

**STEAM ACADEMY BOARD MEETING
AGENDA/MINUTES 1/09/2021**

School Name	STEAM Academy	
Charter Number	#4270	
Date	01/09/2021	
Address	1250 Fifield Ave, Falcon Heights, MN 55108 Via Zoom https://umn.zoom.us/j/99700378319	
Board Members Present	Role	
Hamada Aboubakr	Board Chair	
Joe Lopez	Board Secretary	
Sarah Chelbi	Board Vice Chair	
Tamer Sharafeldin	Board member	
Board Members Absent		
Mahdi Nur		
Community members present		
Call to Order	By	Time
	Joe Lopez	6:15 pm
School Mission Statement		
<p>Mission: STEAM Academy’s mission is to provide a student-centered learning environment where all of its students, families, and communities apply the civic skills needed to wisely meet the common good through personal and public education. Our school strives to answer the question, “Why do I need to know this?” from diverse perspectives: culturally responsive, critical thinking, life-long learning, gender neutral, community informed, cross generational, and any other viewpoint that produces a greater public good.</p>		
<p>Vision: STEAM Academy embraces a multidisciplinary curriculum with an emphasis on Science, Technology, Engineering, Arts, and Mathematics (STEAM) to provide a learning-for-understanding environment which values personal and community accountability, creativity, diversity, critical thinking, and multiculturalism. We believe that schools can prepare their students for greater understanding of profound issues through collaboration, critical thinking and problem solving. We believe this is possible when learning is done with purpose.</p>		
Community Comment		
Public Comment is an open forum portion of the meeting and is an opportunity to present an issue, concern, or other statement to the Board of Directors. Individuals wishing to address		

the Board must sign up prior to the Call to Order and will be allotted three (3) minutes. Total public comment will be limited to twenty one (21) minutes.

No community attendance/discussion

Declaration of Conflict of Interest if any

Board members read the agenda and disclose if they have any real or perceived conflict of interest with any agenda item.

Approval of the Agenda

Motion	Motion made by Hamada at 6:30 pm		
Made by: Hamada Aboubakr		Seconded by: Joe Lopez	
Discussion	No discussion		
	Yea	Nay	Abstain
	4	0	0

Agenda			
<ol style="list-style-type: none"> 1. Approve the suggested Agenda 2. Discuss interview questions for startup coordinator 3. Discuss salary for startup coordinator 4. Other suggested items 			

1. Approve suggested Agenda			
Motion	Motion made by Joe Lopez 6:32pm		
Made by: Joe Lopez		Seconded by: Tamer Sharafeldin	
Discussion			
	Yes	Nay	Abstain
	4	0	0

2. Discuss interview questions for startup coordinator

*Discussion notes below

3. Salary discussion			
Motion	Motion to approve hourly wage for startup coordinator at 6:34 pm		
Made by: Tamer Sharafeldin		Seconded by: Hamada Aboubakr	
Discussion	Discussion notes below		

Vote was unanimous			
	Yes	Nay	Abstain
	4	0	0

4. Other suggested items

Adjourn Meeting			
Motion	Motion to adjourn meeting made by Joe Lopez at 6:36 pm		
Made by: Joe Lopez	Seconded by: Hamada Aboubakr		
Discussion	none		
Vote was unanimous			
	Yes	Nay	Abstain
	4	0	0

1. Approve meeting agenda
 - a.
 2. Discuss interview questions for startup coordinator
 - a. Hamada told us that we currently have 11 applicants
 - b. Started off with reading off the list of interview questions compiled by the hiring committee. The committee will be asking for feedback on the questions.
 - c. Tamer: do we have something objectively to analyze the answers made by the interviewees?
 - i. Joe: possibility of reaching out to someone with experience (Julie Henderson)
 - ii. Hamada: we should make our own scoring sheets, each question can be scored out of ten points, and the interviewers can score each answer given so that we can make a final decision
 1. We will follow the Open and fair hiring process giving the opportunity to everyone.
 - a. Joe: hiring committee should create this evaluation sheet
3. Discuss Salary for startup coordinator
 - a. Joe: wondering if the start up coordinator should be salary based or hourly based, and if hourly, how many hours per week/\$ per hour
 - b. Hamada: 10 hours a week for \$30-35 - suggestion
 - i. we have \$50,000 for the start up coordinator/principle
 - ii. if we give it salary we will not be able to follow up with that person every meeting, but if it is hourly based, we can follow up on their progress and evaluate their progress
 - iii. but we are unclear, that is why we called this meeting today to get input

- c. Tamer
 - i. we need to make the offer and wait for candidates to accept our offer
 - ii. 20 hours a week because there is a lot of work to do and a lot of responsibility attached to this position, 10 hours a week is not enough to offer and not enough for people to commit to the role
 - iii. Joe agrees that 10 hours might throw people off and people might not be willing to commit
 - d. Hamada
 - i. we could ask the interviewees how many hours they need a week to complete the work needed
 - 1. Joe: then we need to make the decision that this position is hourly and not salary before hand
 - ii. Usually there is negotiation between them and the board in terms of salary, and we can finalize our idea later
 - e. Tamer: we could reach out to Shannon Benalshaikh to ask how much the average hour for start-up coordinator is
 - f. Motion for the position to be hourly
4. Other suggested items
- a.

STEAM Academy Authorizer:
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<https://umn.zoom.us/j/99700378319>