The monthly meeting of the Board of Directors was held Tuesday, January 13, 2026 at LILA Upper School, 19850 Fenway Ave N Forest Lake, MN 55025.

**MEETING MINUTES**

## General Business

Call to order 6:07 pm

**Roll Call:**

Board Members/Director Present or Absent

| Name | Present/Absent |
|---|---|
| Renee Feagan (Chair - Parent) | Present |
| Jennifer May (Vice Chair - Parent) | Present |
| Michael Rynders (Parent - At Large) | Present |
| Karl Schaumann (Teacher) | Present |
| Erin Turner (Community Member) | Present |
| Jonell Pacyga (Parent) | Absent |
| Corey Purkat (Parent, Treasurer - At Large) | Present |
| Shannon Peterson (Executive Director, *ex officio member*) | Present |
| Julie Lundgren (CFO, *ex officio member*) | Present |
| Erin Chapman (Teacher) | Present |
| Kevin Hathaway (Teacher) | Present |

**Community Input:** Members of the public are invited to speak to the board for up to 3 minutes by submitting a speaker's card to a board member.

| Position/Role | Discussion |
|---|---|
| Students | Football and Coop |
| Mac Kukowski, Coop Football Coach | Football and Coop |

**Review of Agenda:**

- Add “Matt McCabe - AAA Update” to School/Community Presentation
- Add “Policy 246 - Teacher and Administrator Qualifications and Requirements” to Action Items
- Add “Policy 360 - Gender Inclusivity” to Action Items
- Add “Policy 516 - Sex Nondiscrimination, Title IX Grievance Procedure and Process” to Action Items
- Add “Policy Committee Meeting Minutes, 1/9/2026 (for review and file)” to Reports
- Add “Executive Director Search update” to Dialog/Discussion Items
- Move “Donations Report” to Action items

**Conflict of Interest Disclosure**:

- None

**School/Community Presentations:**

| Name | Position/Role | Presentation |
|---|---|---|
| Matt McCabe | AAA Director | AAA updates and highlights |

**Celebrate LILA:**

- Discover LILA Open House turnout has been great
- Lots of enthusiasm on 5th grade tour and assembly at Upper
- Holiday Music Department concert was enjoyable
- Supportive parent group created for help with immigration matters

## School Update

- Strategic Plan Pillar 1: Dynamic Student Experience
    - Discover LILA Open House occurring tonight at all campuses
    - Due to recent immigration matters, students are allowed online learning
    - Supportive parent group created for help with immigration matters
- Strategic Plan Pillar 2: Collaborative Community
    - Nutrition program review conducted by State of MN and resulted in no major findings
    - MN Paid Leave now in effect

- Strategic Plan Pillar 3: Professional Excellence
    - Lots of communication has gone out in support of students and staff regarding immigration matters
- Strategic Plan Pillar 4: Advancing LILA's Future
    - Enrollment trends are down slightly from average
    - Applications are being accepted for Executive Director role

## Action Items

**Action Item:** Treasurer's Report (November 2025 Financials)

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|---|---|
| Explanation | Board review and approval per LILA's internal control practices |

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| Motion | Motion to approve Treasurer's Report (October 2025 Financials) |

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|---|---|---|---|
| Made by | Corey Purkat | Seconded by | Karl Schaumann |

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| Discussion | Review of report |

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|---|---|---|---|---|---|---|---|
| Vote | | Yea | 7<br>Schaumann<br>Turner<br>May<br>Chapman<br>Hathaway<br>Purkat<br>Rynders | Nay | 0 | Abstain | 1<br>Feagan |

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|---|---|
| Decision | Motion carries. |

**Action Item:** FY26 Budget Revision 1

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|---|---|
| Explanation | Board review and approval per LILA's internal control practices |

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| Motion | Motion to approve FY26 Budget Revision 1 |

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|---|---|---|---|
| Made by | Karl Schaumann | Seconded by | Jennifer May |

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| Discussion | Review of budget rev. 1 |

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|---|---|---|---|---|---|---|---|
| Vote | | Yea | 7<br>Schaumann<br>Turner<br>May<br>Chapman<br>Hathaway<br>Purkat<br>Rynders | Nay | 0 | Abstain | 1<br>Feagan |

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| Decision | Motion carries. |

**Action Item:** Policy 246 - Teacher and Administrator Qualifications and Requirements

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|---|---|
| Explanation | Board review and approval per LILA's internal control practices |

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| Motion | Motion to approve Policy 246 - Teacher and Administrator Qualifications and Requirements |

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|---|---|---|---|
| Made by | Michael Rynders | Seconded by | Karl Schaumann |

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| Discussion | No major changes |

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| Vote | | Yea | 7<br>Schaumann<br>Turner<br>May<br>Chapman<br>Hathaway<br>Purkat<br>Rynders | Nay | 0 | Abstain | 1<br>Feagan |

