

Beacon Academy Charter District 4124
 Board Meeting Minutes, December 18, 2025, 5:30PM.
 3415 Louisiana Ave N, Crystal, MN 55427
Beacon Academy is authorized by Innovative Quality Schools
P.O Box 580, Hutchinson, MN 55350

- Parent (Kate Wessel) is a parent of a student in the fifth grade classroom. Thanked individual teachers for their aid during this difficult time. Parent reports that students have just started math curriculum. Questions to the validity of the first year teachers abilities and how can this go on, and how can no one have noticed?
- Parent (Crystal) from the same 5th grade classroom. There is confusion on the pacing of curriculum as well as what has been learned. What was graded and how were grades then determined in this space? Parents have reported noticing a positive change since the classroom has changed hands recently but there are questions to how we got here, and if these issues continued why was this not discussed earlier.
- Over the weekend, communication has been continually confusing about what exactly the clear path forward is.
- Some parents want more challenging curriculum, and question how rigor is being applied to all students. Elementary school is the foundation of the entire learning and when that is weakened this can have lasting affects on students.
- Parent (Sarah) is a parent of a fifth-grade teacher. Parent is frustrated that student asked to go outside to take a math test because of noise. Parent does not want a student to come home sharing this.
- Loreli (Parent) is also present and agrees with what has been shared. Parent voiced concern and frustration over communication. Parent points out that communication was a goal from last year, and it has seemingly not improved. What will happen when they go to middle school and are already far behind. Parent would like to be able to say “come to Beacon” and currently cannot, feels awful.

vi. **Declaration of Conflict of Interest:** *Board members read the agenda and disclose if they have any real or perceived conflict of interest with any agenda items.*

Notes:
<ul style="list-style-type: none"> • None

vii. **Approval of Consent Agenda:** *Consent Agenda items are considered to be routine in nature and will be enacted by one motion. There will be no separate discussion of these items unless a board member or meeting attendee so requests, in which event the item will be removed as a Consent Agenda item and addressed.*

- a. Approval of Minutes
 - i. Regular Board Meeting- 2025.11.20
- b. Policies
 - i. 434 Grievance Process for Sexual Harassment Claims Under Title IX
 - ii. 441 Use of Internet, Email, Computers, Voicemail and Other Electronic Systems by Beacon Academy Employees
 - iii. 442 Employee Use of Social Media
 - iv. 443 Political Campaigns / Activities – Students / Employees Beacon Bylaws 2025
- c. WD Tech – District WIDA Testing Services

Motion:	To approve the consent agenda							
Made by:	Melanie Spall				Seconded by: Stacey Ray			
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	abstain
	Rasheda Jenkins			x- absent	Matthew Goodman	x		
	Patty Blake	X			Melanie Spall	x		
	Bob Forman	x			Norah Antil			x- absent
	Stacey Ray	X						
	Matheu Weidenbach	x						
Decision:	Motion passed							
Notes:								
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VIII. Board Reports

a. Finance Committee

i. Enrollment report (informational)

Notes:
<ul style="list-style-type: none"> • Students care coming in and students are leaving • The enrollment report runs from board meeting to board meeting, and there have been a few additions which will be reflected on next month's board report. • Currently officially 522 • Question: what are we doing from an enrollment perspective with the local schools closing? There will be a meeting with Digital Fruit regarding casting a wide net to include families of the schools that will close. • Goal is the schedule 15 minute informational session so we can have more touch points with more families.

ii. Review/Approve October Financials

Motion:	To approve the November Financials							
Made by:	Matthew Goodman				Seconded by: Stacy Ray			
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	abstain
	Rasheda Jenkins			x- absent	Matthew Goodman	x		
	Patty Blake	x			Melanie Spall	x		
	Bob Forman	X			Norah Antil			x- absent
	Stacey Ray	X						
	Matheu Weidenbach	x						
Decision:	Motion passed							

