

SNA Board Meeting

Nov 18th, 2025

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

Meeting called to order at 6:03 PM by Board Chair Javed Mohammad

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

Absent: None

Others Present: Magdy Rabeaa, Mindy Wachter, Arbaz Mohammed, Mary Myers and Ted Anderson

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

A motion to approve the board meeting agenda was made by Javed Mohammad and a second by Zeenat Ahmed. The motion passed unanimously.

Discussion/Action Items

Item No.	Subject	Presenter	Time
1	Review and approve September 16th, 2025 Board Meeting Minutes Javed Mohammad presented September 16th, 2025 board meeting minutes in the meeting. A motion to approve the meeting minutes as presented was made by Javed Mohammad and seconded by Zeenat. The motion passed unanimously by a roll call.	Javed Mohammad	6:08 PM - 6:10 PM
2	Conflict of Interest All the members were asked if there were any conflicts of interest to disclose regarding the agenda items and discussion. No conflicts of interest were raised by any member.		6:10 PM - 6:11 PM
3	Review Financials and Supplemental reports Mindy Wachter from Creative Planning presented financial reports, balance sheets and supplemental packets for September - October A motion to approve May - August financial reports as presented was made	Javed Mohammad	6:10 PM - 6:33 PM

	by Javed Mohammad And Seconded by Javed Mohammad. The motion passed unanimously by a roll call.		
4	<p>Board Development Plan</p> <ul style="list-style-type: none"> ● November Facilitator Guide ● Employment Key Policies ● Understanding Employee Laws in Charter School <p>The training was provided by Marcy Myers from (Instructional Designs Inc. Consultant).</p>	Marcy Myers	6:36 PM - 7:06 PM
5	<p>Review and approve of hiring staff</p> <p>Magdy Rabeaa presented names of staff hired in the board meeting. The following is list of new hires:</p> <ul style="list-style-type: none"> ● Idrissia Elasba (Sped Para) ● Abdi Mohamed (Sped Para) <p>A motion to approve the hiring of staff as presented was made by Zeenat Ahmed and seconded by Javed Mohammad. The motion passed unanimously by a roll call.</p>	Javed Mohammad	7:06 PM - 7:10 PM
6	<p>Review & Approve Request for Proposal (RFP)</p> <p>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"> ● Egan Company ● Jomac Mechanical LLC <p>A motion to approve the contracts presented was made by Abdul Khadeer and seconded by Zeenat Ahmed. The motion passed unanimously by a roll call. The contracts / agreements meet SNA RFP policy.</p>	Magdy Rabeaa	7:10 PM - 7:12 PM
7	<p>Executive Director Report</p> <p>Magdy Rabeaa presented an executive director report.</p> <p>Enrollment Update:</p> <ul style="list-style-type: none"> ● East Bethel: 175 students enrolled. ● Coon Rapids Campus: 210 students enrolled ● Total Enrollment: 375 students. <p>Staffing & Hiring Update:</p> <ul style="list-style-type: none"> ● Currently hiring for ELL teacher for Coon Rapids campus. ● Our HR Consultant is currently updating our job postings in different websites. <p>Teaching & Learning Updates:</p> <p>Star of the North Academy has two Instructional Coaches, one for each campus. Here is what is being done to improve academics:</p> <ul style="list-style-type: none"> ● Reviewing lesson plans weekly to ensure they meet state standards and align with weekly instructional plans. ● Reviewing weekly assessments completed by teachers to ensure rigor and appropriateness. 	Magdy Rabeaa	7:12 PM - 7:19 PM

	<ul style="list-style-type: none"> Tracking and reviewing assessment data entered by teachers in the assessment tracker. Meeting with teachers bi-weekly to provide feedback and address any concerns. Conducting formal and informal classroom observations. Checking Trimester 1 assessments for alignment with standards and rigor. <p><u>Teaching & Updates:</u></p> <p>Both campuses have finished the NWEA, Fastbridge, & CAPTI test.</p>		
8	<p>Review and approve SIP Plan Board members reviewed the SIP Plan document presented by Javed Mohammad..</p> <p>A motion to approve the SIP Plan as presented was made by Javed Mohammad and seconded by Abdul Khadeer. The motion passed unanimously by a roll call.</p>	Javed Mohammad	7:19 PM - 7:20 PM

A motion for adjournment was made by Abdul Khadeer and seconded by Javed Mohammad, the meeting was adjourned at 7:22 PM by a unanimous vote.

Next Board Meeting:

December 09th, 2025