



HCPA Board of Directors Board Meeting

Meeting Date: Wednesday, February 25, 2026

Type of Meeting: Board Meeting

Start Time: 5:30PM

Adjourned: 6:41PM

Location: Hmong College Prep Academy Board Room

Minute Taker: Mai Zer Vang

Facilitator: Susan Vang



Mission/Vision Statement: HCPA's mission is to provide the best integrated, challenging and well-rounded educational experience to students in grades K-12.

I. **Call to Order:** Susan Vang called the meeting to order at 5:30PM.

II. **Roll Call – Open Session:**

Yes	No	Name
x		Susan Vang – Board Chair
	x	Daniel Schmidt – Board Member
x		Sonya Zuker - Board Vice Chair
x		Ge Vang - Board Treasurer
x		Christine Smith - Board Member
x		Joseph Norby-White - Board Secretary
x		Danijela Duvnjak – HCPA Chief Academic Officer
x		David Kloskin – HCPA Chief Financial Officer
x		Kiersten Sloneker - HCPA K-12 Academic Program Manager
x		Tony Hang - HCPA Director of Operations
x		Alison Ford - Charter Source Representative
x		Ted Anderson - NEO Advisor

OPENING ITEMS

Agenda Item:	Approve Agenda
Notes:	Add agenda item - "Updated 25-26 SY Calendar"
Motion:	Motion to approve



Made by:	1 st : Sonya Zuker	2 nd : Ge Vang
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

DECLARATION OF CONFLICT OF INTEREST

Agenda Item:	Declaration of Conflict of Interest
Notes:	Board Members reviewed the Agenda and Declared NO Conflict of Interest

CONSENT AGENDA

Agenda Item:	Minutes & Contracts	
Notes:		
Motion:	Motion to approve the Consent Agenda	
Made by:	1 st : Sonya Zuker	2 nd : Ge Vang
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

SCHOOL ADMINISTRATION

Agenda Item:	Academic Report
Notes:	- All students returned back on site Feb 16, after our few weeks of optional online learning. Glad to have everyone back. - Elementary is rolling out the Achievement Unlocked 2.0 program. A positive motivation and goal-setting initiative for students. - Welcome Elizabeth Johnson, the new 6-12 Director of Teaching and Learning. - We held Literacy Night and Kindergarten Enrollment Night in February. - Maintenance has scheduled a lighting upgrade for the auditorium during spring break - Dome take down is also scheduled during spring break - HR is working on performance reviews and the upcoming HCPA Job Fair - There are multiple upcoming events in March

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All that a school should be.

GOVERNANCE COMMITTEE

Agenda Item:	Board Member Event Report
Notes:	Literacy Night: Good event. Low turn out due to the snow storm.

GOVERNANCE COMMITTEE

Agenda Item:	2026 Election Items	
Notes:	2026 Board Election will be from May 26-28 Seat C needs to be appointed and Seat E & Seat F are up for election this year.	
Motion:	Motion to approve the 2026 Election Items	
Made by:	1 st : Ge Vang	2 nd : Sonya Zuker
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ minor revisions	
Notes:	Policies 202, 203, 203.2, 203.6, 204, 209, 210.1, 214, 401, 406, 415, 417, 419, 426, 502, 503, 507, 511, 524, 532, 609 These are policies with the following revisions: Grammatical/formatting changes. Phrasing changes were made to reflect the operations specific to HCPA. Cross references to existing bylaws were updated and clarified.	
Motion:	Motion to approve the Policies 202, 203, 203.2, 203.6, 204, 209, 210.1, 214, 401, 406, 415, 417, 419, 426, 502, 503, 507, 511, 524, 532, 609	
Made by:	1 st : Ge Vang	2 nd : Christine Smith
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

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GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 203.1 School Board Procedures
Notes:	Addition of H "The chair has the authority to declare a recess at any time for the purpose of restoring decorum to the meeting or for any other necessary purpose."



