

SCHOOL AUTHORIZER CONTRACT

between
Novation Education Opportunities
3432 Denmark Avenue Suite #130 Eagan, MN 55123
STEAM Academy
4100 66th St. E., Inver Grove Heights, MN 55076

This Agreement is between the Novation Education Opportunities and STEAM Academy.

SECTION 1. TERMS OF AGREEMENT.

- 1.1 Effective date: July 1, 2026
- 1.2 Expiration date: June 30, 2029
- 1.3 Survival of Terms. The following clauses survive the expiration or cancellation of this Agreement: 1. Liability; 2. State and Federal Audits; 3. Government Data Practices and Intellectual Property; 4. Publicity and Endorsement; 5. Governing Law, Jurisdiction, and Venue; 6. Data Disclosure; and 7. Dissolution.
- 1.4 The Addendum to this Agreement is incorporated into and made part of this Agreement. This Agreement has the following Addendum items:
 - 1.4.1 A declaration that the charter school will carry out the primary purpose in Minn. Stat.§ 124E.01, subdivision 1 and indicate how the school will report its implementation of the primary purpose to its authorizer, per Minn. Stat.§124E.10, subdivision 1(a)(1).
 - a. The primary purpose of mission driven charter schools is to improve the learning, achievement, and success of all students.
 - b. How the school will report its implementation of the primary purpose must be explicitly stated in the charter contract.
 - 1.4.2 A declaration of the additional purpose or purposes in Minn. Stat.§124E. 01, subdivision 1 that the school intends to carry out and indicate how the school will report its implementation of those purposes to its authorizer per Minn. Stat.§124E.10, subdivision 1(a)(2).
 - 1.4.3 A description of the school program and the specific academic and nonacademic outcomes that pupils must achieve, per Minn. Stat.§124E.10, subdivision 1(a)(3).
 - 1.4.4 A statement of the school's admission policies and procedures per Minn. Stat.§124E.10, subdivision 1(a)(4).
 - 1.4.5 A school governance, management, and administration plan per Minn. Stat.§124E.10, subdivision 1(a)(5).
 - 1.4.6 Signed agreements from charter school board members to comply with the federal and state laws governing organizational, programmatic, and financial requirements applicable to charter schools, per Minn. Stat.§124E.10, subdivision 1(a)(6).
 - 1.4.7 The criteria, processes, and procedures the authorizer will use to monitor and evaluate the fiscal, operational, and academic performance, consistent with subdivision 3, paragraphs (a) and (b), per Minn. Stat.§124E.10, subdivision 1(a)(7).
 - 1.4.8 For contract renewal, the formal written performance evaluation that is a prerequisite for reviewing a charter contract under subdivision 3, per Minn. Stat.§124E.10, subdivision 1(a)(8). This element does not apply to new school or change in authorizer contracts.

