

**Nova Classical Academy
Board of Directors Meeting Minutes
Regular Meeting
April 28, 2025**

Directors Present: Teo Flesher, Shannon Hooge, Becky Lund, Suzanne McInroy, Heather Meeker, Todd Sample, Chris Shepard

Directors Absent: Bavi Weston, Colleen Hansen (attended via Zoom, but did not give 3 days advance notice)

Advisors Present: Brett Wedlund, Tamra Paschall (via Zoom), Mona Camara (Student Representative), Missy Johnson (via Zoom), Ginger Gabor (via Zoom)

Others in Attendance: Nova staff, parents (Note: While this meeting was held in-person at 1455 Victoria Way, it was also made available on Zoom.)

I. Call to Order

The meeting was called to order at 6:01 pm. Suzanne McInroy chaired the meeting.

II. Business Meeting: Approval of Agenda

Ms. Lund moved to approve the agenda. Mr. Sample seconded. The motion passed unanimously.

III. Spotlight Award: Siiri Davidson

Parent Siiri Davidson is being recognized for her work to reenergize the NPTO and to better connect the NPTO and the Nova Classical community. She has spearheaded several projects, most recently bringing back the family carnival. She's also organized numerous Great Gatherings, fundraising opportunities, the ice-skating party, and countless other events. Mrs. Davidson coordinates volunteers, designs flyers, and does anything else needed to make these events a success.

The Board recognizes Mrs. Davidson's achievements and service to Nova Classical and congratulates her on receiving the Spotlight Award!

IV. Student Representative Report

Ms. Camara spoke about no school on Friday and Prom on May 3. AP tests start soon. MCA testing is done. Ava Ball won the Athena Award. The Fun Run and

Color Run will be on May 16. Then comes the Ascott and graduation. There was discussion about the Athena Award.

V. Public Comment

There was no public comment.

VI. Consent Agenda

- A. Contracted services agreement with Blue Ribbon Cleaning Inc. for FY26-28
- B. Contracted services agreement with Rymark for FY26
- C. Contracted services agreement with Oswald Transportation Consulting Services for SY26
- D. Contracted services agreement with Indigo Education for FY26
- E. Amendment to current contracted services agreement with Twin Cities Education Consultants
- F. Add Teo Flesher to the Governance Committee
- G. 2nd reading/ potential approval of revised policy NP208 (Policies)
- H. 2nd reading/ potential approval of revised Bylaws
- I. 1st reading of revised policy NP 705 (Procurement)
- J. 1st reading of revised policy NP 701 (Establishment of the Budget)
- K. March 24, 2025 regular meeting minutes
- L. April 2025 HR Update

Mr. Sample moved to approve the consent agenda. Ms. Meeker seconded. There was discussion. The motion passed unanimously.

VII. Reports received by the Board

A. Executive Director Report

Dr. Wedlund gave an update about educational funding in the state budget; it looks like most of the proposed cuts have been removed. He also gave an update on the HRA approval for conduit bonding. Dr. Wedlund spoke about the success of Multicultural Night and how important it is to our community and inclusiveness even though it isn't technically a part of our strategic plan. There was discussion about the educational funding process. There was also discussion about the Star Tribune article regarding charter schools and training for boards and authorizers.

Dr. Wedlund highlighted the hard work done by Dr. Johnson to make sure that 100% of our reports were submitted on time to Friends of Education this year.

There was discussion about the Multicultural Night and parent involvement and how to recreate that with other events. Dr. Wedlund added that the people leading the event have been very thoughtful about how to improve the event each year and have gotten lots of feedback to help make it more welcoming.

B. Board Chair Report

There was no report.

C. Board Committees

i. Governance Report

Ms. Lund mentioned that the election started today. There was discussion about no parents running for the Board and next steps for us.

Mr. Shepard, “Resolved, the Board charges the Governance Committee to identify at least two parents to fill the parent seats that will be empty beginning July 1, 2025.” Mr. Sample seconded. There was discussion. The motion passed unanimously.

ii. Budget and Finance Report

Mr. Sample gave a brief update; the biggest items are later in the business section of the meeting. We’re 75% of the way through the year and we’re a little behind on budgeted revenue, but on track with budgeted expenditure.

iii. ED Review Committee

There was no report.

iv. Academic Excellence Report

There was no report.

D. NPTO Report

Ms. Meeker shared two main things; they are maintaining the carnival, but not connecting it to the Great Gatherings. They’re also realigning how they get corporate sponsorship.

VIII. Business

A. FY25 Budget Revisions and FY26 Budget

Dr. Wedlund gave background information including how they worked with the funding proposals (cuts) from the state. Right now, they’re not making

any cuts based on proposals from the state. Worst case scenario if the state's cuts go through, we stop our building project and use our find balance to make up the difference for a year.

Dr. Wedlund walked the Board through the proposed FY26 Compensation Model. There was discussion.

Dr. Wedlund also walked the Board through a bare-bones budget for FY26 and updates to this year's budget that pull forward expenses from next year. He spoke about being intentional about sustainable compensation increases; what we're doing right now is sustainable, but the pattern of how we're increasing salaries isn't sustainable in the long term. There was discussion comparing the increase in compensation to the retention bonuses, which are not likely to happen moving forward. The proposed pay increases for FY26 are permanent (or ongoing) and exceed the amount that could be provided through a one-time retention bonus funded by unspent FY25 budget dollars.

Mr. Sample also pointed out that a lot of line items, like supplies, in FY26 are not increasing. There was further discussion.

Mr. Shepard, "Resolved, that the Board approves the FY25 budget revisions. Further resolved that the Board approves the FY26 compensation model and the FY26 budget compensation line items." Ms. Meeker seconded. The motion passed unanimously. There was discussion regarding accessing salaries to see what employees are paid and predicting what employees might earn in the future.

B. 1st Reading of the Student & Family Handbook

Dr. Johnson gave background information and walked the Board through the major changes. There was discussion regarding the improper use of AI and how that supports our learning model.

C. Licensed Instructional Staff Leadership Positions for FY26

Dr. Johnson gave background information. She also mentioned that she's being very conservative about compensation and adding positions because we don't have a good projection regarding Q-comp funding for the next couple of years. There was discussion.

Ms. Meeker, "Resolved, the Board approves the licensed instructional staff leadership positions for FY26." Mr. Hooge seconded. The motion passed unanimously.

IX. Next Meeting Date/Agenda Items

The next regular board meeting will be on Monday, **May 19, 2025**. (It's a week early to avoid meeting on Memorial Day.)

X. Adjournment

The meeting was adjourned at 8:30 p.m.

Minutes submitted by Becky Lund.