



Board of Directors Meeting Minutes

June 23, 2022

- I. Call to Order
 - A. The regular meeting of the Academia Cesar Chavez Board of Directors was held at 1801 Lacrosse Ave, Saint Paul MN, 55119
 - B. The meeting was called to order at 5:00pm by Dr Jessica Lopez Lyman (Chair).
- II. Welcome and Roll Call
 - A. Board members present: Dr Jessica Lopez Lyman (Chair), Dr Osiris Gómez (Secretary), Mark Ahrens (Community), Analita Silva-Evans (Community), Maria Vallejo (Parent),
 - B. Board members absent: Cmdr John Lozoya (Treasurer)
 - C. Staff and guests in attendance: Norma C. Garcés (Executive Director), Raquel Arismendez (Project Manager),
- III. Recite ACC Mission Statement
 - A. *Academia Cesar Chavez is dedicated to providing a quality dual-language education that prepares critically thinking, socially competent, values driven, and culturally aware bilingual and bi-literate learners by advocating Latino cultural values in an environment of familia and community.*
- IV. Grounding and Check-in
 - A. All those present each check in with a personal anecdote.
- V. Public Comment Forum
 - A. No public comment was submitted to the board.

Action Items for Board Approval

- VI. Approval of Agenda
 - A. Mark moves to approve the agenda for the June 23, 2022 board meeting. Osiris seconds the motion. The motion carries unanimously.
- VII. Approval of Minutes
 - A. Maria moves to approve the minutes from the May 20, 2022 Annual Meeting. Analita seconds the motion. The motion carries unanimously.
 - B. Analita moves to approve the minutes from the June 14, 2022 board meeting. Diana seconds the motion. The motion carries unanimously.

Discussion Items

- VIII. Executive Committee Update

- A. Jessica shares that the committee discussed Ms Norma's recommendation for Student 1's expulsion, per discussion at the June 14 emergency board meeting.
1. Osiris gives an update of meeting with the parent of Student 1 along with Ms Norma. He shares important context of the situation. The parent accepted the wrongdoing of their child. Osiris is very concerned about the communication about the incidents. Osiris brings up the restraining order, placed by a person present at this meeting, and the testimony provided therein stated that Ms Norma did not attend to the problem.
 - a) Osiris states that Ms Norma did due diligence right away, and her number one priority was security and safety. The filing of the restraining order was done in a manner that was construed as though we did not follow protocol. We want to continue this conversation, we want to talk about what we need to do to clear this up. We will share the documents of the police report when it is time. We all acted in the urgency of the moment.
 - b) Osiris proposes discussing this more in detail at the board retreat, with transparency, especially in regards to this board member, to ensure congruence in what we are doing, and looking out for the safety of the students. We want to be congruent with what the board is doing, we have to understand our job is to assist and support Ms Norma in her role.
 2. Maria shares that it is important to understand what we are doing and the ramifications, especially in regards to how it affects the families.
 3. Osiris states that by supporting Ms Norma, we are supporting our students. We have to follow protocol, we have to be congruent with reality. With whatever documentation is out there, we will speak with the person, and set up a meeting with them, because the information that has come to light could have been brought forward at the last meeting and it was not. There was a disconnection. That has a lot of power with the outcome of this family.
 - a) Osiris shares that if we subvert protocol, we might hurt the family. It is our duty to protect.
 4. Analita asks if the three separate incidents were done by different people. Jessica confirms that there is not enough evidence that the separate incidents were committed by the same person. The recommendation for expulsion is strictly based on the evidence for one specific incident.
 5. Ms Norma clarifies Student 1 is recommended for expulsion based on the social media post inquiring for the acquisition of a firearm with intent to harm a teacher.

6. Jessica reiterates Osiris in saying all documents will be provided to all board members to help facilitate a deeper conversation in moving forward and support transparency amongst all board members.
 - a) When dealing with refugee populations with mixed status, we have a huge responsibility to ensure what we put in the public record is accurate, as that can have repercussions for an entire family.
 7. Osiris shares that we cannot share details, however the family is experiencing much suffering. Osiris states that he does not feel in any way comfortable with supporting anyone here who supports further legal action against the family. We are educators and we are here for the welfare of the children. Whatever harm we may cause, we want to restore.
 8. Ms Norma asks the board to consider as they look at the handbook and the policies, are they restorative or are we perpetuating the school to prison pipeline? Are we criminalizing children? Is it a policy that places students at the center?
 9. Maria asks if the restraining order is against the student who brought the bullet?
 - a) Ms Norma says no, there is no evidence of a connection between those two incidents.
 10. Osiris says we have to ensure the legality of the decision.
 11. Ms Norma says that we are also responsible for the teachers to feel safe. One of the reasons she was hired was to bring humanizing practices back.
 - a) We can hold multiple truths simultaneously, and embody what it means to honor the identities of another person.
 12. The recommendation for expulsion is tabled until the July board meeting.
- B. Board Self-Evaluation
1. Jessica asks that each board member complete the self-evaluation before leaving tonight.
 2. Similarly, Jessica will be sending out the board evaluation survey for Ms Norma.
- C. 6/22 Financial Update
1. Mark shares that yesterday it became known that one of our accounts had a deficit, and there was an overdraft. The account was negative \$53k. Mark and Ms Norma went to BMO Harris, who were helpful but didn't handle commercial accounts at that particular branch. Mark is still the only active designee on the account. Mark can nominate signees and designees on the account. ACC typically has three signees on the account. There is still some missing info from BKDV as there is no excuse in having an overdraft on the account.

