

Minutes--Agenda Monona Grove Liberal Arts Charter School Governance Board

Special Meeting April 20 2022 4:30-6:00

MG21 School Building Room 25, 5301 Monona Drive, Monona, WI 53716

Board members present: Sue Carr, Raiden Edseth Griffin Toni Gadke, Tom Howe, Phil McDade, Tom Stolper, Elizabeth Wheeler

MG-21 staff present: Rebecca Fox-Blair, Paul Marx, Shelby Steel, Alex Mentele, Mel Zastrow

A. Call to Order Called to order by Board President Tom Stolper at 4:32

B. Declaration of Public Notice Duly noticed

C. Business

Discussion regarding Staff Presentation from 4.13.22

1. Discussion and possible ACTION:

Staff request for special education staffing of an increase of 1.0 FTE Special Education Teacher and continuation of 1.0 Special Education Assistant to meet the needs of students at MG21.

-Tom Stolper shared the history of the discussion regarding administrators and the executive director position.

-Phil asked where the presentation came from regarding the need for additional Special Education staff. Rebecca shared that it came from the staff, following a meeting between Rebecca and Paul and Krista Foster and the need for additional staff.

-Phil asked a question about why this is coming to the MG-21 Board instead of to the MGSD Board. Rebecca answered that she and her staff have been advocating for this position for some time. Phil and Toni both wanted to know more about why this issue was brought up to us; Rebecca felt that the staff desired the board to advocate for this position.

-After Tom S. suggested that if the Board might be in agreement, we could move on. To that, Elizabeth and Raiden both noted that we as a board need to advocate for the staff and the school. Phil responded by noting that we are an instrumentality school, and so need to also consider that the district makes staffing decisions. He also expressed a concern that this is setting a precedent that we are moving into advocacy and away from policy in running MG-21.

- Toni asked about the advocacy that has taken place for the last four years. Rebecca shared that the initial ask for a Spec Ed assistant with a Social worker would be enough, and with the growth of the school and the changing needs of students and their numbers, and the need for greater equity
- Tom H. and Tom S. wanted to know more about how staffing, workload, and other vagaries are determined by pupil services.
- Elizabeth asked if there is a positive ask that we can make, or is the ongoing discussion between Krista Foster and Rebecca something that we should wait on to determine our next steps.

2. Discussion and possible ACTION:

Increase of Executive Director position to 1.0 Administrator.

- Toni asked whether the discussion has occurred regarding how the teaching position will be filled if either Rebecca or Paul are hired as the ED.
- Phil wants to study this for a year and consider implementation for 2022-23. Phil sees this a meritorious idea but one that requires careful study and discussion.
- Dan has proposed Shelby act as the administrator for both middle and high school, but at the same 20% time allowance.
- Sue agreed that we should spend a year in study and also consider advocating to change Rebecca's percentage to 75% Exec Dir; 25% teaching for 2022-23.
- Tom S. looking for a path to making the Exec Director an administrator
- Phil—Lots of questions: Who hires the administrator? Does he or she evaluate teachers? Who hires this position? Will the charter need to be changed?
- Next steps:**
 - Sue: Do we want a deep dive into Special Ed. with Krista and Dan at the next board meeting?
 - Phil: Perhaps most of May's meeting could be discussing the process for implementing the creation of the 1.0 Admin position. Those discussions would need to be finished prior to March 2023.
 - Toni asked about how we fill the teaching position if we increase Rebecca's percentage of Exec. Director.
 - Elizabeth wondered if we shifted to a 50-50 load, would that ease Rebecca's workload? Rebecca is not sure and would like to think about it.
 - Rebecca said that on a personal note that this current Executive Director/Teacher position is not sustainable, and that she can do this one more year, but not beyond, because the position is too difficult and the time and task expectations are too great.
 - Consensus that our next meeting, May 11, will 1) explore a changed allocation for Rebecca to ease

her workload; 2) start a deeper dive into the Exec Director position; 3) learn more about where conversations with Krista have moved regarding special ed staffing.

D. Adjournment

Toni moved to adjourn, Elizabeth seconded, passed unanimously, meeting adjourned at 6:01 pm

The Governing Board Goals for 2021-22:

- 1. Work to build a more cohesive culture across the UC and MC*
- 2. Create/refine plan for how to engage community partners and volunteers in collaborating with your school*
- 3. Establish/revisit methods or systems for frequent and transparent communication between the board and the school leadership*
- 4. Develop a leadership structure that includes clarity around supervision and employee accountability.*

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