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| Decision | Motion carries. |

**Action Item:** Amendment to Policy 360 - Gender Inclusivity

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|---|---|
| Explanation | Board review and approval required |

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| Motion | Motion to approve Policy 360 - Gender Inclusivity |

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|---|---|---|---|
| Made by | Michael Rynders | Seconded by | Kevin Hathaway |

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|---|---|
| Discussion | No major changes |

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| Vote | | Yea | 7<br>Schaumann<br>Turner<br>May<br>Chapman<br>Hathaway<br>Purkat<br>Rynders | Nay | 0 | Abstain | 1<br>Feagan |

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| Decision | Motion carries. |

**Action Item:** Policy 516 - Sex Nondiscrimination, Title IX Grievance Procedure and Process

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| Explanation | Board review and approval required |

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| Motion | Motion to approve Policy 516 - Sex Nondiscrimination, Title IX Grievance Procedure and Process |

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|---|---|---|---|
| Made by | Karl Schaumann | Seconded by | Jennifer May |

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| Discussion | No major changes |

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| Vote | | Yea | 7<br>Schaumann<br>Turner<br>May<br>Chapman<br>Hathaway<br>Purkat<br>Rynders | Nay | 0 | Abstain | 1<br>Feagan |

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| Decision | Motion carries. |

**Action Item:** Donations Report

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| Explanation | Moved from Consent Agenda |

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| Motion | Motion to approve Donations Report |

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|---|---|---|---|
| Made by | Jennifer May | Seconded by | Corey Purkat |

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| Discussion | None |

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| Vote | | Yea | 7<br>Schaumann<br>Turner<br>May<br>Chapman<br>Hathaway<br>Purkat<br>Rynders | Nay | 0 | Abstain | 1<br>Feagan |

| | |
|---|---|
| Decision | Motion carries. |

## Dialog/Discussion Items

- School Board Elections Update
  - Nomination period now open
- Training survey update (see document in folder)
  - Review of survey and training needs
- Executive Direction Search Update
  - Candidate pool is sufficient
  - Hiring timeline update

## Reports

| | |
|---|---|
| Subject | Finance Committee Meeting Minutes 1/12/2026 (for review and file) |
| Discussion | Reports are filed. |

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|---|---|
| Subject | Recent New Hires and Terminations (report in folder) |
| Discussion | Reports are filed. |

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|---|---|
| Subject | Executive Director Succession Committee 1/13/2026 (for review and file) |
| Discussion | Reports are filed. |

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|---|---|
| Subject | Policy Committee Meeting Minutes 1/9/2026 (for review and file) |
| Discussion | Reports are filed. |

## Consent Agenda

**Action Item: Approve Consent Agenda** (Board folder)

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| Motion | Motion to approve Consent Agenda (Secretary's Reports (12.9.2025) |

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|---|---|---|---|
| Made by | Karl Schaumann | Seconded by | Jennifer May |

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| Discussion | None |

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| Vote | | Yea | 7<br>Schaumann<br>Turner<br>May<br>Chapman<br>Hathaway<br>Purkat<br>Rynders | Nay | 0 | Abstain | 1<br>Feagan |

| | |
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| Decision | Motion carries. |

## Announcements

- Community Updates
  - None
- Board Member Training Updates
  - Kevin Hathaway (12.15.25)
    - "Adopt a Strategic Plan" by MN Charter Board Training and Development Grant Project
    - "Approve and Publish an Annual Report" by MN Charter Board Training and Development Grant Project

        - “Conduct a Board Election” by MN Charter Board Training and Development Grant Project
        - “Conduct an Annual Public Meeting” by MN Charter Board Training and Development Grant Project
        - “Maintain Authorizer Relations” by MN Charter Board Training and Development Grant Project
        - “Develop and Use Policies” by MN Charter Board Training and Development Grant Project
        - “Charter School Governance” by BLUUM Federal CSP Grants
        - “Charter School Finance” by BLUUM Federal CSP Grants
        - “Charter School Legal” by BLUUM Federal CSP Grants
        - “Charter School Academics” by BLUUM Federal CSP Grants
        - “Charter School Constructing the Board” by BLUUM Federal CSP Grants Kevin Hathaway (12.23.25)
        - Oversee Proper Use of Public Funds- MN Charter Board Training and Development Grant Project
        - Maximize Revenue with Reimbursements- MN Charter Board Training and Development Grant Project
        - Retain and Maintain Records- MN Charter Board Training and Development Grant Project
    - Erin Chapman (October-December 2025)
        - Fulbright Teachers for Global Classrooms Global Education Course, 60 hours

## Reflection on Board Performance

- Chair-led activity

**Adjourn:**

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| Motion | Motion to adjourn at 7:20pm |