Motion:	Motion to approve Policy 203.1 School Board Procedures	
Made by:	1 st : Josephy Norby-White	2 nd : Ge Vang
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 203.5 Charter School Board Meeting Agenda	
Notes:	Added III C --> "documents shall be sent to the board members three to five days prior to the scheduled school board meeting."	
Motion:	Motion to approve Policy 203.5 Charter School Board Meeting Agenda	
Made by:	1 st : Sonya Zuker	2 nd : Christine Smith
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

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GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 205 Open Meetings & Closed Meetings	
Notes:	Changes to exceptions for closed meetings.	
Motion:	Motion to approve Policy 205 Open Meetings & Closed Meetings	
Made by:	1 st : Sonya Zuker	2 nd : Ge Vang
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

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GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 208 Development, Adoption, and Implementation of Policies
Notes:	How will notice be provided if a policy committee is not authorized?

Motion:	Motion to approve Policy 208 Development, Adoption, and Implementation of Policies	
Made by:	1 st : Sonya Zuker	2 nd : Joseph Norby-White
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 212 School Board Member Development	
Notes:	Changes to Art. III training to reflect 124E.07	
Motion:	Motion to approve Policy 212 School Board Member Development	
Made by:	1 st : Ge Vang	2 nd : Sonya Zuker
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 404 Employment Background Checks	
Notes:	List of who needs to be background checked should STAY. Update volunteer to 1 year.	
Motion:	Motion to approve Policy 404 Employment Background Checks	
Made by:	1 st : Ge Vang	2 nd : Sonya Zuker
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

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Agenda Item:	Policy Review: Policies w/ updates to review - Policy 405 Veteran's Preference	
Notes:	Added C-5: Teacher hiring to the policy.	



Motion:	Motion to approve Policy 405 Veteran's Preference	
Made by:	1 st : Sonya Zuker	2 nd : Ge Vang
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 414 Mandated Reporting of Child Neglect or Physical or Sexual Abuse	
Notes:	Added updates to State Statutes	
Motion:	Motion to approve Policy 414 Mandated Reporting of Child Neglect or Physical or Sexual Abuse	
Made by:	1 st : Sonya Zuker	2 nd : Joseph Norby-White
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 416 Drug and Alcohol Testing	
Notes:	Extensive "notes" were added to the policy. Board members reviewed the added notes.	
Motion:	Motion to approve Policy 416 Drug and Alcohol Testing	
Made by:	1 st : Sonya Zuker	2 nd : Joseph Norby-White
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

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GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 501 School Weapons	
Notes:	Extensive updates to State Statutes and review of the definitions.	



Motion:	Motion to approve Policy 501 School Weapons	
Made by:	1 st : Joseph Norby-White	2 nd : Ge Vang
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 506 Student Discipline	
Notes:	Extensive "notes" were added. Board members discussed and decided to table the policy.	
Motion:	Motion to table Policy 506 Student Discipline	
Made by:	1 st : Sonya Zuker	2 nd : Ge Vang
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

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GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 514 Bullying and Cyber-Bullying Prohibition	
Notes:	Board members reviewed the malicious and sadistic definitions.	
Motion:	Motion to approve Policy 514 Bullying and Cyber-Bullying Prohibition	
Made by:	1 st : Sonya Zuker	2 nd : Ge Vang
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

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GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 531 Pledge of Allegiance	
Notes:	There will be a survey sent out next month to students and families about the Pledge of Allegiance to collect data.	



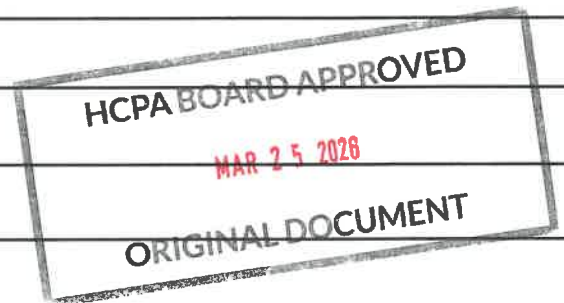
Motion:	Motion to table Policy 531 Pledge of Allegiance until we receive results from the survey	
Made by:	1 st : Sonya Zuker	2 nd : Christine Smith
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

