



*PREPARATION UNDERSTANDING GOVERNANCE RESPONSIBILITY INVOLVEMENT  
ACCOUNTABILITY HUMILITY & SERVICE*

## *HS Board Meeting Minutes*

Tuesday, September 16, 2025, 6:00 P.M.

Hennepin Schools

1001 East 46th Street, Mpls., MN 55407

**HS MISSION:** To develop students who are Confident Learners, Cross-Cultural Navigators, and Caring Community Builders and to provide all students with the knowledge, skills and character to graduate from high school and the confidence to continue on and successfully complete their post-secondary education.

**HS BOARD EXPECTATIONS:** Be respectful of time. Be open to communication. Be transparent to students and families. Make intentional changes. Set time limits. Be prepared.

### **HS BOARD 24-25 BOARD GOALS:**

#### **Confident Learners:**

- Commit to high academic expectations and improve academic achievement by at least 10 percentage points by grade level on all three MCA assessments by centering on Data Driven Instruction
  - 10% increase in MCA Reading for each grade level tested
  - 10% increase in MCA Mathematics for each grade level tested
  - 10% increase in MCA Science for each grade level tested
- School directors will report on academic achievement and growth via formal curriculum reports on formal assessments (Fastbridge and MCA IIIs) twice a year.

#### **Caring Community Builders:**

- Maintain a 25% fund balance at the end of the fiscal year
- Ensure a clean FY25 audit as determined by the school's auditors
- Ensure the school receives the FY25 Finance Award, as determined by the school's accountant

#### **Cross Cultural Navigators:**

- Evaluate the relationships of the School with staff and with families using the Insight surveys in January (staff) and May (families).
- Evaluate the relationships of the School with the broader community through anecdotal information reported at the board level

Public Zoom Webinar Link: <https://us06web.zoom.us/j/88915583092>



## **CALL TO ORDER/ROLL CALL**

6:02 p.m.

- Dr. Charlayne Myers
- Mr. John Slavik
- Ruqia Abdi (zoom)
- Christina Lacina

Absent:

- Nancy Vintamilla

## **OTHER ATTENDEES**

- Dr. Julie Henderson, HS Executive Director
- Scott Brown, EdFin representative
- Lucy Pinataro

## **APPROVAL OF MEETING AGENDA – 5 Minutes**

Motion to accept the September 16, 2025 Board Agenda

- Motion by, Ms. Lacina second by, Ms. Abdi, with addition under new business - Motion Passed Ms. Abdi Yay, Ms. Lacina, Yay, Mr Slavik, Yay, Dr. Myers, Yay

## **REVIEW AND APPROVAL OF PREVIOUS MEETING MINUTES – 10 Minutes**

Motion to approve the board meeting minutes of August 19, 2025

- Motion by, Ms. Lacina seconded by Mr. Slavik - Motion Passed Ms. Abdi Yay, Ms. Lacina, Yay, Mr Slavik, Yay, Dr. Myers, Yay

## **NEW BUSINESS– 20 minutes**

Discuss 25-26 Board Goals

- Dr. Henderson reviewed the goals from last year.
- Dr. Henderson shared the working document on the Joint Admin Team goals.
- Dr. Myers asked the board on their thoughts
  - Ms. Abdi encouraged us to keep goals SMART and achievable.
    - How is the board going to support students, parents, and teachers?
  - Mr. Slavik suggested directing the goals towards something the board can help and support. How do we, as the board, help influence the test scores?
  - Dr. Henderson shared the QCOMP bonuses and how that impacts test scores.
  - Dr. Myers asked about the observation process. Can we add higher level thinking?
  - Ms. Lacina asked about diving into the student survey data about student level of comfort.



- Ms. Lacina suggested more data presented to help the board make decisions that can help influence the academic performance of the students and rigor of the teaching staff.
- Dr. Henderson shared the strategic plan and how it articulated the 3C's for students and staff. This information was shared with students and staff.
  - Suggested we could share this information with parents as well.

#### Update on staff complaint

- Dr. Myers shared information about the complaint.
  - An outside investigator has been hired to conduct a full investigation regarding a retaliation complaint and toxic work environment complaint.

