

Draft of SNA Board Meeting

May 22nd, 2025

**Star of the North Academy
1562 Viking Blvd NE, East Bethel, MN**

Meeting called to order at 6:06 PM by Board Chair Javed Mohammad

Board Members Present: Javed Mohammad, Fikret Ajdinovic, Zeenat Ahmed, and Abdul Khadeer

Absent: Natoli Umer

Others Present: Eman Ibrahim, Magdy Rabeaa, Mindy Wachter, Jean Neuman (NEO), and Arbaz Mohammed

Community Comment 5- 10 Minutes:

Comment is the only open forum portion of today's meeting and is an opportunity to present an issue or concern to the board of directors. There is a maximum of ten minutes set aside for community comment. Each presentation should be limited to no more than two minutes. If your item needs follow-up from the board and/or staff or will require research etc., a decision may not be made during today's meeting. Thank you for coming this evening.

Adoption of Agenda and Addendum

Motion to approve the board meeting agenda made by Javed Mohammad and seconded by Zeenat Ahmed. The motion passed unanimously.

Discussion/Action Items

Item No.	Subject	Presenter	Time
1	<p>Review April 15th, 2025 meeting minutes Arbaz Mohammed from Star of the North Academy presented the meeting minutes of the April 15th, 2025 board meeting.</p> <p>A motion to approve the meeting minutes of April 15th, 2025 Board Meeting as presented was made by Javed Mohammad and Seconded by Zeenat Ahmed. The motion passed unanimously.</p>	Javed Mohammad	6:08 PM - 6:10 PM
2	<p>Review April financials and supplemental reports Mindy Wachter from Creative planning presented financial reports, balance sheets and supplemental packets</p> <p>A motion to approve the April 2025 financial reports as presented was made by Abdul Khadeer And Seconded by Zeenat Ahmed. The motion passed unanimously by a roll call.</p>	Mindy Wachter	6:11 PM - 6:39 PM
3	<p>Review & Approve Behaviour policy Board members reviewed the behaviour policy document presented in the meeting.</p>	Eman Ibrahim	6:41 PM - 6:44 PM
4	<p>Review & Approve updated CMO contract Board members reviewed the updated CMO contract document presented in the meeting.</p> <p>A motion to approve the updated CMO contract as presented was made by Abdul Khadeer and Seconded by Zeenat Ahmed. The motion passed unanimously.</p>	Javed Mohammad	6:45 PM - 6:51 PM
5	<p>Review & Approve Request for Proposal (RFP) Board members reviewed the Request for Proposal (RFP) document for all contracted services needed for the 2025-2026 school year.</p> <p>The following contracts were reviewed:</p> <ul style="list-style-type: none"> ● Van Transportation (A & K Transportation) ● Human Resources ● Bus Transportation (American Student Transportation) ● Accounting & Advisory Services ● Lauren Mauel's Academic Coaching ● Indigo Education ● Leading Educational Services, LLC <p>A motion to approve the contracts presented was made by Javed Mohammad and Seconded by Zeenat Ahmed. The motion passed unanimously by a roll call. The contracts / agreements meet SNA RFP policy.</p>	Eman Ibrahim	6:51 PM - 7:02 PM
6	<p>Executive Director Report Eman Ibrahim went through the executive director's report.</p> <p>Enrollment Update:</p> <ul style="list-style-type: none"> ● Coon Rapids Campus: 188 students enrolled ● East Bethel: 146 students enrolled. ● Total Enrollment: 334 students. <p>2025-2026 Hiring Update:</p>	Eman Ibrahim	7:03 PM - 7:17 PM

- Most staff members at both campuses have been rehired for the upcoming academic year. However, two to three staff members/teachers were not retained due to ongoing performance concerns or a lack of demonstrated improvement.
- **The new hires are:**
 - Dave Ablay, K-6
 - Ma Denise Alesandra Jessamine Abuso, K-6
 - Jen Lorain Salvador Lim, K-6
 - Sabrina Reyes, K-6
 - Shaouna Lodhi- MS Science, contract sent- has not been accepted yet. (Deadline May 23rd)
- The hiring committee is interviewing for the positions that are still needed.
- Our HR Consultant is currently updating our job postings on the following platforms:
 - Indeed.com
 - EdPost
 - MNSchoolJobs
 - Facebook Community Pages

Teaching & Learning Updates:

Academic Goals for this school year are:

- Achieve **15% growth** in grade-level proficiency on MCA Reading, Math, and Science.
- Ensure **80% or more** of students meet or exceed expectations/goals on the NWEA assessment.

Instructional Support & Professional Development:

Lesson Planning & Pacing Guides:

Teachers are required to submit unit/lesson plans to instructional coaches weekly.

Instructional Coaches provide feedback on a weekly basis via emails or meet one-on-one with teachers to review lesson plans and ensure standards alignment.

Student Intervention Plan:

The intervention specialists, support staff and teachers provide targeted interventions in math, reading, and science at both campuses.

Instructional Coach:

Instructional Coaches provide feedback on a weekly basis via emails or meet one-on-one with teachers to review lesson plans and ensure standards alignment.

at 7:18 PM by a unanimous vote.

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