightly earlier) and the payments ended up being on the same check register this time just based on timing of payment processing.

Schempp/Johnson motion to approve

Allen Charles - aye

Matthew Schempp -aye

Heidi Kelbel - aye

Judy Pekarek - aye

Julie Johnson - aye

Jim Stocco - aye

6-0 approved

## 7. Reports

7.1 Information- [Finance Committee](#) – Pekarek

Nothing to report.

7.2 Information- [Curriculum Committee](#) – Schempp

Ethnic Studies Guidance Notes:

- Start offering 2026-27
- Can be incorporated into an existing core or elective course
- Does not increase credits required for graduation
- If we embed into an existing class, would that meet the standards/requirement? Yes!
- We could consider adding these standards in any subject area - English, Art, etc
- These are important standards, so should they be in an elective or required class? Committee feedback indicated a preference to embed into a required class
- All the standards need to be in one class for this requirement; however, there are no specific standards yet

Actions:

- Add discussion to agenda for scope and sequence in English (Jaclyn is very interested in building into English 4 as she rewrites)

EL Program Plan Huge work in progress; Changes at MDE were made so often that they could not keep up with the revisions as working on plan

- How does this impact our teachers and programming?
  - We will need to schedule training for the WIDA Can do philosophy; this will benefit all students
  - Clarified services based on ACCESS levels
  - The EL students do have outside challenges and some of the strategies may not apply, but wanted to include a wide variety and options
  - Was broken down by speaking and listening; reading and writing
  - Services provided by EL program are outlined, along with EA support available
  - Long term EL students would have an automatic intervention referral to help further identify needs
  - Our current process has not necessarily been triggering why some students are not making progress
- Many of the students and families do not want EL services
- The new EL lead at MDE is working to incorporate trauma informed practices
- Prioritizing speaking would be helpful in our setting, to help students better communicate with teachers and about content
  - Could a speech class be helpful with this need? This could be a future additional course

Board will be reviewing the EL program plan later this meeting.

7.3 Information- [HR Committee](#) – Egner

Two topics

- 1) Discussion on Q-Comp participants: who qualifies and how are all positions evaluated under Q-Comp
  - a) Anyone who has a teacher salary off the steps and lanes scale and who qualifies for TRA would be eligible to participate in Q-Comp.
  - b) Should staff with little to no student interaction participate in Q-Comp
    - i) Q-Comp Coaches are having a hard time identifying goals with certain positions that have limited student interaction. The standard rubric in place doesn't pertain to those with limited student interactions. Specifically the below positions:
      - (1) Registrar
      - (2) Due Process - old special ed rubric would work well
      - (3) Instructional Designer - decision was made not to be on Q-Comp (does not have any student interaction)
    - ii) It was decided that specialized rubrics would be created for the outlier positions that do not fit the mold of the standard Q-Comp rubric.
    - iii) Future action points with employees being set-up into Q-Comp
      - (1) HR Specialists will notify the Q-Comp Coordinator of any TOSA positions with limited student interactions.

- (2) Q-Comp Coordinator will work with Q-Comp Coaches to create any special rubrics needed for these positions.
- (3) Additional training will take place with these customized rubrics so that coaches know how to guide and evaluate staff with their goals.
  - (a) This process will be reevaluated if it is not efficient or effective for staff.

## 2) Steps and Lanes Pay Scale

### a) Steps and Lanes [proposed scale](#) with education lanes.

#### i) Changes made:

- (1) Additional education lanes: there are now 7 (previously 5)
- (2) There are 3 proposed charts for the next year where salaries are increased by 0.5% (previously there was one chart and the bottom and top salaries stayed stagnant)
- (3) Between each step with each year there is a 2.99% increase
- (4) Cap was extended to 25 years or we could keep the cap at 23 years as it has been previously.
- (5) Include stipend amount to cap, suggested increase of \$1,000

#### ii) Committee Feedback:

- (1) What message is it sending if we have a cap?
  - (a) A cap amount doesn't seem fair to veteran staff
- (2) Reevaluate the stipend amount if there is a cap so that it is more middle of the road
- (3) Consider moving salaries up by a specific dollar amount versus a percentage
  - (a) percentages become a lot more money towards the top of the salary scale.
- (4) Understand that BlueSky has to be within budget

#### iii) Next Step - bring proposals to Finance Committee for feedback

- (1) Proposal 1 - Keep the steps and lanes scale at a 2.99% increase between steps without a cap salary
- (2) Proposal 2 - Do not have a capped salary but lower percentage of salary increase between steps
- (3) Proposal 3 - Have a capped top salary, but increase the stipend amount
- (4) Discussion about having a fixed dollar amount for raises versus a percentage.

#### iv) Will chat through finance feedback with the HR Committee during our April meeting.

Reevaluation will be every 3 years.

## 7.4 Information- Director's Report – Larsen

Enrollment numbers are on track and we remain at cap. However, our waitlist is decreasing and

we need to plan for going below cap likely mid April or early May. We have accounted for that with our cap and budgeted ADM, however, if it becomes too large of a student decrease, we may need to make some adjustments when planning for next school year.