Notes:
<ul style="list-style-type: none"> • Currently highest cash balance that we will see this year. • If you look at our financials in July, we are projected to end with more cash flow than the previous fiscal years. • End of November MARRS showed that we currently have 510 children. • 42% of our way through the fiscal year. • We should meet cash on hand projections at 87 days cash on hand, and we have a strong debt coverage ratio – which help us meet our covenants for our bond. • Question raise what opportunities we may have for reinvestment in our school. • We have future budget pressures (transportation, special education) in FY27. FY28, there will be some shifts as well and should it, we want to ensure that our budget stays safe as these changes arrive. Not to say we cannot reinvest, however as we do we need to keep the future reductions in mind. • Question as to some overages in the budget (textbooks, instructional materials, etc). There are some overages, which is typical, however this line item will not change this year. We will go through a finalized budget (via line item) as the year continues and it is helpful to be aware of overages but some of the overages are not uncommon.

iii. November 2025 Supplemental Report – Check Register (informational)

Notes:
<ul style="list-style-type: none"> • Question on page 3 (Teacher Recruitment Fee) – this is an agency which includes a fee for visa services and benefits. • Question on page 5 (MCSAA, athletics participation) – this is to join the charter school league for our after school sports program

iv. Finance Training Debt Covenant Review (informational)

Notes:
<ul style="list-style-type: none"> • Training from Bridget

v. Finance Training SPED and State Payments (informational)

Notes:
<ul style="list-style-type: none"> • Training from Bridget

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- b. Principal, Mike Reeder
 - i. Authorizer Update (informational)

Notes:

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- ii. Approve/Review Annual Report (informational)

Notes:

- Administration met with our authorizer on Monday to continue updating the scorecard
- Biggest focus is to make the process simpler to get useful data
- Areas that we are focusing on is SEL and Character Education, but wanting to be more specific and clear about what exactly we are doing in our building.
- Rubrics will be utilized but created from specific teacher interactions around CARES
- Positive trend of our percentage of students returning (82.3% in 23-24, to 88.7% in 24-25). The goal for this is to be above 80%, hoping to reach 90%.
- Also looked at testing scores for Beacon and surrounding district schools for the 2024-2025 school year, understanding past years growth will be on the next years report card

Motion: To approve the 2024-2025 annual report with the board assessment section adjusted to include only the summary

Made by: Melanie Spall **Seconded by:** Stacey Ray

Discussion:

Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	abstain
	Rasheda Jenkins			x-absent	Matthew Goodman	x		
	Patty Blake	x			Melanie Spall	x		
	Bob Forman	X			Norah Antil			x-absent
	Stacey Ray	X						
	Matheu Weidenbach	x						

Decision: Motion passed

Notes:

- iii. Staffing Report (informational)

Notes:

- EL Teacher has been hired, is not servicing children yet but will be soon once they have the opportunity to on board
- Two external applications for the fifth-grade teacher position, and there has been a reach out to two local staffing agencies. Included the caveat with the agency that this person should be strong in classroom management and able to handle a classroom reset.
- Continuing to explore internal candidates for 5th grade. One did not want to leave and create a gap, one felt the current arrangement was in the best interest of the school.
- Talked with the substitute, and she has expressed interest in staying in their current role with the plan to finish out this week and the initial replacement to start back up Monday after break.
- Administration did not feel it was right to put the decision on the classroom teacher to have to choose between their current role to fulfill another.

- iv. Technology Security Update (informational) Steve Widerski- WD Tech, INC.

- 1. National Security and Incident Response

Notes:

- Owner of WDTech (Steve) online is here to discuss information with us.

