

December 15, 2018 DPSA Board Retreat Minutes
Pier B, Pilot Room
Duluth, MN

Board Members Present: Hilary Hodgman, Chair; Stephen Sydow, Vice Chair; Neil Byce, Immediate Past President; Andrew Richey, Treasurer; Katie Anderson, Secretary; Mike St John, Lon Hansen, Glenda LaTour, Kristin Grill, Val Peterson

Members not present, excused: Ryan Welch

Non board members present: Claudia Welty, Facilitator; Bonnie Jorgenson, Head of Schools; Tim Golden, Director of Business Services; Amanda Bruggman, Chris Todd, Amber Lightfeather, Jay Hromatka (HJ Sims), Karissa Hendricks, Human Resources; Wheeler and Associates Staff

Meeting began at: 9:00 AM

Welcome and Get Acquainted Activity

- Hilary Hodgman, DPSA Board Chair and Claudia Welty, facilitator)

Review of role of Board and role of administration

- Facilitated by Claudia Welty
- Review of MACS document assessment tool and resource provided
- Discussion on Governance role of board vs management role of administration

Mentorship program

- Facilitated by Mike St. John and Lon Hanson, Board Development Committee
- Review of program and supporting document provided

DECS Legacy Fund Update

- Facilitated by Claudia Welty and Hilary Hodgman
- Endowment is continuing to grow
- Teaching staff are made aware of process of applying

Succession Planning Discussion

- Facilitated by Claudia Welty
- Discussion on assessing leadership potential
- Head of School job description and DECS Succession Plan document shared
- Add to strategic plan for next steps

Snowflake Update

- Facilitated by Tim Golden and Bonnie Jorgenson
- Discussion regarding the arrangement with Duluth Nordic Ski Club

- Outdoor Science and Education Taskforce - Jen Fuchs, Principal, and Nick Cannon, Parent will serve as co-chairs and more information will be presented to the board in June
- Review of proposal for Parking Expansion at North Star

Bond Update and Discussion

- Facilitated by Jay Hromatka from HJ Simms
- Review of the bond process
- Bonnie Jorgenson and Tim Golden will work to develop a one pager overview for the board related to bonds and governance
- Supporting Documents Included

DSCR Discussion

- Facilitated by Hilary Hodgman and Neil Byce
- Determination of which formula to use

Savings account discussion

- Facilitated by Hilary Hodgman and Neil Byce
- Bring to Finance Committee to determine targeted amount for this account and time frame in which to get to that target
- Add to strategic plan

Five Year Financial Planning Overview

- Facilitated by Bonnie Jorgenson and Tim Golden
- Supporting documents provided
- Tim and Bonnie will develop a plan to present to the board to look at ways to increase teacher salaries
- By consensus Board approved making teacher salary increase a priority and understands this will mean lessening the number of staff we employ

Benefits Overview

- Facilitated by Karissa Hendricks and Wheeler Associates staff

Review Strategic Plan

- Facilitated by Claudia Welty
- Working document reviewed
- Additional goals regarding Savings Account and Succession Plan will be added

Adjourned 2:33 PM

Respectfully Submitted,
Katie Anderson, DPSA Board Secretary