[MARSS ADM Report](#) as of Feb. 13 = 595.36

Our FY24 budgeted ADM is 580

Supplemental budget 400 course enrollments (200 per semester)

Our current Supplemental numbers are:

(Jan) S1=190, S2=230, Tuition course enrollments=8

This # does not include Creekstone students.

Our current SPED numbers are at 26%

Our current 504 numbers are at 12.38%

Our current support plan numbers are 20% (130 active students with SP's/628 enrolled students)

Applications for summer school will open in a few weeks. Report for next board meeting.

Calendar committee to look ahead to FY 25-26 and FY 26-27 to build those calendars out.

Surveying parents and staff.

Prepping for testing season. Takes a lot of logistics and planning. We have reserved places for students to test and organize who test where and get laptops ready. Save the dates will be going out soon and training staff on proctoring.

Ordering another round of staff and student laptops with grant money.

Meeting for IT disaster recovery and cyber security and ways to improve our systems. This is an ongoing monthly discussion.

IQS - creating training videos, sent to Board members to review.

MACS - The director, Eugene, recently retired in December and passed away recently.

Charter School day at the capital is March 13th. No word if anyone is planning on attending.

Innovation award submitted for our social work team.

7.5 Information- Student Activity/Updates – Miner

Field trip to the Planetarium on Thursday, Feb. 29.

Palentines event went well and around 12-14 students attended.

Career day event/MN History Center field trip on March 22

April has none because testing

May is jam packed with prom, esports, middle school day etc.

7.6 Information- Assessment Updates/ [IQS Goal Progress](#) - Ondich

Testing window has been shortened to two weeks.

Consistent attendance has dropped about 4%. We are at 69.7%. Goal is 90%.

Overall attendance is 89%

6th grade is low because of the small amount of kids and kids have transferred out and the dates need to be adjusted.

7.7 Information - [Student Services Report](#) - Parker/Kasowicz

157 Sped Students 25.08% BlueSky and 16.9% State Average

83 504 Students - number keeps increasing

Counselors are working on registration for next year. Counselors are working on Career Day on March 22 with 20 colleges and 28 speakers participating.

Advisors are working on Family Community Engagement

Social workers are using the virtual calming room a lot for 1:1.

Pekarek/Kelbel motion to approve

Allen Charles - aye

Matthew Schempp -aye

Heidi Kelbel - aye

Judy Pekarek - aye

Julie Johnson - aye

Jim Stocco - aye

6-0 approved

## **8. Consent Items**

8.1 Action -

8.2 Action -

## **9. Unfinished Business**

10.1 Action -

## **10. New Business**

10.1 Action - Approve [Board Development Committee](#)

We need a new parent member Seat C, Teacher Seat D, Seat F, Required Community Member Seat G. Matt, Allen and Amy will meet to nominate individuals.

Kelbel/Johnson motion to approve

Allen Charles - aye

Matthew Schempp -aye

Heidi Kelbel - aye

Judy Pekarek - aye

Julie Johnson - aye

Jim Stocco - aye

6-0 approved

10.2 Action - Approve [English Learner Program Plan](#)

Dan worked with [Suzy Bordeau](#) who works with multilingual students to update the plan. Brand new plan from the previous plan.

Kelbel/Schempp motion to approve

Allen Charles - aye

Matthew Schempp -aye

Heidi Kelbel - aye

Judy Pekarek - aye

Julie Johnson - aye

Jim Stocco - aye

6-0 approved

10.3 Action - Approve 24-25 Liability Insurance Renewal

Pekarek/Johnson motion to approve

Allen Charles - aye

Matthew Schempp -aye

Heidi Kelbel - aye

Judy Pekarek - aye

Julie Johnson - aye

Jim Stocco - aye

6-0 approved

10.4 Action - Approve update to [Bylaws](#)

Deletion of Section 3.3 Line A.

Pekarek/Kelbel motion to approve

Allen Charles - aye

Matthew Schempp -aye

Heidi Kelbel - aye

Judy Pekarek - aye

Julie Johnson - aye

Jim Stocco - aye

6-0 approved

10.5 Action - Approve [ESports, Club, and Academic Lettering Criteria](#)

Lettering criteria for Esports teams and National Honors Society qualify. Students need two consecutive semesters with a GPA at 3.8 or above each semester. Under this criteria 5 esports students apply for lettering this year. Academic lettering will apply next school year.

Pekarek/Schempp motion to approve

Allen Charles - aye

Matthew Schempp -aye

Heidi Kelbel - aye

Judy Pekarek - aye

Julie Johnson - aye

Jim Stocco - aye

6-0 approved

**11. Public Input**

none

**12. Adjourn @ 3:21pm 2/28/24**

Schempp/Pekarek motion to adjourn

Allen Charles - aye

Matthew Schempp -aye

Heidi Kelbel - aye

Judy Pekarek - aye

Julie Johnson - aye

Jim Stocco - aye

6-0 approved

**Future Meetings/Events Below:**

March 20, 2024

April 24, 2024

May 29, 2024

June 26, 2024 - Annual Meeting

**Other:** Next Board Election: May 2024

**Alternate Meeting Locations:**

In addition to 2051 Killebrew Drive, Suite 500, Board members may be joining virtually from the following locations:

24400 Perdido Beach, Orange Beach, AL