

Board of Governors  
**Sobriety High School**  
Monday, May 11, 2009  
3:30 – 6:00 P.M.  
Minutes

Members Present: Larry Schmidt, Chad Benesh, Paul McGlynn, Crystal McAninch,  
Chet Johnson, Bob Doffing, Stan Hacker, Bruce Santerre, Alan Braun, Lee Wignall  
Staff: Barb Wornson, Debbie Bolton, Hannah Cushing, Judi Hanson, Katie Gruchalla,  
Mary Popelka, Amy Berentson, Julie Wettstein  
Guests: Parents

**3:30 Call to Order**  
**Introductions**

Stan Hacker  
Stan Hacker

**Acceptance of Sarah May's Resignation**

Stan Hacker

- Crystal McAninch is replacing Sarah May as the new Burnsville rep.

**Revisiting Board actions 4/29**

Board

- Want recovery to be full-time and think its necessary for our schools; willing to look at salaries and position changes; recovery needs to be represented but doesn't mean recovery leads the way, it should be parallel.
- No change in the feeling from last meeting.
- Ready to hear other solutions since things aren't moving forward.
- There was a decision that needed to be made fast so we picked one, two director model seems like the best on paper but its not the best if people aren't willing to go along with it. If we had more time we should've hammered out our differences, there are compromises that can be made and it doesn't have to be one or the other.
- Carver model says speak with one voice, once decision has been made we need to follow through with what board says. Recovery is a real concern with the plan that was approved. Is the issue of keeping 4 positions, or the 4 current people?
- There has been too much change, 3 campus model seemed good until the parents spoke, recovery director needs to stay because its very important, parents bring their kids here because we do have recovery and their chances of failure in other schools is high. Administration has changed, board has change and we need stability.
- Stability is key thing.
- Thought we are imposing too much change on systems, we have to make a change in budget sense, in this point in time from a calendar standpoint to make this change is too significant, take on the Carver models is to think on board level in big picture, support change but needs to be mindfully done and implement in November/December but make sure ground work is in place, vision is to end up at 3 campus plan further down the road.

**District 917 Concerns**

Stan Hacker

- Strongly recommend we get to a place where we all agree; come up with something that isn't such a wide split and with such an emotional reaction afterward.
- 917 has no official authority over school; legislature may be making changes to make them more responsible.
- Cautioned against model of two executive directors, have one in charge, opposes idea of academic director and recovery director with dual leadership, one person should be in charge, one should be designated as person who makes decisions.
- Cautioned making radical change but need to make changes to make a more financially sound organization.

- Doesn't support idea of having a facility at university avenue, executive director and admin can be integrated as leadership on one campus
- Perhaps new model should have one teacher as person responsible at site; may be 1 counselor for all 4 sites and won't ever work but that's why we need so many ADMs so we can academically staff a site and have recovery and clerical.
- Parent groups should be paired up for more stability and more involvement.
- Contract with 917 ends June 30 and contract needs to be in place by June 30 and involves a 917 approval and is overdue. Need a clear idea by May 20.
  - What does leadership look like on site? What do those salaries look like? Last year it was decided it should be equal - that recovery director and academic director are equal in leadership.
  - Begin gradually with long-term process.
  - Motion was passed and we need to amend or rescind the vote and takes 2/3 vote.
  - Look at plan that was approved and see how we can tweak it.

### **Carver Model**

Stan Hacker

- The board chair previously has been in a powerful position and want to change that and allow the board to speak and go forward with majority. If board speaks we move forward with it.

### **Parent Input**

- If you make too many drastic changes, parents/students have a choice.

### **Where do we go from here**

- Moved highest recovery director to the MSW – Bruce Seal is really wanting this position to work with mental health.
- Proposed position for Judi that is funded from outside source – for all 4 campuses – work with parent groups, donations, etc. Approached about funding position outside of budget, guaranteed one half of salary already and confident we could get the rest at no cost to school, this position could spend time recruiting.
- Bruce Seal would like to put 15% of Barb's salary in special ed for due process (6 hours a week).
  - What is the certainty of these decisions? That would free up about \$100,000.
- What do we want it to look like next year for positions, what do we need, we are looking for wiggle room to keep people.
  - We have changed positions and we are paying recovery directors as program director salaries because of jobs and responsibilities, we need to look at positions not people.
  - Look at salaries and the salary schedule and restructure.
- We need to figure out who's responsibility is what and have job descriptions laid out to make a reasonable decision.
- We should look at making up the board with parents and recovery directors in the future.
- Here are our options: we should move forward as is, make amendments and move forward or rescind the decision.
  - Stay with 2 director model and make clear amendments.
  - Hard to make decision without knowing here's what needs to be done and here's where it goes, its an asymmetrical plan with an executive director and assistant director and would be unfair to some sites, come up with ideas and move forward with parts that we agree on.
  - Hard to come up with roles and responsibilities without coming up with a model, need to make a commitment to model and come up with responsibilities – administrative coordinator's position needs to remain or someone has to be doing that stuff, talk about top 2 recovery director's salaries and what that leaves on the table for recovery and talk about recovery being on same salary schedule and same contract as teacher schedule.
  - Don't see why we can't stay with one director model why do we need two directors, she's not through her first year and now we are talking about adding another director.

- See an amendment to plan but see it come from Barb because she put a lot of time and research into it.
- Concerns about 2 directors co-existing and concerned about our sponsorship.
- There should be a committee of board members (Alan, Bob, Lee, Bruce and Stan) that aren't staff and they will come up with ideas and board will vote on those ideas. Strongly believe that a parent needs to be on the committee (Kim Payne). Meeting will be held on May 19 at 5:00.
- There is a time constraint to make these decisions.
- There is an undercurrent that is saying this is the wrong way to go. We need recovery at every site.
- We agree the administrative coordinator's position needs to be put back in the plan. We took out the lead teacher roles and we need to look at adding that back in if we don't have an additional director.
- Key ideas are full recovery, leadership and administrative support. If we go to one executive director, we need to rescind the plan.

*Motion to have named committee to come up with one hybrid plan and bring it back to board by Larry second by Chad. Send out plan that night to review.*

**ACTION: ADOPTED**

**Meeting Dates** All meetings are 4:00-6:30 at the Central Office unless other wise noted.  
May 20, June 17, August 19

**Adjournment**