



Board Meeting Minutes

Escuela Éxitos

Minutes of the Regular Meeting of the Board of Directors

Meeting Date: January 20, 2026

Meeting Time: 4:30 p.m.

Meeting Location: 4741 Zealand Ave. N – New Hope

<https://meet.google.com/vbw-ipyi-oww?hs=122&authuser=1>

Board Members Present: Colleen, Ingris, Angela and Kenia

Board Members Absent: Sam

School Officials Present: Luis

Others Present: Shannon (MKGD), Ted (NEO)

1. Call to Order

The meeting was called to order by Colleen at 4:36 p.m.

2. Roll Call

Colleen, Ingris, Angela and Kenia

3. Conflict of Interest Statement

All board members present confirmed and stated they did not have any conflicts of interest

4. Approve Agenda

The motion to approve the agenda was presented by Colleen and seconded by Ingris. The motion carried unanimously.

5. Approve Previous Meeting Minutes

The motion to approve the December minutes was moved by Kenia – seconded by Colleen. The motion carried unanimously.

6. Approve Journal Entry Transfer and December Financials

Shannon presented the financials update and the account payable report. The motion to approve the journal entry transfers and December financial update was moved by Colleen and seconded by Kenia. The motion carried with Ingris, Colleen, Angela, and Kenia all voting in favor.

**7. Approve resignation and hiring of Teacher Assistants
(Resigning: Issneidy Perez and Dana Cork)
(Hiring: Maria Pacheco)**

The motion to approve the resignations of Issneidy and Dana and hire Maria Pacheco (all Special Education teacher assistants) was moved by Ingris and seconded by Colleen. The motion carried unanimously.

8. Approve weekly Stipend \$150 for Team Leads

Luis explained that team Leads (Priscilla, Grace, Claudia, Silvia and Lenin) will be meeting weekly Thursdays after school with him and they will now have more responsibility and accountability for work the teachers in their respective teams are required to do. Expected additional work to average 3 hours. At \$50 per hour Luis is making the recommendation of the \$150 weekly stipend.

The motion to approve the stipend for the Team Leads was moved by Colleen and seconded by Ingris. The motion carried unanimously.

**9. Approve 26-27 contract renewals for the following teachers:
(Ingris, Vanessa, Marian, Priscilla, Grace, Jose Luis,
Maria M./Anto, Maylin, Claudia, Maria C./Esperanza,
Patricia B., Lenin, Silvia, Diana, Colleen, Carlos)**

Luis informed the board that Ingris, Patricia B., Silvia, and Lenin have started the portfolio process to obtain their Tier III license. Vanessa, Jose Luis, Maria M. (Anto), Maylin, Claudia, Diana, and Carlos all J1 are doing well and eligible for contract renewal. Marian, Priscilla, Grace and Colleen are local teachers who are doing well. Luis explained reminded the board that Gabby can't be renewed as this is her 5th year. Luis will have more details on the contracts for Luz Casillas, who has expressed discontent with how things are run at school and does not feel supported and Patricia R. who moved to Eagan and has expressed that the driving distance to the school is a challenge.

The motion to approve the contract renewals was moved by Colleen seconded by Kenia. The motion carried unanimously.

**10. Approve 5-year contract renewal for Luis Vanegas
as Executive Director**

Luis reminded the board that the performance framework indicates a 3-year renewal by NEO. Financially the school will have over 50% fund balance. Enrollment goals have been maintained, and he has successfully hired qualified staff and teachers. His yearly evaluations show that he is performing his role of ED as expected and his relationship with the board is positive. Luis hopes the board intends to renew his 5-year contract that expires this year.

Colleen expressed that she does not have to think it over and agrees that Luis has done a great job. Ingris agreed.

The motion to approve Luis' contract renewal for 5 years was moved by Colleen and seconded by Ingris. The motion carried unanimously.

**11. Approve Online/Distance Learning and Guidelines
due to: (Safe Transportation / Parent Fear) -**

Luis shared that several families are not sending their students to school due to fear and safety concerns. MDE recognizes the challenges all schools are facing with student attendance and have left it to each school to decide if they will have an option for distance learning. However, the option for distance learning must meet MDE requirements for learning and services for SPED students.

Since students are picked up at their front door his proposal is to offer distance learning for the day when parents feel their child is not able to get on the bus safely to go to school. Upon this event, they must call the school to report they will be joining online. Attendance is at 9 and after lunch. For situations where there are protestors and the situation is unsafe for several days, distance learning will be approved 5 days at a time by Luis on a individual situation.

The motion to approve the school distance learning plan was moved by Angela and seconded by Kenia. The motion carried unanimously.

**12. Approve change of Unexcused absences to excused
for all students absent past few weeks and offer online
distance learning options, if not attending school**

With the understanding that the fear of safety is impacting on the mental health of our families and students, Luis is asking the board to approve absences marked as un-excused to be changed to excused .

The motion to approve changing the absences from unexcused to excused by moved Colleen and seconded by Kenia. The motion carried unanimously.

13. Updates:

Enrollment is being maintained at 267 – some students have moved but we also have gained new ones due to the door pickup.

NWEA testing complete - The Student Data is positive

Testing continues DIBELS/NWEA makeup followed by ACCESS

All P/T conferences will be by Telephone. Teachers will do them from their homes for safety and avoid the late night at the school

Daily Attendance (absences from 7-10% up to 15-25%) – Some schools are facing 50% absent

We will complete an assessment for Family Support and take the initiative to provide something, even if small.

14. New Business –

None

15. Public Comments - Limit to 3 minutes per person

Ted commented that listening to the weight of the problems we (the school) are solving for our families and that the school is facing and the time we are investing to find solutions for all and our families, is commendable and not an easy task to solve. Shannon agreed to the comment.

16. Close of Meeting

Colleen moved to close the meeting at 6:25 p.m.