- 1.4.9 Types and amounts of insurance liability coverage the charter school must obtain, consistent with Minn. Stat.124E.03, subdivision 2(d), per Minn. Stat.124E.10, subdivision 1(a)(9). Minn. Stat.§124E.03, subdivision 2(d) notes that a charter school is a district for the purposes of tort liability under chapter 466. Chapter 466.04 details the specific required insurance amounts.
- 1.4.10 Consistent with Minn. Stat.§124E.09, paragraph (d), a provision to indemnify and hold harmless from any suit, claim, or liability arising from any charter school operation: 1) the authorizer and its officers, agents, and employees; and 2) notwithstanding 3.736, the commissioner and department officers, agents, and employees; per Minn. Stat.§124E.10, subdivision 1(a)(10).
- 1.4.11 The term of the contract, which for an initial contract may be up to five years plus a preoperational planning period, or for a renewed contract or a contract with a new authorizer after a transfer of authorizers, may be up to five years, if warranted by the school's academic, financial, and operational performance per Minn. Stat.§124E.10, subdivision 1(a)(11).
- 1.4.12 How the charter school board of directors or the charter school operators will provide special instruction and services for children with a disability under Minn. Stat.§§125A.03 to 125A.24, and 125A.65, and a description of the financial parameters within which the charter school will provide the special instruction and services to children with a disability, per Minn. Stat.§124E.10, subdivision 1(a)(12).
- 1.4.13 The specific conditions for contract renewal that identify performance of all students under the primary purpose of Minn. Stat.§124E.01, subdivision 1, as the most important factor in determining whether to renew the contract, per Minn. Stat.§124E.10, subdivision 1(a)(13).
- 1.4.14 The additional purposes under Minn. Stat.§124E.01, subdivision 1, and related performance obligations under clause (7) contained in the charter contract as additional factors in determining whether to renew the contract, per Minn. Stat.§124E.10, subdivision 1(a)(14).
- 1.4.15 Per Minn. Stat.§124E.10, subdivision 1(b), the plan for an orderly closing of the school under chapter 317A, that establishes the responsibilities of the school board of directors and the authorizer, whether the closure is a termination for cause, a voluntary termination, or a nonrenewal of the contract. The plan must establish who is responsible for: (1) notifying the commissioner, school district in which the charter school is located, and parents of enrolled students about the closure; (2) providing parents of enrolled students information and assistance to enable the student to re-enroll in another school; (3) transferring student records under Minn. Stat.§124E.03, subdivision 5, paragraph (b), to the student's resident school district; and (4) closing financial operation.
- 1.4.16 The agreed-upon fee structure the authorizer will annually assess the school, per Minn. Stat.§124E.10, subdivision 3(b).
- 1.4.17 The plan to address any outstanding obligations from the previous contract.
- 1.4.18 The charter school board membership roster as of the first day of the contract.
- 1.4.19 Copy of charter school's Certificate of Incorporation or Good Standing issued by the Minnesota Secretary of State's Office.
- 1.4.20 Copy of charter school's Articles of Incorporation that includes stamped date of filing.
- 1.4.21 Copy of the charter school's (signed) bylaws adopted and approved by the charter school's board of directors.
- 1.4.22 NEO Policy for Schools Contracting with a Service Provider (Education Management Organization or Charter Management Organization) if applicable.

SECTION 2. DEFINITIONS. For purposes of this Agreement, and in addition to the terms defined throughout this Agreement, each of the following words or expressions whenever initially capitalized, shall have the meaning set forth in this section:

- 2.1. "Agreement" means this contract between the Authorizer and the School as required by Minnesota Charter School Law, Minn. Stat. §124E.
- 2.2. "Applicable Law" means all state and federal laws and rules applicable to Minnesota Charter Schools and any regulations and guidelines issued pursuant to those laws and rules. This includes changes made to Applicable Law by Congress, Minnesota Legislature and/or appropriate federal and state agencies.
- 2.3. "Affidavit" means the School Affidavit and supporting documentation that was submitted by the Authorizer and the School to and approved by the Minnesota Department of Education ("Department") for the Authorizer to grant the charter to the School. The Affidavit is incorporated by reference into this Agreement.
- 2.4. "Approval" means the approval by the Education Commissioner for the Authorizer to grant a charter to the School (includes charter contract renewals).
- 2.5. "Charter Law" means the Minn. Stat. §124E *et seq.*, as amended, and any rules or regulations adopted by the Education Commissioner relating to this law.
- 2.6. The "School" refers to the School identified above.
- 2.7. The "Location" means the city or cities identified in the Affidavit in which the School was approved to open or subsequently approved by the Authorizer based on need and demand.
- 2.8. "Charter School Board" means the Board of Directors established to govern the School, as required under Minn. Stat. §124E.
- 2.9. The "Authorizer" refers to the Authorizer listed above.
- 2.10. "Education Commissioner" means the Commissioner of the Minnesota Department of Education or his or her designee.
- 2.11. "Department" means the Minnesota Department of Education.
- 2.12. "State" means the State of Minnesota.
- 2.13. "School Information" includes all educational data, as defined in Minn. Stat. §13.32; any and all data related to employees; any and all complaints filed by the School as required by federal and state law and all complaints filed against the School or any of its employees; any and all investigative files and the results of any investigations; any and all financial information as required to be disclosed under the Minnesota Data Practices Act; and any data or other information that the Authorizer deems reasonably necessary to carry out its role.
- 2.14. "Captions". The captions and headings used in this Agreement are for convenience only and shall not be used in construing the provisions of this Agreement.

SECTION 3. PURPOSE OF SCHOOL; DESCRIPTION OF THE PROGRAM; PERFORMANCE INDICATORS AND EVALUATION.