#### Motion to appoint Yusuf Ahmed to the HSBC and accept Yusuf Mohamed's resignation from the HSBC

- Motion by, Ms. Lacina Seconded by Ms. Abdi - Motion Passed Ms. Abdi Yay, Ms. Lacna, Yay, Mr Slavik, Yay, Dr. Myers, Yay

#### Motion to accept Yusuf Mohamed from HSBC.

- Dr. Henderson shared more information regarding the resignation and the suggested replacement member.
- Motion by, Mr. Slavik seconded by Ms. Lacina - Motion Passed Ms. Abdi Yay, Ms. Lacna, Yay, Mr Slavik, Yay, Dr. Myers, Yay

#### **OLD BUSINESS**– 15 minutes

##### Review of the Staff and Family Handbooks

- Dr. Henderson shared the Staff Handbook
  - Tuition Reimbursement to grow your own grant
  - Limited “grace time off”
  - Lowered classroom reimbursement
  - Value plan will be cut by PEIP–school is seeking out new plans for December
  - Bereavement Policy had addition family members added
  - Parental Leave, PTO cash out, Emergency Sick Leave have been eliminated
  - Sub pay increased from \$30-to \$40/Hr
  - Added atrium space use policy
  - Grievance Policy
    - Current Handbook has a variety of different policies in place for the legal definition of workplace harassment but no written policy to report a grievance or complaint in violation of policy
- Motion by, Ms. Lacina seconded by Mr. Slavik - Motion Passed Ms. Abdi Yay, Ms. Lacna, Yay, Mr Slavik, Yay, Dr. Myers, Yay
- Dr. Henderson Shared family Handbook
  - Tweaks and alignments to the current student discipline policy
- Motion by, Ms. Lacina Seconded by Mr. Slavik - Motion Passed Ms. Abdi Yay, Ms. Lacna, Yay, Mr Slavik, Yay, Dr. Myers, Yay



**FINANCE REPORT**– 20 Minutes, *Julie Henderson, Scott Brown, EdFin*

Update on Bank Change

- Dr. Henderson shared that they have started working through a DACA form with Choice bank and the loan holder to make sure everything is aligned.
- Mr. Brown shared that the forms and everything are signed and scanned to the bank. Just waiting to hear back from the bank.

Review July/August Finance Reports

- Mr. Brown shared Finance Report
  - Balance sheet:
    - 1,515,735 - Cash Balance EOM
    - 1,405,780 - State Receivables
    - 70,147 - accounts payable
    - 269,420 - Salary and Benefits
  - Total Assets = 2,947,954
  - Total liabilities = 189,017
  - Fund Balance = 2,947,954
  - Budgeted 2,370,121
    - Actual (not final) - 2,326,128
  - About 16% of the year so far
- Ended last year 120k better (not final)
- 17% of fiscal year completed 14% YTD Rev. as percent of budget based on the working projection
- No money coming for federal and food service
- received some local funds
- Total Rev. = 9,235,430, YTD 1,261,502 -14%
- Purchased software is front loaded. Will not have to pay much more later
- Should expect some of the numbers to increase in October.
- Shared the predicted cash flow sheet
- Mr. Slavik requested a “highlighted version”

Motion to accept July/August bills paid

- Motion made by, Ms. Lacina Seconded by Mr. Slavik - Motion Passed Ms. Abdi Yay, Ms. Lacna, Yay, Mr Slavik, Yay, Dr. Myers, Yay

Motion to accept August bills paid

- Motion made by, Ms. Lacina Seconded by Mr. Slavik - Motion Passed Ms. Abdi Yay, Ms. Lacna, Yay, Mr Slavik, Yay, Dr. Myers, Yay

Motion to accept any deposited checks

- \$771.08 Girls on the run bus
- \$3,500 Universal Academy Tables
- \$79,718 Carolyn Foundation
- Uniforms - \$2,163



- Event - \$5.00 student payment for field trip
- Motion by, Mr. Slavik Seconded by Ms. Lacina - Motion Passed Ms. Abdi Yay, Ms. Lacina, Yay, Mr Slavik, Yay, Dr. Myers, Yay

