

**Beacon Academy Charter District 4124**  
 Board Meeting Minutes, March 12, 2026, 5:00PM.  
 3415 Louisiana Ave N, Crystal, MN 55427  
*Beacon Academy is authorized by Innovative Quality Schools*  
*P.O Box 580, Hutchinson, MN 55350*

**I. Call to Order: Matheu Weidenbach called the meeting to order at 5:06 p.m.**

Roll Call: present at time of meeting unless otherwise noted

Name	Role	Present	Absent
Matheu Weidenbach	Board Member - President	x	
Melanie Spall	Board Member – Vice President	x	
Patty Blake	Board Member- Secretary		x
Stacey Ray	Board Member- Treasurer	X	
Norah Antil	Board Member	x	
Matthew Goodman	Board Member	x	
Rasheda Jenkins	Board Member		x
	Board Member		
Mike Reeder	Ex-Officio		x
Bridget Peterson	Ex-Officio		x
Kris Gapinski	Board Recorder	x	

Miscellaneous Attendees:

Hope Reeves

Sean Pajak

Julie Wahl

**II. Pledge of Allegiance**

**III. Choral Reading of Beacon Academy Vision Statement**

**IV. Approve the Agenda**

<b>Motion:</b>	To approve the agenda with addition of executive search contract							
<b>Made by:</b>	Matthew Goodman				<b>Seconded by:</b>	Melanie Spall		
<b>Discussion:</b>								
<b>Vote:</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>Abstain</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>abstain</b>
	Rasheda Jenkins			x-absent	Matthew Goodman	x		
	Patty Blake			x-absent	Melanie Spall	X		
					Norah Antil			x-absain
	Stacey Ray	X						
	Matheu Weidenbach	x						
<b>Decision:</b>	Motion passed							

**Notes:**

- N/A

**v. Agenda**

**a. Search Overview (informational)**

<b>Notes:</b>
<ul style="list-style-type: none"> <li>• Amy Jordan, associate director with Minnesota School Boards Association</li> <li>• Team of 2 or 3 assigned to Beacon Academy working on the search from ESS</li> <li>• Services providers from across the state that are former admin</li> <li>• Doing the bedding of applications</li> <li>• Cannot close a meeting for executive search, all need to be open board meetings</li> <li>• Everyone who applies is provided confidentiality</li> <li>• Access to all applicants via the cloud</li> <li>• Paper copies would need to be kept under lock and key in the office, if paper copies are chosen</li> <li>• Candidates are referred to as candidate as A, B, C, ect. As they receive privacy during open meetings</li> <li>• School board is the only one to hire candidates</li> </ul>

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Beacon Academy – Executive Director Search Timeline

March 12, 2026 <i>(5:00 pm, Special Meeting)</i>	Planning meeting – Board adopts search timeline, reviews hiring criteria and search procedures.
March 16 – 29, 2026	Public input survey open online and in hard copy
March 16, 2026 – April 14, 2026	MSBA posts opening on local, regional, and national websites, advertises position vacancy, receives applications, and responds to applicants' inquiries.
March 18, 2026 <i>(4:00 pm – will be recorded)</i>	MSBA hosts informational Q&A session on Zoom – will be recorded for viewing throughout the search.
March 24, 2026 <i>(5:30 pm)</i>	MSBA facilitates staff, parent, and community listening session.
April 14, 2026	Application Deadline
April 15, 2026 <i>(4:30 pm, Special Meeting)</i>	MSBA attends virtually. Board meets for interview training, and to discuss public input report and interview procedures.
April 15 – 21, 2026	MSBA conducts screening, preliminary verification of references, pre-interviews of recommended applicants.
April 16 – 21, 2026	Board members review applications.
April 21, 2026 <i>(4:30 pm, Special Meeting)</i>	MSBA attends virtually. Board meets to determine finalists and review interview procedures.
April 27 & 28, 2026 <i>(4:30 pm &amp; 4:30 pm, Special Meeting)</i>	Board conducts first round of interviews; Board selects candidates for second round of interviews.
May 5, 2026 <i>(4:30 pm, Special Meeting)</i>	Board conducts second round of interviews; Board selects lone finalist and sets negotiations process.
May 6, 2026	Board designee begins negotiations of employment contract.
May 12, 2026 <i>(4:30 pm, Special Meeting)</i>	Board meets to approve employment contract.
July 1, 2026	New Executive Director reports to work.
August 1 – December 31, 2026	New Board Team attends MSBA Transition Workshop.

