

**The Journey Schools (TJS): Level 10 Meeting Agenda**

**Date: June 23 at 6 p.m.**

**Zoom Meeting**

**(Scott will send out a Zoom Invite for all)**

TJS (775 Lexington Pkwy N, St Paul, MN 55104)

**Meeting Start Time:** 06:11pm

**Board Attendance**

| <b>Board Member</b> | <b>Present</b> | <b>Excused Absence</b> | <b>Unexcused Absence</b> |
|---------------------|----------------|------------------------|--------------------------|
| Brittany Barth      | X              |                        |                          |
| Michelle Cambrice   | X              |                        |                          |
| Scott Gostchock     | X              |                        |                          |
| Michelle Ji         |                | X                      |                          |
| Craig Kepler        |                | X                      |                          |
| Angela Silver       | X              |                        |                          |
| Nicole Zagrzebski   | X              |                        |                          |
| Scott Kloetzke      | X              |                        |                          |

**Participants:**

**Mission:** “To provide all students with the values, skills and knowledge needed to embark on a life-long journey to success.” This is what The Journey School will do every day for all the children. In the long-term we want to be known as a school where: “**All students love to learn, have access to a high-quality, individualized, technology embedded, standards-based curriculum with clearly defined and measurable expectations; presented by highly effective teachers and leaders in a safe, structured, creative and nurturing learning environment that includes parent and community engagement. Students are empowered to be productive and contributing individuals in their school, local community, and the global society.**”

**Meeting Norms:** Turn off devices. Start promptly. Full involvement and attention from all. Mute themselves, when not speaking.

**Segue:** (5 minutes) Share a personal highlight since the last meeting

**Financial Reporting and Approval:**

**Scorecard:** (5 minutes) Report numbers relative to goals. Move issues to Identify – Discuss – Solve (IDS)

- *Review Principal's Report*

| Description            | Measurement(s) |
|------------------------|----------------|
| Financials             |                |
| Enrollment             |                |
| ELL Students           |                |
| ELC Students           |                |
| Free and Reduced Lunch |                |
| Prospects/Recruitments |                |
| Wrap-Around Enrollment |                |
| Test Scores            |                |
| Other?                 |                |

**Rock Review:** (5 minutes) Review status of each leadership team rock (“on track” or “off track”). (if a rock is off track or something is standing in the way of the rock completion immediately move to *Issues List*)

(Owner does not have to do it all, but has to own/be accountable to say “on track” or “off track”)

**People Headlines:** (5 minutes) (a moment where everyone in the room has an opportunity to share a negative or positive about someone in the organization, vendor, etc. that is important for all to know...)

- Shannon and Seth G. were both approved for Serve Safe (food service)

**To-Do List:** (5 minutes) Insert action items from meeting. Done or not done?

| <b>Actions/Steps Required</b>   | <b>Resources Needed</b> | <b>By Date</b>            | <b>Point Person</b> | <b>Outcome/Measurement</b> |
|---|-------------------------|---------------------------|---------------------|----------------------------|
| Craig, Michelle G and Scott G to connect regarding conflict of interest |                         | June 3 <sup>rd</sup> 2022 | Scott G.            |                            |
| Scott G. and Michelle C. to have conversation prior to involving Craig  |                         | May 31 <sup>st</sup> 2022 | Scott G.            |                            |
| Scott G to contact new board members for board training                 |                         | 8/25/2022                 | Scott G.            |                            |

**IDS – Identify/Discuss/Solve:** (60 minutes) Current Issues List - Prioritize. Start with #1-#3.

| <b>Priority</b> | <b>Topic</b>                       | <b>Solution (Who does what by when?)</b>   |
|-----------------|------------------------------------|--|
|                 | Financials                         |  |
|                 | Conflict of Interest and the board | Scott Gostchock will remain chairman of the board until otherwise notified from IQS – email from Craig Kepler attached below |
|                 | Onboarding                         | Scott G will contact two new members   |

**Conclusion:** (5 minutes) Tie up loose ends.

- Review and Recap To-Do List

**New To-Do List:** (5 minutes) Insert new action items from today's meeting – [see above to-do-list](#)

- **Conflict of interest review:**
- **Cascading Messages:** (What needs to be communicated? By/to whom, how, when?) Brittany Barth to contact Michelle Ji, Scott G to contact Craig
- **Rate this meeting:** (1-10) = (How can we improve?): 8, 8, 9, 8, 8, 7-Initial email was missing zoom meeting link
- **Next Meeting Date/Time/Location:**
  - **Thursday, 8/25/2022 at 6 p.m.**
  - **TJS (775 Lexington Pkwy N, St Paul, MN 55104)** – Zoom if needed
- **Meeting closing: 6:49pm**

**Email as referenced in the IDS:**

Hello Scott:

This email will address two conflict of interest questions that you asked me.

The first involves the impact of charter school conflict of interest rules as they apply to the relationship between The Journey School and The SON Experience, which is the owner of the Journey School's facility (and therefore The Journey School's landlord). You are the Journey School board chair. Two of your close family members – your wife and son – are employees (but not officers, directors, nor executives) of The SON Experience.

Minn. Stat. 124E.07, Subd. 3(b) prohibits you from serving on the board if any of your immediate family members is an **“owner or principal”** of The SON Experience. The SON Experience is a nonprofit corporation and church. As such, it has no owners. “Principal” is not defined in the statute, but its common usage meaning equates to a person who is involved in directing entity decision-making: a member of the board of directors, for example, or a high executive. Neither your wife nor your son falls into that category.