- 2. Cyber Security Training

Notes:

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- Two factor authentication will be coming soon to help with security
 - WD Tech has offered to do phishing training for staff at PD days – what to avoid, a quiz, things to look for
3. General Updates

- Notes:**
- WD Tech is currently cleaning out the old VM (virtual machines) systems, at 17 and are working to go down to 5.
 - Currently updating older servers and working to go to updated servers
 - This update will allow us to get multifactor authentication to all employees faster.
 - Question came up about safety requirements – password resets, character requirements, and additional security measures.

c. Employee Retention Compensation Committee

- Notes:**
- Spoke about COLA – having Bridget create a projected budget amount for a possible COLA 2026-2027
 - Right now our longevity stipends are for years 17 and year 22, and the goal is to increase the frequency of the longevity stipend. Goal being to incentivizing staying at Beacon and re-creating.
 - Bob came up with the idea of a staff support group, one where staff can go to support one another with a moderator to be able to share challenges and look for support with one another. Concerns about it devolving or only being for the same staff bi-weekly. To gather if this is of interest Bob will be sending out a survey to staff to decide if there is staff interest with a staff moderated support group. Call for an agenda for this group so that there is more a direct purpose of the meeting.
 - ERCC will have a completed proposal for hiring bonus structure including amount and contract fulfillment.

d. Marketing Committee

- Notes:**
- Working to create potential touch points with families
 - Working to personalize the approach we are having to applicant families or those that are touring
 - Mike will be meeting with Digital Fruit regarding local family opportunities. The more we can blast to local families for marketing the more we may be able to garner.

e. Curriculum Development

- Notes:**
- Met this week. Middle school English has come up with a plan and should cost about \$1000 for the next school year.
 - Middle school English will also be asking for access to \$500 annually for book repair.
 - Reviewing two programs for ADSIS math
 - Question regarding technology curriculum, as it is on a 10-year cycle and there seems to be a need for other options for Elementary teachers. Reminder was given that teachers can request funding for extra technology curriculum, especially that these are now graded curriculum.
 - Committee will follow up regarding technology curriculum, location and usage for teachers currently.

f. Governance Committee

- Notes:**
- You will continue to see the updated policies as they are continued to go through them and the backlog from earlier
 - Question was raised how staff are aware of these policies. Staff receive a copy via SharePoint of the employee handbook. However, should something else arise, administration will send out specific policies that may be pertinent for staff to be aware of.

g. Executive Committee

i. Admin retrospective and action planning related to student and personnel matters

Motion: To close the meeting pursuant MN statute 13D.05 Subd. 2(b) to perform a retrospective and action planning session related to student and personnel matters. **Note:** The meeting is closed pursuant to MN statute 13D.05 Subd. 2(b) for closed meetings, due to the discussion of identifiable personnel performance data and potentially identifiable student data

Made by: Melanie Spall **Seconded by:** Stacey Ray

Discussion:

Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	abstain
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	Rasheda Jenkins			x-absent	Matthew Goodman	x		
	Patty Blake	x			Melanie Spall	x		
	Bob Forman	X			Norah Antil			x-absent
	Stacey Ray	X						
	Matheu Weidenbach	x						

Decision: Motion passed

Notes:

13D.05 Subd. 2(b) for closed meeting

- The board and administrative team reviewed the timeline of events related a series of issues related to an elementary classroom. The team assessed various aspects of the issue including classroom behaviors, classroom control, performance, communication with families, and discussed root causes and options and actions to resolve for both the specific incident and foundationally. An action list was assembled for board and administrative team to work.

h. Action Items

Notes:

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Adjournment

MOTION TO ADJOURN

Motion to adjourn at 9:51 pm forwarded by seconded by. Approved unanimously.
 Meeting adjourned

Motion:		To adjourn meeting						
Made by:		Melanie Spall			Seconded by: Matthew Goodr			
Discussion:								
Vote:	Member	Yea	Nay	Abstain	Member	Yea	Nay	abstain
	Rasheda Jenkins			x- absent	Matthew Goodman	x		
	Patty Blake	x			Melanie Spall	x		
	Bob Forman	X			Norah Antil			x- absent
	Stacey Ray	X						
	Matheu Weidenbach	x						
Decision:		Motion passed						

Notes:

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Next Regular Meeting: January 15, 2026 at 5:30 pm

Approved on January 15, 2025
Patty Blake, Secretary
Beacon Academy School Board

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