

**North Metro Flex Academy  
Minutes of the Board of Trustees Meeting  
East Lake Library  
2727 E. Lake St.  
Minneapolis, MN 55406  
May 11, 2015  
6:00-8:00pm**

Present

Hugh Norsted, Board Chairman  
Bob Schneider  
Dave Rhude  
Kathy Hanson

Absent

Michelle Ford

Other Attendees

Evan Corcoran, representative from Novation Education Opportunities (NEO)  
Sue Furick, Pansophic Learning  
Cindy Lavorato, Board Counsel  
Terri Privette, North Metro Flex Academy Principal  
Jeff Stark, Pansophic Learning  
Eric Waller, Pansophic Learning

**Agenda**

**Call to Order**

The meeting was called to order at 6:50pm by Hugh Norsted, Board Chairman.

**Approval of the Agenda**

The agenda was modified to include a discussion and vote on a contract for Cindy Lavorato's legal services to the Board. The agenda as modified was approved by a vote of 3-0. Dave Rhude was not yet present at the meeting.

**Approval of Minutes**

The minutes of the April 28, 2015 Board meeting were approved as written.

**Public Comment**

No members of the public wished to address the Board during the public comment portion of the agenda.

**NEO Points of Business**

Evan Corcoran stated that all of the items NEO wished to discuss with the Board were included on the agenda for the meeting already.

## **New Business**

### ***Policies***

The Board discussed the proposed revisions to policies based on the drafts of each provided by Cindy Lavorato.

#### *Conflict of Interest Policy*

The Board approved the policy as revised by a vote of 3-0. Dave Rhude was not yet present at the meeting.

#### *Bullying Policy*

Cindy Lavorato circulated a new version of the policy that incorporated recent changes in the Minnesota statutes. The Board voted 3-0 to defer this policy discussion until the next Board meeting.

#### *Student Uniform Policy*

The Board discussed uniform attire and the need to ensure that all students are able to purchase the uniform shirt. Cindy Lavorato advised the Board that they will need to adopt a Fundraising and Gift policy in order to accept donations of uniforms or funds to purchase uniforms for students with a demonstrated need. Cindy also advised the Board to amend proposed language to reflect that students may wear religious attire required by a student's sincerely held religious belief. The Board voted 3-0 to approve the policy as amended.

#### *Release Time for Religious Events and Religious Accommodation Policy*

The Board approved the policy as revised by a vote of 3-0. Dave Rhude was not yet present at the meeting.

#### *Administration of the Minnesota Government Data Practices Act Policy*

The Board approved the policy as revised by a vote of 4-0.

### ***Contract for Legal Services***

The Board voted to approve the contract as written for Cindy Lavorato's legal services by a vote of 4-0.

### ***FY2015 Budget***

Jeff Stark provided an overview of the FY2015 budget process and key elements of the budget, including teacher salaries. The Board asked that Jeff Stark work with Bob Schneider, Board Treasurer, to draft a budget for the Board's review at the next meeting.

### ***Co-employment Services***

Sue Furick presented the proposal from Insuperity for co-employment services. Sue Furick asked for a Board representative to work with her to review this option and others. Kathy Hanson volunteered to act as the Board's representative.

### ***Enrollment and Teacher Hiring***

Terri Privette provided an overview of enrollment and teacher hiring activities that have been completed to date.

### ***Ready-To-Open Checklist***

Sue Furick reviewed the Ready-To-Open Checklist and provided an update on items completed since the last meeting.

***Next Scheduled Meeting***

The Board agreed to meet next on June 2, 2015.

**Adjournment**

The Board adjourned at 8:00pm.