GOVERNANCE COMMITTEE

Agenda Item:	Policy Review: Policies w/ updates to review - Policy 614 Testing Procedures	
Notes:	In the policy, change "Academic Officer" to "Designated School Administrator" The policy needs to include graduation requirements.	
Motion:	Motion to table Policy 614 Testing Procedures	
Made by:	1 st : Sonya Zuker	2 nd : Christine Smith
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

FINANCE COMMITTEE

Agenda Item:	Monthly Financial Review	
Notes:	ADM Overview: Original Budget: 2,465 Actual ADM: 2,452 Days' Cash on Hand: 283 days (minimum is 90 days) Debt Service Coverage Ratio: 2.71 (minimum is 1.10) The school and CLA are in the process of prepping the 990 documents to be sent over to the auditors.	
Motion:	Motion to approve the Monthly Financial Review	
Made by:	1 st : Ge Vang	2 nd : Sonya Zuker
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	





FINANCE COMMITTEE

Agenda Item:	A-Comp & Q-Comp Stipend	
Notes:	The same as last year. No changes.	
Motion:	Motion to approve the A-Comp & Q-Comp Stipend	
Made by:	1 st : Sonya Zuker	2 nd : Joseph Norby-White
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

FINANCE COMMITTEE

Agenda Item:	2026-2027 Teacher Pay Scale	
Notes:	This is the third and final year of the increase in the teacher pay scale. Added the last bullet point which would give staff that have reached the max step lane and are returning to receive a salary at the max step plus an additional \$600.	
Motion:	Motion to approve the 2026-2027 Teacher Pay Scale	
Made by:	1 st : Josephy Norby-White	2 nd : Sonya Zuker
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

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FINANCE COMMITTEE

Agenda Item:	723 Procurement Policy	
Notes:	This is the same policy that every school uses. There was some formatting changes and some additions to further the language of the policy.	
Motion:	Motion to approve the 723 Procurement Policy	
Made by:	1 st : Ge Vang	2 nd : Josephy Norby-White
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	



Action:	Motion passed.
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FINANCE COMMITTEE

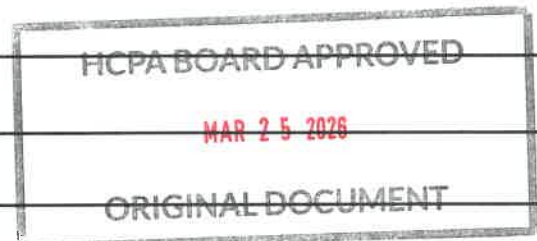
Agenda Item:	Mortenson Contract, Kodet/Teri Nagel Contract, Best & Flanagan Contract	
Notes:	HERC will review and approve of these contracts and then it will be brought to the HCPA board to ratify these contracts.	
Motion:	Motion to approve tabling these contracts until HERC has received, reviewed and approved.	
Made by:	1 st : Sonya Zuker	2 nd : Christine Smith
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

SCHOOL ADMINISTRATION CONT'D

Agenda Item:	Updated 25-26 SY Calendar	
Notes:	Removed the two early release dates, April 21 & 22 from the calendar.	
Motion:	Motion to approve the Updated 25-26 SY Calendar	
Made by:	1 st : Sonya Zuker	2 nd : Christine Smith
Voted Yea: 5 Voted Nay: 0 Abstain: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	
Action:	Motion passed.	

ADJOURN

Agenda Item:	Adjourn	
Notes:		
Motion:	Motion to Adjourn Board meeting at 6:41PM	
Made by:	1 st : Sonya Zuker	2 nd : Ge Vang
Voted Yea: 5 Voted Nay: 0	Susan Vang, Sonya Zuker, Ge Vang, Joseph Norby-White, Christine Smith	





Abstain: 0	
Action:	Motion passed.

The Board Meeting Adjourned at 6:41PM.

