

Members Present: R. Hajlo, D. Keyes, J. Johnson, N. Donnay, R. Thorson, T. Gulbransen, K. Denzer

Members Absent: A. Galati, M. Stiles

Ex-officio Members Present: K. Gutierrez, J. Gutierrez

Guests: T. Smith, B. Grubisch

## **1 Call to Order**

R. Hajlo called the meeting to order at 6:03 PM.

## **2. Open Forum**

- No one.

## **3. Board Calendar 2023-2024 - J. Gutierrez**

## **4. Consent Agenda**

- A. Board Minutes
  - a. Link: [April 16, 2024](#)
- Motion to Approve: K. Denzer
- Second: J. Johnson
- Approved: All

## **5 - Agenda**

- A. Board Election Update - N. Donnay. May 13 is the election date. Simply voting will be completed after final email submission is received on May 3. Note: Change Management Session 2 will be held on August 20 during the regular board meeting.
- B. 2024-2025 Compensation Plan Update and Approval
  - a. Compensation Plan 2024-2025 Summary
    - i. Link: [https://drive.google.com/file/d/17gMRSWGI8sKu0DbldkSjpFoEOtiUo\\_sH/view?usp=sharing](https://drive.google.com/file/d/17gMRSWGI8sKu0DbldkSjpFoEOtiUo_sH/view?usp=sharing)
  - b. SCPA Compensation Plan 2024-2025 Draft

i. Link:

<https://drive.google.com/file/d/17qeSKFchEyfr4FoZFpplz9DMLduKqWU0/view?usp=sharing>

There was discussion about performance review impact on compensation approval (e.g. satisfactory rating)

- Motion to Approve: N. Donnay
- Second: T. Gulbransen
- Approved: All

C. Board Summary for 2024-25 Benefits Renewal

a. Link:

[https://drive.google.com/file/d/17sxjnz9RTFJmdOcszwtCdigP08P0pPK\\_/view?usp=sharing](https://drive.google.com/file/d/17sxjnz9RTFJmdOcszwtCdigP08P0pPK_/view?usp=sharing)

There was discussion about the options, reason for changes, reasons for staying with certain providers, provider networks, and advantages to employees (e.g. Nice Health Care). Noted that training on Nice Health Care will be provided to employees at the start of the year. May 14 would be orientation for employees with open enrollment beginning on May 16.

- Motion to Approve: K. Denzer
- Second: R. Thorson
- Approved: All

D. SCPA FY25 Preliminary Budget for approval

a. Link:

<https://drive.google.com/file/d/17ty3FkmnCVNHb7MkzAVcwjleRCqPN74g/view?usp=sharing>

There was discussion about the budget process, improvements made (e.g. with Curriculum & Instruction committee), and mention of details of technology, facilities, and activities budgets by sport/activity. K. Gutierrez explained the details of the proposed budget.

- Motion to Approve: To be approved on May 21
- Second: To be approved on May 21
- Approved:

E. Development Director Hiring Process - K. Gutierrez

a. Link:

[https://drive.google.com/file/d/17x7GYBr24bm\\_2OALNhvvlfiOKHOqdDqv/view?usp=sharing](https://drive.google.com/file/d/17x7GYBr24bm_2OALNhvvlfiOKHOqdDqv/view?usp=sharing)

K. Gutierrez discussed the status and next steps.

F. Succession Planning Committee Next Steps - T. Smith

T. Smith explained timeline work, MSBA involvement, and forthcoming proposal to the Board

G. Governance Committee Next Steps - A. Galati

a. Meeting on May 9

J. Gutierrez explained the forthcoming meeting on May 9 where the committee will finalize purpose, goals, membership criteria.

## **Adjournment: PM**

- Motion to adjourn: J. Johnson
- Second: T. Gulbransen
- Approved: All
- Meeting adjourned at 7:18 pm

Respectfully Submitted by J. Gutierrez, St. Croix Preparatory Academy Board Clerk