124E.14 states that, as a member of The Journey School board, you cannot participate in decisions involving its lease with The SON Experience (in other words, you must abstain) if any of your family members “has a financial interest” in The SON Experience. As with “principal”, the statute does not define “financial interest”. However, in its common usage, “financial interest” describes an ownership interest, or an investment from which a return is expected. Again, The SON Experience is a nonprofit corporation. As such, there is no person with a financial interest in the company.

Finally, 317A.255 (the conflict rule in the nonprofit corporation law) applies to a contract between The Journey School and an entity in which any of your family members has a

“material financial interest”. If there is such a relationship, you must disclose it to the board and abstain from voting on matters involving The SON Experience. However, as ordinary employees, neither your wife nor son would have a “material financial interest” in The SON Experience.

Thus under each of the three conflict of interest rules that apply to charter school directors, it is my opinion that there is not a conflict that prevents you from serving as the board chair of The Journey School.

The second question you asked has to do with a contract between The Journey School (approved by The Journey School board) and an organization called “Heart Math”, which is run by Jabez Counseling Services. As I understand it, Steven Cambrice is a principal (either owner or other person of decision-making authority) at Jabez.

Steven Cambrice is the husband of Michelle Cambrice, the schools’ executive director. As executive director, Michelle Cambrice is an employee of The Journey School and is subject to the authority of the school’s board of directors.

124E.14(a) says that Michelle shall not “participate in selecting, awarding, or administering a contract” if a material conflict of interest exists. Given that Michelle and Steven are married, a material conflict of interest does exist vis-à-vis the contract between The Journey School and Heart Math.

Therefore, the question is whether Michelle participates in “selecting, awarding, or administering” the contract. I do not believe Michelle participates in selecting or awarding the contract. The Journey School board of directors does that. There is a question whether Michelle participates in “administering” that contract. I don’t know what sort of involvement the school has in delivering Heart Math services to students, nor in rating Heart Math’s performance for purposes of future board action vis-à-vis whether to renew or extend the contract. The simple answer would be to appoint somebody other than Michelle to handle that task, and insulate Michelle from all aspects of Heart Math’s activities in the school.

**Craig Kepler**

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### The Journey School Strengths

|                          | 1            | 2             | 3              | 4              | 5                 | 6             | 7             | 8              |
|--------------------------|--------------|---------------|----------------|----------------|-------------------|---------------|---------------|----------------|
| <b>Michelle Cambrice</b> | Achiever     | Deliberative  | Relator        | Focus          | Individualization | Arranger      | Command       | Significance   |
| <b>Kathy Gold</b>        | Consistency  | Harmony       | Intellection   | Empathy        | Input             |               |               |                |
| <b>Andrew Lundquist</b>  | Achiever     | Relator       | Responsibility | Significance   | Competition       |               |               |                |
| <b>Sheila Shambley</b>   | Learner      | Restorative   | Arranger       | Strategic      | Relator           |               |               |                |
| <b>Shannon Gostchock</b> | Consistency  | Empathy       | Achiever       | Adaptability   | Intellection      | Developer     | Input         | Responsibility |
| <b>Kevin Davis</b>       | Strategic    | Positivity    | Developer      | Responsibility | Relator           | Achiever      | Input         | Connectedness  |
| <b>Shawn Baker</b>       | Analytical   | Significance  | Belief         | Responsibility | Consistency       |               |               |                |
| <b>Angela Silver</b>     | Achiever     | Relator       | Harmony        | Focus          | Empathy           |               |               |                |
| <b>Brittany Barth</b>    | Analytical   | Relator       | Significance   | Focus          | Achiever          |               |               |                |
| <b>Nicole Zagrzebski</b> | Developer    | Connectedness | Empathy        | Responsibility | Consistency       |               |               |                |
| <b>Mark Wrightsman</b>   | Learner      | Arranger      | Responsibility | Achiever       | Activator         | Focus         | Futuristic    | Belief         |
| <b>Judith Darling</b>    | Achiever     | Harmony       | Intellection   | Input          | Focus             | Relator       | Restorative   | Responsibility |
| <b>Michelle Ji</b>       | Relator      | Arranger      | Communication  | Analytical     | Responsibility    |               |               |                |
| <b>Craig Kepler</b>      | Intellection | Relator       | Learner        | Input          | Responsibility    | Connectedness | Context       | Ideation       |
| <b>Wesley Tucker</b>     | Restorative  | Arranger      | Includer       | Consistency    | Achiever          | Analytical    | Significance  | Competition    |
| <b>Scott Gostchock</b>   | Relator      | Achiever      | Responsibility | Learner        | Discipline        | Communication | Individualize | Belief         |
| <b>Melanie Baker</b>     | Achiever     | Connectedness | Context        | Analytical     | Arranger          | Input         | Learner       | Responsibility |
| <b>Jon Voss</b>          | Empathy      | Adaptability  | Developer      | Positivity     | Woo               |               |               |                |

|                                |            |             |                |               |                |        |              |         |
|--------------------------------|------------|-------------|----------------|---------------|----------------|--------|--------------|---------|
| <b>Alexandra Yakin</b>         | Positivity | Achiever    | Strategic      | Woo           | Communication  |        |              |         |
| <b>Tyrell Sledge</b>           | Achiever   | Includer    | Positivity     | Communication | Arranger       |        |              |         |
| <b>Monica Barrerea-Ramirez</b> | Includer   | Restorative | Adaptability   | Discipline    | Empathy        |        |              |         |
| <b>Madeline Richards</b>       | Input      | Relator     | Intellection   | Connectedness | Learner        |        |              |         |
| <b>Madison Hare</b>            | Learner    | Restorative | Developer      | Achiever      | Responsibility | Belief | Adaptability | Harmony |
| <b>Evelyn Boone</b>            | Learner    | Input       | Responsibility | Restorative   | Developer      |        |              |         |