

**Nova Classical Academy  
Board of Directors Meeting Minutes  
Regular Meeting  
November 25, 2024**

**Directors Present: Becky Lund, Heather Meeker, Todd Sample, Chris Shepard, Bavi Weston**

**Directors Absent: Colleen Hansen, Shannon Hooge, Suzanne McInroy**

**Advisors Present: Brett Wedlund, Missy Johnson, Tamra Paschall**

**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 6:04 pm. Bavi Weston chaired the meeting.

**II. Business Meeting: Approval of Agenda**

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

**III. Student Representative Report**

There was no report this month.

**IV. Board Training with Dr. Mike Lovett**

Dr. Wedlund gave a brief introduction. Dr. Lovett led the Board in some activities focusing on providing time to reflect board member motivation to serve in the context of the school's mission, learning to lead in the role of Trustee (vs Delegate), and building communication skills and establish trust for improved board work performance. There was discussion throughout the time.

**V. Consent Agenda**

- A. Approve snow removal contract with Summit Property Services
- B. Approve contract for student planners for SY26-28 with Steamboat
- C. November 2024 HR Updates
- D. Yearly review/potential approval of revised policy 514 (Bullying Prohibition)
- E. 2<sup>nd</sup> reading/potential approval of revised policy 506 (Discipline)
- F. ~~2<sup>nd</sup> reading/potential approval of replacement policy 522 (Title IX)~~
- G. Yearly review/potential approval of revised policy 526 (Hazing Prohibition)
- H. Yearly review/potential approval of revised policy 806 (Crisis Management)
- I. 1<sup>st</sup> reading of revised policy 524 (Internet...Acceptable Use)
- J. October 28, 2024 board minutes

Ms. Lund moved to approve the consent agenda, with the removal of the 2<sup>nd</sup> reading of the Title IX policy. Mr. Shepard seconded. There was discussion. The motion passed unanimously.

**VI. Public Comment**

Caitlin Kohler, teacher, submitted electronic public comment sharing that she was disappointed with the Board's decision to give Dr. Wedlund a significant pay increase,

guaranteed for the next three years, when other staff at Nova are being paid less than \$40,000.

Anne Pass, staff, spoke about amazing things she's seen in the classroom at Nova and asked the Board to value the essential work done by Nova teachers. She noted that wage increases are not universally given the same to all positions at Nova and asked that the Board consider better paying classroom teachers.

Caitlin Kohler, teacher, spoke about her concern that the Board approved a large salary increase for the Executive Director without doing the same for other staff. Additionally, the ED contract guarantees a raise each year while other teachers do not have the same security. Kimberly Strand, teacher, spoke about the design for the building expansion and her disappointment that teacher voices weren't more carefully considered in the process. She is advocating for more space for teachers to work with students instead of space for administration. She added that faculty needs are not being met by the Board.

## **VII. Reports received by the Board**

### **A. Executive Director Report**

Dr. Wedlund highlighted some items from his written report including insights into the upcoming MN legislative session. He gave additional updates regarding Great Oaks Academy buying land to move to Eagan, a data request from a reporter at the Star Tribune to all charter schools for information on any disciplinary actions from their authorizers, the Lower School principal vacancy at the end of the year and next steps in finding a new one. There was discussion.

### **B. Board Chair Report**

There was no report this month.

### **C. Board Committees**

#### **i. Governance Report**

There was discussion of replacement policy 522 (Title IX).

Ms. Lund, "Resolved, that the Board approves the replacement policy 522 (Title IX)." Mr. Shepard seconded. Ms. Lund, Ms. Meeker, Mr. Shepard, and Ms. Weston voted in favor. Mr. Sample voted against. The motion passed.

#### **ii. Budget and Finance Report**

Mr. Sample spoke about funding for the facilities expansion project and summarized the discussion via a couple of slides that were developed from discussion at the Budget and Finance meeting. There was discussion of the 2.3 million ERC monies including the unlikely, but possible, scenario that they need to be paid back if the IRS were to decide that Nova Classical no longer qualified as an eligible non-profit.

Mr. Sample shared a summary of last week's bonding scenarios. There was discussion. Dr. Wedlund added that he's been talking with Nick Hagen about one other scenario where Nova Classical would put as little of our fund balance as possible into the building project, but plan to include approximately \$300,000 from the general fund each year for a few years while also doing an additional \$3 million in a short-term bond that would be due in 2028. This would allow Nova Classical to sit on our fund balance through 2027 just in case the ERC monies would be reclaimed by the IRS. Then we could pay the \$3 million short-term bond from our fund balance while also continuing to earn interest from it over

those few years. There was discussion regarding the history of our fund balance. There was further discussion about the four bond scenarios as well as discussion regarding fund raising.

- iii. **ED Review Committee**  
There was no report.
  - iv. **Academic Excellence Report**  
There was no report.
- D. **NPTO Report**  
There was no report.

## **VIII. Business**

- A. **Identified Official with Authority**  
Ms. Lund, “Resolved, that the Board authorizes Brett Wedlund to act as the Identified Official with Authority (IOwA) for Nova Classical Academy 4098-07.” Mr. Sample seconded. The motion passed unanimously.
- B. **2023-2024 Annual Report**  
Dr. Johnson gave background information. There was discussion.  
  
Ms. Lund, “Resolved, that Nova Classical approves the 2023-2024 Annual Report with the revision that the column headings are repeated when a table continues onto the next page.” Mr. Sample seconded. The motion passed unanimously.

## **IX. Next Meeting Date/Agenda Items**

The next regular board meeting will be on Monday, January 27, 2025. There also will be a board retreat/strategic plan update, scheduled for Monday, December 16 beginning at 6:00 pm.

## **X. Adjournment**

The meeting was adjourned at 8:59 p.m.

Minutes submitted by Becky Lund.