Motion to Apply for a line of credit

- Motion by, Mr. Slavik Seconded by Ms. Lacina - Motion Passed Ms. Abdi Yay, Ms. Lacina, Yay, Mr Slavik, Yay, Dr. Myers, Yay

**UPDATE ON ORGANIZATIONAL MATTERS – 10 minutes**

Individual Board Member Reports - No Report

Board Member Committee Reports - No Report

Executive Committee Report - No Report

Finance Committee Report - No Report

Next Meeting scheduled for: 4:30pm before next meeting to discuss revised budget

- Dr. Henderson shared that we are not in financial distress even though we are low on enrollment, but we will have to make cuts due to fewer enrollees

**PUBLIC COMMENT– 10 Minutes, *members of the public*\*\***

**EXECUTIVE DIRECTOR REPORT – 15 Minutes, *Julie Henderson***

Overview of School Opening; Enrollment and Staffing

- Dr. Henderson shared that the start of the school year is very positive
- Current Enrollment 407 (a little short of our goal 476)
- Recruitment efforts are still underway
- Staffing
  - 7/8 Science still open

Job Embedded Professional Development: HS Emergency Action Plan

- Fire
- Utility Disaster
- Natural Disaster
- Blizzard/Winter Storms
- Lockdown with warning
- Lockdown with Intruder
- Serious Injury/Accident
- Off-site evacuations (McCrae Park)
- Covid Guidelines
- Training
- Required Drills
  - 5 Fire
  - 5 Lockdowns
    - 3 with warning
    - 2 with intruder
  - 1 tornado drill



#### Current Grants and Prospective Grants Update

- Grow your Own Grant = 750,000 for 5 years
- Multi Purpose Facilities = 500,000 to be completed by Dec. 30
  - Funds to remodel the space by PPU
- MN cybersecurity Grant = 15,000 for this school year.

#### Grants to be Written:

- Up to 200,000 for 2 years Due Oct. 3rd - Non Exclusionary Discipline Grant
- Exploring beehive grant 1.5k U.S. Bank Learn through play grant and AAUW Girls Stem Equity Grant (75k)

#### **MOTION TO ADJOURN**

Motion to adjourn 7:47 pm

- Motion to adjourn by Mr. Slavik, Seconded by Ms. Lacina - Motion Passed Ms. Abdi Yay, Ms. Lacina, Yay, Mr Slavik, Yay, Dr. Myers, Yay

#### **Upcoming Events:**

September 26, Land of Smiles: Dental Health Performance, 9:30 am, HS Gym

October 8-10, Fall Family Conferences

October 17, HS Spelling Bee, *Tentative*, 9:30 am, HS Media Center

October 21, HS Board Meeting, 6:00 pm Conference Room 141

October 24, Data Day, End of Term 1



### **2025-26 Hennepin Schools Ongoing Board Training Topics**

Fall 2025: Hennepin's Emergency Action Plan

Fall 2025: Review of Academic Governance Plan, November 18, 2025

Spring 2026: TBD

Spring 2026: Review of Academic Governance Plan, March 24, 2026

### **2025-26 Hennepin Schools School Board Meetings**

August 19, 2025, 3:00 pm

September 16, 2025

October 21, 2025

November 18, 2025

December 16, 2025

January 20, 2026

February 17, 2026

March 24, 2026\*

April 21, 2026

May 19, 2026

June 16, 2026

\*No meeting in July

**Location:** All meetings will take place in the HS Conference Room, Room 140, at 1001 E. 46th Street, Minneapolis, MN, 55407

**Time:** 6:00 pm, unless otherwise noted

This meeting schedule was approved by the HS Board on August 19, 2025

\*The board meets on the third Tuesday of each month, except those months marked with an asterisk (\*)

**\*\*Public Comment Procedure:** Please email the HS Board President/Chair at [publiccomment@hennepinschools.org](mailto:publiccomment@hennepinschools.org) *at least 24 hours prior to the regularly scheduled board meeting*, to request a 2 minute slot during the Public Comment section of the board meeting. Spaces are limited, and it is first come first serve.