- 3.1. Purpose of the School and Description of the Program. The School will be organized and operated to achieve the purpose(s) and program of the School as stated in the School's Affidavit based on need and demand in the Location identified, subsequent approved amendments and agreements to the Affidavit, terms of this Agreement, and as provided for in the Minnesota Charter Law. The School's program is described in the Affidavit and subsequent approved amendments and agreements. The School agrees to operate in a manner consistent with the Affidavit and Agreement and amendments and agreements approved by the Authorizer.
- 3.2. Performance Indicators and Evaluation.
 - 3.2.1. Graduation Standards. If applicable, the School will comply with the requirements as defined by Minnesota Statutes and the School will document the levels of student performance on the state assessments developed and administered by the Department.
 - 3.2.2. The School will comply with all responsibilities and obligations and their implementing regulations established by the U.S. Department of Education, including as applicable, but not limited to, participating in statewide assessments, meeting public and parent reporting requirements, and implementing School improvement plans and reporting requirements if the School is identified for improvement. The School will comply with all requirements to the degree it pursues, qualifies for and benefits from Federal funding. This includes programs required for multilingual learners of English language and all other focus populations. The School will fulfill program requirements, financial management, reporting, and accounting for each active Federal program and will comply with all Minnesota Statutes and applicable rules implemented pursuant to Federal programs in Minnesota.
 - 3.2.3. *Individuals with Disabilities Education Act (IDEA)*. The School will comply with Minnesota Statutes Chapters 125A and 124E, all applicable rules implemented pursuant to these chapters, and all Federal and State law relating to the education of students with disabilities. Consistent with the provisions of Minn. Stat. Chapter 124E, the financial parameters within which the School will operate to provide special education instruction and related services to students with disabilities will be based on the individual needs of the student, as defined by the student's evaluation and by the instruction and related services specified in the student's Individual Education Plan ("IEP").
 - 3.2.4. Identifying Goals and Performance Indicators. The School and the Authorizer agree that the School's operation under the Agreement shall be measured by the School performance indicators set forth in this Agreement including academic outcomes for individual students and for the School as a whole, and standards for governance, financial management, and School operation. Academic outcomes will be assessed using multiple indicators as defined in the School's Performance Framework.

- 3.2.4.1. The School will measure the students' academic levels of performance and the School will provide the Authorizer this information as baseline data for the purpose of defining academic and nonacademic outcomes to measure School performance as described in the Agreement. Program goals must meet requirements for teacher evaluation and peer review and address staff development efforts, student attendance, student retention, and graduation rates (in the high schools). The School program and specific academic and nonacademic outcomes that pupils must achieve will be clearly defined by the Performance Indicators in the School's Performance Framework and Implementation Guide and will be used as the basis for contract renewal decisions.
- 3.2.5. Annual Report(s). The School will file an Annual Report with the Authorizer per Minn. Stat. §124E that contains all information required by the Authorizer and the Education Commissioner. The Annual Report will be filed by due dates identified in Charter Law. The Authorizer will review the Annual Report and may provide written comment to the School as necessary to support the School with compliance. The School will publish and/or submit all other reports, including but not limited to the Comprehensive Achievement and Civic Readiness Report, Plan, and Summary as required by the Education Commissioner.
- 3.2.6. Annual Report Dissemination. The School will disseminate the Annual Report to the families of students attending the School and post the report on the School's website.
- 3.2.7. If the state requires the School to develop and implement an educational improvement plan that could be a School Improvement Plan for example, the School will provide NEO a copy of its educational improvement plan not later than October 1st of each School year. The Authorizer may review and comment on the educational improvement plan. The School will provide the Authorizer with the Education Commissioner's review and comment, if any is received.

SECTION 4. LEGAL STRUCTURE.