- Timeline
- Opening position on March 16-April 14
- March 18 @ 4:00 Zoom meeting for Q & A session- will be recorded
- April 15 interview training
- April 21 selection of who to interview
- April 27 & 28 first round of interviews
- May 5 second round of interviews
- May 12 board meets to approve employment contract
- July 1 executive director reports to work
- August 1- December 1- new board team attends MSBA transition workshop
- Planning for a welcoming of the new executive director
- Being equitable of each candidate
- Specific set of questions
- Invite the public to attend and observe the interviews
- March 24- staff and community listening session
- More than just a survey

b. Review / Approve Vacancy Brochure

<b>Motion:</b>	To approve vacancy brochure with addition of salary addition \$120,000-\$160,000							
<b>Made by:</b>	Stacey Ray				<b>Seconded by: Matthew Goodman</b>			
<b>Discussion:</b>								
<b>Vote:</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>Abstain</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>abstain</b>
	Rasheda Jenkins			x-absent	Matthew Goodman	x		
	Patty Blake			x-absent	Melanie Spall	x		
					Norah Antil			x-abstain
	Stacey Ray	X						
	Matheu Weidenbach	x						
<b>Decision:</b>	Motion passed							
<b>Notes:</b>								
<ul style="list-style-type: none"> <li>• Highlights of what is happening at Beacon Academy to peak interest on the front page</li> <li>• Second page is the leadership profile</li> <li>• Change contract to working agreement</li> <li>• Salary range \$120,000-\$160,000</li> <li>• Will put the debt coverage ratio at 1:07</li> <li>• Leadership profile were the top 6 from the survey of the search committee</li> <li>• Community input survey is in there</li> <li>• Community involvement</li> <li>• Turn down any candidates that ask for letters of recommendation from the board</li> </ul>								

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- Send any questions from candidates to MSBA
- When someone brings items about a candidate and give the information to MSBA, they will do the digging
- Board members do not recruit candidates

c. Review / Approve Timeline

<b>Motion:</b> To approve executive director timeline								
<b>Made by:</b> Matthew Goodman				<b>Seconded by:</b> Melanie Spall				
<b>Discussion:</b>								
<b>Vote:</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>Abstain</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>abstain</b>
	Rasheda Jenkins			x-absent	Matthew Goodman	x		
	Patty Blake			x-absent	Melanie Spall	x		
					Norah Antil			x-abstain
	Stacey Ray	X						
	Matheu Weidenbach	x						
<b>Decision:</b> Motion passed								
<b>Notes:</b>								
•								
<b>Motion:</b> To approve executive director contract								
<b>Made by:</b> Matthew Goodman				<b>Seconded by:</b> Stacey Ray				
<b>Discussion:</b>								
<b>Vote:</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>Abstain</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>abstain</b>
	Rasheda Jenkins			x-absent	Matthew Goodman	x		
	Patty Blake			x-absent	Melanie Spall	x		
					Norah Antil			x-abstain
	Stacey Ray	X						
	Matheu Weidenbach	x						
<b>Decision:</b> Motion passed								
<b>Notes:</b>								
•								

d. Confirm Teacher Member

<b>Motion:</b> To approve Hope Reeves as a teacher member								
<b>Made by:</b> Stacey Ray				<b>Seconded by:</b> Melanie Spall				
<b>Discussion:</b>								
<b>Vote:</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>Abstain</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>abstain</b>
	Rasheda Jenkins			x- absent	Matthew Goodman	x		
	Patty Blake			x- absent	Melanie Spall	x		
					Norah Antil			x-abstain
	Stacey Ray	X						
	Matheu Weidenbach	x						
<b>Decision:</b> Motion passed								
<b>Notes:</b>								
•								

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**IX. Adjournment**

**MOTION TO ADJOURN**

Motion to adjourn at 5:46 pm forwarded by seconded by. Approved unanimously.  
 Meeting adjourned

<b>Motion:</b>		To adjourn meeting						
<b>Made by:</b>		Melanie Spall			<b>Seconded by: Stacey Ray</b>			
<b>Discussion:</b>								
<b>Vote:</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>Abstain</b>	<b>Member</b>	<b>Yea</b>	<b>Nay</b>	<b>abstain</b>
	Rasheda Jenkins			x-absent	Matthew Goodman	x		
	Patty Blake			x-absent	Melanie Spall	x		
					Norah Antil			x-absain
	Stacey Ray	X						
	Matheu Weidenbach	x						
<b>Decision:</b>		Motion passed						
<b>Notes:</b>								
•								

**Next Regular Meeting: March 19, 2026 at 5:30 pm**

**Approved on** April 16, 2026

**Patty Blake, Secretary**

**Beacon Academy School Board**