2. The two other designators at this time are the former chair from four years ago, and Judith Darling who retired several years ago.
 3. Mark states that the board has to decide who should be the signees and designees, and Mark can nominate them so that BMO Harris can update the accounts, as well as set up online banking access.
 4. There is much that needs to be discussed with BKDV, as the process has not worked in many years. Mark states that he is disappointed in the lack of communication from them.
 5. Ms Norma suggests we explore our options beyond BKDV, to start fresh and establish a new rapport. Mark, Jessica, and Maria volunteer to coordinate a search with David Greenberg.
- D. Mark moves to add Norma C. Garcés, Dr Jessica Lopez Lyman, and Mark Ahrens and as designees to the BMO Harris accounts, as well as deleting Dr Charles Keffer and Judith Darling from said accounts. Analita seconds the motion. The motion carries unanimously.
- E. May 2022 Financial Statement
1. Jessica shares the financial summary on page 2 of the statement.
 2. Mark moves to accept the financial statement for May of 2022. Analita seconds the motion. The motion carries unanimously.
- F. FY22 Budget
1. Mark moves to approve the revised budget for FY22. Maria seconds the motion. The motion carries unanimously.
- G. FY23 Budget
1. Mark moves to approve the budget for FY23. Betty seconds the motion. The motion carries unanimously.
- IX. Executive Director Update
- A. Ms Norma shares that we are overwhelmed with the number of bilingual applicants for teaching positions next school year, which is very exciting. A national trainer for the GLAD training is coming in the fall.
1. The former hiring process was very institutionalized, not accessible for people of color and especially those who were bilingual.
 2. There are two teachers coming from Spain, and one teacher coming from Mexico, through the support of MDE.
- B. Contract for Speech Language Pathology
1. Mark moves to approve the contract for Speech Language Pathology Services for the 2022-2023 school year. Diana seconds the motion. The motion carries unanimously.
- C. Contract for Occupational Therapy
1. Mark moves to approve the contract for Occupational Therapy Services for the 2022-2023 school year. Diana seconds the motion. The motion carries unanimously.
- D. Contract for Project Management

1. Mark moves to approve the contract for Project Management Services for the 2022-2023 school year. Diana seconds the motion. The motion carries unanimously.
- E. Ms Norma proposes that we have a \$30 maintenance fee for the technology devices annually. She also proposes in lieu of school supply lists for families to purchase, that Academia provides the option of paying a flat fee so that Academia can purchase the school supplies in bulk.
1. Analita moves to approve. Betty seconds the motion. The motion carries unanimously.
- X. Family Handbook Review
- A. Jessica shares that the handbook will be fully reviewed and voted at the retreat.
- XI. Board Retreat Planning
- A. Ms Norma is encouraging the Heads of School to present the visions for their programs to the board.
 - B. Ms Norma is proposing the limitation of technology in the building, unless being utilized for a specific educational purpose.
 - C. Jessica shares that David Greenberg cannot facilitate but he shared two names that Jessica is reaching out to.
 1. Looking at the strategic plan, really focusing on a vision of where we are going.
 2. Review the handbooks.
 3. Evaluate the expulsion recommendation.
 4. Board capacity: checking in with each board member and what we each have the capacity to contribute on the board.
 5. Review the new core values, we should have a conversation about the mission and vision and what can be added as we move forward
 6. Review the COVID policy
- XII. Announcements
- A. COVID-19 vaccinations are now available for children between 6 months old and 5 years old.
- XIII. The board retreat is scheduled for July 28, 2022 at 4pm.
- XIV. Meeting Adjournment
- A. Analita moves to adjourn the meeting. Maria seconds the motion. The meeting adjourned at 7:02pm.

Board Secretary: _____ **Date:** _____