4.1. Legal Structure

- 4.1.1. Nonprofit Status. The School is organized and operated as a nonprofit corporation under Minnesota Statutes Chapter 317A, as amended.
- 4.1.2. Articles of Incorporation. The School's Articles of Incorporation are an implied part of this Agreement. The School represents that, as of the date of this Agreement, the Articles of Incorporation of the School set forth in the Agreement Addendum are accurate and have not been otherwise altered or amended.
- 4.1.3. Bylaws. The School's bylaws are an implied part of this Agreement. The School will notify the Authorizer within thirty (30) calendar days of any amendments to the bylaws. The School represents that, as of the date of this Agreement, the bylaws of the School set forth in the Agreement Addendum are accurate and have not been otherwise altered or amended.
- 4.1.4. The School is subject to Minn. Stat. §124E and any other statutes and rules that derive from or pertain to the operation of this entity.
- 4.1.5. The Authorizer documents and respects any autonomy conferred on the School by statute or law as exemptions from regulations or requirements.
- 4.1.6. Learning Environments and Leased Space. The School may lease space from any organization as it deems necessary in the Location identified in the Affidavit or subsequently approved by the Authorizer based on need and demand, within provisions of Minn. Stat. §124E. The School will submit a lease-aid application to the Department for approval prior to opening the School and each subsequent year. The School will provide a copy of that application when submitted to the Department, as well as the Department's decision, to the Authorizer. The School will provide to the Authorizer any notice of lease termination within five (5) calendar days of receipt.
- 4.1.7. Occupancy and Safety Certificates. The School Board shall: (a) ensure that the School's physical facilities comply with all fire, health, and safety state standards and regulations applicable to Schools; (b) meet federal American with Disabilities Act (ADA) requirements; and (c) possess the necessary occupancy and safety certificates for the School's physical facilities. The School Board shall not conduct classes until the School has complied with this section. Copies of such certificates shall be provided to the Authorizer before the first day of classes, if requested by the Authorizer.
- 4.1.8. Authorized Grades. The School is authorized to serve grades PK-12.
- 4.1.9. Enrollment and Grade Level Expansion. The School will not expand to a new site or new grade levels beyond the grade levels identified in the Agreement without application to and approval by the Authorizer and the Education Commissioner, consistent with Minn. Stat. §124E.

SECTION 5. AUTHORIZER FEES

- 5.1 Authorizer Fee. The Authorizer shall charge the School a fee for performing the services listed in this contract.
- 5.2 Authorizer Fee Amount. The fee charged by the Authorizer to the School shall be the maximum allowable under Minn. Stat. §124E.

SECTION 6. OPERATING REQUIREMENTS

6.1. Governance

- 6.1.1. Board of Directors. A Board of Directors whose membership is described in the School's bylaws and defined by state statute will govern the School. The School will file changes in the membership of the Charter School Board in the form of an updated board roster with the Authorizer within one week of a change occurring. Prior to the time such persons are seated as members of the Charter School Board, the School will conduct a criminal background check, identical to those required for School volunteers by Minn. Stat. §123B.03, subdivision 1. The Charter School Board will certify to the Authorizer that background checks have been completed. Consistent with data practices law, the Charter School Board will provide to the Authorizer any adverse information that is revealed as part of the background checks and will evaluate, on a case-by-case basis, membership on the Charter School Board where the background check revealed adverse information. Charter School Board members must complete required training and board development required by Charter Law. Performance in Operations including governance and compliance will be evaluated according to the Performance Indicators as described in the School's Performance Framework.
- 6.1.2. Powers. The Charter School Board will provide governance and policy leadership including, but not limited to, approval of contracts and agreements consistent with the School's policy, long range planning, goal-setting and policy development and implementation for the School consistent with the School's approved mission, operations and results; holding the School accountable for meeting its goals; overseeing and approving an annual budget; and annually evaluating the performance of the School Director. The Board and School will satisfy Minn. Stat. 124E in this regard. All Board members will receive training and board development required by Charter Law. Board members and the School will annually submit statements that there are no conflicts of interest, in compliance with Minn. Stat. §124E.
- 6.1.3. Ownership of assets. The School's assets may be subject to prior commitments through Federal and State laws and rules regarding public funding of the School. Therefore, certain conditions may prevent access to these assets by creditors and liens. Such conditions will be a factor in the School's status and the Authorizer's assessment of the School and viability of this Agreement.
- 6.1.4. Charter School Board Election. Charter School Board elections will be conducted as provided in the School's bylaws and Minn. Stat. §124E.
- 6.1.5. Open Meeting Law. All meetings and business of the Charter School Board will comply with the Minnesota Open Meeting Law, Minnesota Statutes Chapter 13D.
- 6.1.6. Frequency of Meetings. The Charter School Board will meet as provided in the bylaws. A copy of the agenda, minutes and all related documents will be provided to the Authorizer prior to and for each public meeting. At the request of the Authorizer, the Charter School Board will provide the Authorizer an opportunity to address the Charter School Board regarding matters determined by the Authorizer.

