SESSION I

I. CALL TO ORDER
MMEA President Dan Hampton called the meeting to order at 9:00 am.
Board members not present: Dave Lumley and Nicole Mattfeld.

II. REVIEW AND ADOPTION OF AGENDA
President Dan Hampton presented the written agenda for review and adoption.

It was moved by Mike Ellingsen, seconded by Jaime Verkuilen, and carried unanimously to adopt the agenda with flexibility.

III. MINUTES
President Dan Hampton presented the minutes from the January 5, 2019 board meeting for board approval.

It was moved by Eric Anderson, seconded by Randy Schafer, and carried unanimously to approve the minutes from the January 5, 2019 Board of Directors meeting.

IV. INTRODUCTION OF INCOMING BOARD MEMBERS
President Dan Hampton welcome new incoming board members Tonya Barnes, Choral Vice-President; Erin Gaffaney, Classroom Vice-President; Brianna McDonough, Orchestra Vice-President; Bradley Mariska, Band Vice-President; Sarah Minette, Secondary General Chair; and Amanda Kaus, MSHSL Representative.

V. FINANCIAL REPORT
Past President Eric Anderson presented the financial report.

Salaries and benefits are close to budget for this time period. This year we rebranded the website so we will be over budget for other contract services.

All-State camp income is just starting to come in and we have paid down payments for All-State camps. Midwinter Clinic expenses and income are reflected, with the exception of staff time and fall marketing. Publication expenses are under budget due to not publishing Interval.

President Dan Hampton reviewed MMEA’s bottom line. An annual 3% surplus is the general target. While some changes can’t be foreseen, like the All-State weather cancellation, the budget and financial plans need to include better planning and forecasts. We will need to do some brainstorming in task groups on how to increase revenue and support the organization’s financial health in the long term.
It was moved by Scott Rabehl, seconded by Pam Diem, and carried unanimously to accept the May 2019 financial report as presented.

VI. PERPICH UPDATE
Perpich Center Music Education Coordinator Wendy Barden shared her May monthly newsletter on professional development opportunities for educators, focusing on standards implementation and equity in the arts. Barden reported August professional development workshops are full. There will be another set of workshops in October focusing on the Create and Response Standards. In September there will be 18 demonstration schools across the state. Board members received an overview of the Minnesota statute requiring arts instruction, and information on licensure.

VII. ADVOCACY
Advocacy Chair David Stordalen reported Creative Minnesota’s new website launched Tuesday after Memorial Day. You can see arts courses and participation statewide, by school, district, or geographic area for high schools. 165 schools (with 24% of students) haven’t reported yet. Middle and elementary schools will be added next year.

Stordalen is looking for volunteers for the MMEA Booth at the State Fair.

VIII. FINANCIAL REPORT CONTINUED
Past president Eric Anderson reviewed the balance sheet. Accounts receivables is $4,613. Most of this is money that schools owe us for the Midwinter Clinic. Net income is showing a loss of $5,505. We lost money on the Midwinter Clinic this year. Teachers registered earlier so they received the early discount price and there was less on-site registration. Due to the weather there were teachers that were planning on attending and were unable to attend because of snow days. The registration model needs to be changed for next year. Clinic expenses were higher than expected.

IX. STRUCTURE OF BOARD MEETINGS/TASK GROUPS/COMMITTEES
President Dan Hampton discussed ideas to involve more MMEA members in organizational decisions, and to continue discussions between Board meetings. One proposal was to form groups, with at least one Board member, to focus on specific questions or programs. Groups would report back, via their Board member, at regularly scheduled meetings. A meeting can be virtual (email group, conference call, or online). Board members asked questions, submitted possible interests. The conversation was held over to the September meeting.

X. EXECUTIVE DIRECTOR REVIEW AND SALARY DISCUSSION
The Board of Directors went into a closed session to discuss the annual review of the Executive Director. The group considered job performance of the Executive Director, MMEA’s budget, and comparable salary information. The Executive Committee shared the possibility of changes to the Executive Director’s FTE and benefits.
It was moved by Scott Rabehl, seconded by Randy Schafer, and carried unanimously to move Mary’s work time from .9 FTE or .8 FTE.

It was moved by Pam Diem, seconded by Sarah Holton, and carried unanimously to keep the Executive Director’s salary the same at $67,974.40 annually. This would effectively increase the Executive Director’s hourly rate effective July 1, 2019.

It was moved by Jen Greupner, seconded by Lindsay Dechert, and carried unanimously that MMEA will provide benefits adjusted to FTE level for employees at .8 FTE and above.

XI. CHANGING OF THE GUARD
President Dan Hampton presented certificates of appreciation to outgoing board members Eric Anderson, Eric Christenson, Lindsay Dechert, Mike Ellingsen, Sue Ellingsen, Jennifer Greupner, Randy Schafer, and Jaime Verkuilen.

XII. LUNCH BREAK

XIII. WEBSITE AND SOCIAL MEDIA PREVIEW
Executive Director Mary Schaefle reported the new website will go live by the end of the month.

Co-Editor Brandon Berger reported board member expectations is to contribute 3 content pieces for Interval. Board members do not have to write them. The monthly goal is posting 6-10 content pieces. A submission guideline has been created. The target for submissions is 500-750 words. With an online publication, the tone and writing won’t have the same level of formality.

XIV. MMEA EQUITY AND DIVERSITY
MED Chair Adrian Davis reflected on how your actions can impact others and how triggers and behaviors might impact learners. Davis shared feedback he received from teachers in the Minneapolis School District on why they didn’t attend the Midwinter Clinic. Board members participated in a group discussion on how to reach more music educators to attend the Midwinter Clinic.

XV. ADJOURN WITH “HOMEWORK ASSIGNMENT” FOR REVIEWING 2020 CLINIC PERFORMANCE APPLICATIONS.

President Elect Sam Bergstrom reviewed the process of evaluating the 2020 clinic performance applications.

It was moved by David Stordalen, seconded by Laura Sandham, and carried unanimously to adjourn the meeting.