- 6.1.7. Authorization of Employment. The Charter School Board will employ and contract with necessary teachers, as defined by Minn. Stat. §122A.15, who hold valid teaching licenses issued by the State to perform the particular service for which they are employed at the School.
- 6.1.8. Non-Licensed Personnel. The Charter School Board or its delegate may employ necessary employees who are not required to hold teaching licenses to perform duties other than teaching and may contract for other services.
- 6.1.9. Collective Bargaining. If employees of the School choose to engage in collective bargaining, the School will comply with Minnesota Statutes Chapter 179A, the Public Employment Labor Relations Act ("PELRA").
- 6.1.10. Charter School Board Training. The Charter School Board will participate in training regarding board governance, finance and operations consistent with Minn. Stat. §124E. The Charter School Board will submit its plan for training to the Authorizer, if requested, and attend training reasonably required by the Authorizer. The School shall report in its School's annual report the training attended by each board member the previous year.
- 6.2. School Calendar. School Calendar is established by April 30 each year and shows an adequate number of instructional hours in compliance with Minn. Stat. §120A.41.
- 6.3. Non-Sectarian Operation. The School will be non-sectarian in its program, admission policies, and employment practices, and for all other purposes.
- 6.4. Tuition and Fees. The School will not charge residents of Minnesota tuition for admission to the School. The School may impose fees and require payment of expenses for activities of the School where such fees and payments are not prohibited by applicable law. The School will comply with the Minnesota Public School Fee Law in this regard, Minn. Stat. §§123B.34 to 123.39.
- 6.5. Home School Students. The School will not be used as a method of generating revenue for students who are being home Schooled pursuant to Minn. Stat. §120A.22.
- 6.6. Admissions
 - 6.6.1. Limits. The School may not limit admission to pupils on the basis of intellectual ability, measures of achievement or aptitude, or athletic ability, nor may it condition admission on criteria or take any action that would violate the Minnesota Human Rights Act, Minnesota Statutes Chapter 363A.
 - 6.6.2. Applications. The School will enroll an eligible pupil who submits a timely application, unless the number of applicants exceeds the capacity of the program, class, or grade level. In such cases, selection shall be by lottery pursuant to the Charter Law, Minn. Stat. §124E. A student continuing for the next year will remain enrolled for the next year without re- application.
- 6.7. Reporting to the Authorizer.
 - 6.7.1. Reports. The School will file reports with the Authorizer regarding enrollment, the program, and financial status of the School. The financial reports must contain budget and actual revenue and expenses (by year-to-date), as well as cash-flow statements, check register, gifts and donations, and fiscal year-end fund balance projections. The financial reports will also include the total dollar amount of unpaid accounts payable more than thirty days past due with an explanatory note for the total amount of any such past due amounts disputed by the School, if applicable; and the current average daily membership of the School. The School will file copies of inspections or findings with the Authorizer that can materially impact the operation of the School.

- 6.7.2. Access to Information. The School will provide the Authorizer with, and permit prompt and reasonable access to, any School information requested by the Authorizer, including education data on individuals, in compliance with Minnesota Statutes Chapter 13 and any other applicable state or federal law. The School agrees to allow the Authorizer access to the School site for site visits, scheduled and unscheduled. For purposes of such data disclosure, the parties agree that they will be governed by Minnesota Statutes Chapter 13 and the Family Educational Rights and Privacy Act (FERPA). The School will provide the Authorizer access to the full set of approved policies and updates as created.
- 6.7.3. Other Reports. The School and the Authorizer will file reports with the Education Commissioner consistent with the procedures established by the Department.
- 6.7.4. Violations of Law. The School will promptly notify the Authorizer of complaints that allege that violations of state or federal law or regulation have been committed by the School or its employees or agents, unless such reporting would be in non-compliance with a state or federal law.
- 6.8. Financial Management
- 6.8.1. Financial Reports. The School will provide the Authorizer a copy of the annual budget for review and comment prior to its approval by the Charter School Board, if requested by the Authorizer. The School will provide the Authorizer periodic reports directly from the individual who prepares the reports of the financial status of the School. Such reports must have a format that directly corresponds to balances in the School accounting system. The School will provide to the Authorizer the annual financial audit and any other audits by any agency. Financial Performance will be evaluated according to the Finance Performance Indicators as described in the School's Performance Framework.
- 6.8.2. UFARS and MARSS. The School will utilize generally accepted accounting procedures and practices for interacting with the UFARS financial accounting system, MARSS student accounting requirements, and any other State mandated accounting systems.
- 6.8.3. Audits. The School will comply with the same financial audits, audit procedures, and audit requirements of School districts required in Minn. Stat. §§123B.75-83. The School will be audited annually by a public accounting firm hired by the Charter School Board and the annual audit will be submitted to the Department no later than December 31 of each year or as provided by statute or the commissioner. The School will make available for review by the Authorizer all financial records at such times as requested by the Authorizer. An electronic copy of the audit report and auditor's management letter will be submitted to the Authorizer within 2 weeks of receiving such documents from the auditor, no later than December 31.
- 6.8.4. Significant Agreements. Terms of Agreements with Third-party Educational or operational Management Organizations (education management organization or charter management organization) and any other contracts or agreements that create significant relationships or effect on the School will be shared with Authorizer and comply with NEO's policy for authorizing schools contracting with a service provider (education management organization or charter management organization).

- 6.8.5. Creditors. The School will pay all creditors within 35 days of receipt on an outstanding invoice if the board meets once a month and within 45 days of receipt if the board meets less often or regularly, pursuant to the State's prompt payment law, Minn. Stat. §471.425. If the School has any payments to creditors for which there is an outstanding liability of over 90 days, the School will provide the Authorizer a written statement explaining the reasons for the delay and a proposal for payment of the outstanding liability.
- 6.9. Transportation. Transportation for students enrolled at the School will be provided in accordance with Charter Law and all other applicable State and Federal Law.
- 6.10. Health and Safety
- 6.10.1. The School will comply with the same health and safety requirements as a public school district.
- 6.10.2. Immunization. The School will comply with Minn. Stat. §121A.15, requiring proof of student immunization, including immunization against measles, rubella, diphtheria, tetanus, pertussis, polio, mumps, and haemophilus influenza type B and hepatitis B.
- 6.10.3. Other Safety Requirements: The School will comply with applicable requirements directed by OSHA, FLSA, other Minnesota Agencies and State Departments and local government bodies. The School will prepare and implement School safety plans and drills according to State and Local Government requirements.
- 6.11. Human Rights. The School will comply with the Fair Labor Standards Act (FLSA) (Pub.L. 75-718) and the Minnesota Human Rights Act, Minnesota Statutes Chapter 363A, which prohibits unfair discriminatory practices in employment, public accommodations, public services, and education. The School will comply with Minn. Stat. §121A.04, which requires equal opportunity for members of both sexes to participate in School athletic programs.
- 6.12. Data Practices. The School will comply with Minnesota Statutes Chapter 13; Minn. Stat. §120A.22, Subdivision 7; Minn. Stat. §121A.75; and Minn. Stat. §260B.171, Subdivisions 3 and 5; Federal Family Educational Rights and Privacy Act (FERPA) and Health Insurance Portability and Accountability Act of 1996 (HIPAA) as applied to School practices for all records and data under the control of the School.
- 6.13. Student Dismissal. Student Discipline Policy and Procedures will be consistent with Minnesota Pupil Fair Dismissal Act (Minn. Stat. §§121A.40 - 121A.56) and adopted by the Charter School Board prior to enrolling students.
- 6.14. Insurance. Notwithstanding anything to the contrary in this Agreement, the School will be considered a School district for the purposes of tort liability under Minnesota Statutes Chapter 466.04. The board of directors shall obtain at least the amount of and types of insurance up to the applicable tort liability limits under chapter 466. The charter school board must submit a copy of the insurance policy to its authorizer before starting operations. The charter school board must submit changes in its insurance carrier or policy to its authorizer within 20 business days of the change.

- 6.14.1. The School will comply with Minn. Stat. §124E and obtain tort liability insurance and provide the Authorizer with appropriate insurance documentation on an annual basis: (a) worker's compensation insurance to include coverage A; (b) insurance covering all of the School's real and personal property, whether owned or leased; (c) a minimum of commercial general liability insurance in comprehensive form, bodily injury and property damage combined of one and a half million dollars (\$1,500,000) per occurrence and personal injury of one and a half million dollar (\$1,500,000) per occurrence; and up to three million dollars (\$3,000,000) per occurrence for the release or threatened release of a hazardous substance; and if not included under its general liability coverage, additional coverages as follows: minimum automobile liability insurance coverage, bodily injury and property damage of one million dollars (\$1,000,000) per occurrence if the School owns or operates motor vehicles; officer and employee errors and omissions/professional liability of one and a half million dollars (\$1,500,000) per occurrence; and employee dishonesty insurance of five hundred thousand dollars (\$500,000). The insurance must be obtained from a financially responsible licensed mutual, stock, or other responsible company licensed to do business in the State of Minnesota. The School may join with other charter schools to obtain insurance if the School Board finds that such an association provides economic advantages to the School, provided that each School maintains its identity as first named insured. The School shall have a provision included in all policies requiring notice to the Authorizer, at least thirty (30) days in advance, upon termination or non-renewal of the policy. In addition, the School shall provide the Authorizer or its designees copies of all insurance policies required by this Agreement, if requested by the Authorizer. The Authorizer may periodically review the types and amounts of insurance coverages that the School secures. The above-stated coverage limits shall be issued and maintained as indemnity limits and shall not be reduced by any applicable insurer defense obligations. The Department may suggest, or Applicable Law may determine alternative amounts and terms of any deductible or insurance provisions, which shall supersede the foregoing requirements. The School may expend funds for payment of the cost of participation in an accident or medical insurance program to insure protection for students while attending School or participating in a School program or activity.
- 6.15. Assumption of Liability. The School will assume full liability for its activities and indemnifies and holds harmless the Authorizer, its officers, board members, representatives, agents and employees from any suits, claims, or liability and the Education Commissioner and department officers, agents, and employees arising out of or in any manner connected with the School's operations or which are incurred as a result of the reliance of the Authorizer upon information supplied by the School, or School Board and its agents or employees, or which arise out of the failure of the School to perform its obligations under this Contract or which arise out of the Authorizer's exercise of its obligation under Applicable Law or enforcement of this Agreement. The School and Authorizer acknowledge and agree that the Authorizer, the Authorizer's Board members and employees, are immune from civil and criminal liability with respect to all activities related to the School, pursuant to the Charter Law, Minn. Stat. §124E, and nothing in this Agreement is intended to affect such immunity.

6.16. Location of School. The School shall have a single site at the address in the Location(s) noted in this Agreement unless otherwise approved by the Authorizer and MDE in compliance with the Charter Law. The School shall notify the Authorizer of any plans to change Location of the school prior to Board approval of the change of Location and submit documentation of the need and demand for the proposed Location to the Authorizer for approval, prior to changing the Location. The School and Authorizer will revise the Contract after approval of the change in location according to the process described in Section 10.1 of this Agreement, Revisions and Amendments.

SECTION 7. AUTHORIZER'S DUTIES.

- 7.1 Oversight and Evaluation Plan. The Authorizer will implement a plan to provide ongoing oversight and to evaluate the performance of the School to determine whether the School is complying with the terms of this Agreement and to meet its responsibilities under the law regarding Authorizers.
- 7.2 Agreement Renewal Performance Evaluation. The Authorizer will conduct evaluation of School Performance Indicators in the following areas: Educational Performance, School Climate Performance, and Operational Performance including Governance, Compliance and Financial Performance to determine contract renewal and length of contract term. The Authorizer will determine the term of the contract based on each performance area evaluated as identified in the School's Performance Framework. The criteria for terms of contract renewal are further defined in the School's Performance Framework.
- 7.3 Liaison. The Authorizer will designate a liaison for the School and will inform the School if the liaison changes. The School will notify staff, parents and stakeholders that the liaison is accessible for communication of concerns or commendations. The Authorizer will communicate how it will respond to communications from the School and its stakeholders and handle potentially negative reports. The liaison will have freedom to communicate with designated individuals and enter the School with reasonable warning and request.

SECTION 8. TERMINATION BY AUTHORIZER FOR CAUSE.

- 8.1. Authorizer Termination. The Authorizer may elect not to renew this Agreement at the end of the contract term, for cause, as defined in the Charter Law, Minn. Stat. §124E. The Authorizer also may unilaterally terminate this Agreement during the term of the Agreement, for cause, pursuant to Minn. Stat. §124E.
- 8.1.1. Grounds. The grounds for non-renewal or termination for cause under the Charter Law include:
- Failure to demonstrate satisfactory academic achievement for all students, including the requirements for pupil performance contained in this Agreement;
 - Failure to meet generally accepted standards of fiscal management;
 - Violations of law; or
 - Other good cause shown.
- 8.2. Authorizer Processes and Charter School Board's Response.
- 8.2.1. Notice to School. At least 120 days before not renewing or terminating a contract, the Authorizer shall notify the Charter School's Board of Directors of the proposed action, in writing. The notice shall state the grounds for the proposed action in reasonable detail. The notice shall state that the Charter School Board may request, in writing, an informal hearing before the Authorizer within fifteen (15) business days of receiving notice of non-renewal or termination of this Agreement.
- 8.2.2. Board's Response. Within fifteen (15) business days of receipt of the notice of termination or non-renewal, the Charter School Board may request an informal hearing before the Authorizer. Failure by the Charter School Board to make a written request for a hearing within the 15-day period shall be treated as acquiescence to the proposed non-renewal or termination.
- 8.2.3. Schedule for Hearing. Upon receiving a timely written request for a hearing, the Authorizer shall give ten (10) business days' notice to the Charter School Board of Directors of the hearing date. The Authorizer shall conduct an informal hearing before taking final action.

- 8.2.4. Authorizer Decision. The Authorizer shall take final action to renew or not renew the contract no later than 20 business days before the proposed date for terminating the contract or the end date of the contract. A copy will be filed with the Education Commissioner.
- 8.2.5. Dissolution. If this Agreement is terminated or not renewed based on the criteria in paragraph 8.1 above, the School will be dissolved according to the applicable provisions of Minnesota Statutes Chapter 317A and Minn. Stat. §124E, except when the Education Commissioner approves the decision of a different eligible Authorizer to authorize the School. See Section 9.1 below.
- 8.2.6. Distribution of Property upon Dissolution. In the event of dissolution of the School, all property that has been leased, borrowed or contracted for use will be promptly returned to those organizations or individuals from which the School has obtained the materials.
- 8.2.7. Property Owned By School. In the event of dissolution of the School, property purchased with federal funds must be handled according to applicable state and/or federal guidance. After all financial obligations are met the remaining property will be distributed consistent with applicable Charter School and non-profit Law.
- 8.2.8. Property Owned By Teachers or Staff. All property personally and/or individually owned by licensed teachers or staff employed by the School will be exempt from distribution of property and will remain the property of the individual teachers or staff.

SECTION 9. NON-RENEWAL AND VOLUNTARY TERMINATION.

- 9.1. Non-Renewal and Voluntary Termination. If the Authorizer and the Charter School Board mutually agree not to renew the contract, a change in Authorizers is allowed. The Authorizer and the School board must jointly submit a written and signed letter of their intent to the commissioner to mutually not renew the contract. The charter contract between the proposed Authorizer and the School must identify and provide a plan to address any outstanding obligations from the previous contract. The proposed contract must be submitted at least 105 business days before the end of the existing charter contract. The commissioner shall have 30 business days to review and make a determination. The proposed Authorizer and the School shall have 15 business days to respond to the determination and address any issues identified by the commissioner. A final determination by the commissioner shall be made no later than 45 business days before the end of the current charter contract.
- 9.2. Information to New Authorizer. The Authorizer that is a party to the existing contract must inform the proposed Authorizer about the fiscal, operational, and student performance status of the School, as well as any outstanding contractual obligations that exist.
- 9.3. Not for Cause. The voluntary transfer of Authorizership under Section 9 of this Agreement is not considered to be a termination or non-renewal for cause as defined in Section 8 of this Agreement.
- 9.4. Dissolution. If no change in Authorizer is approved, the School and the current Authorizer may withdraw their letter of nonrenewal and enter into a new contract. If the transfer of Authorizers is not approved and the current Authorizer and the School do not withdraw their letter and enter into a new agreement, the School must be dissolved according to applicable law and the terms of this Agreement.

SECTION 10. GENERAL TERMS

- 10.1. **Amendments and Revisions.** This Agreement may only be revised or amended by written agreement executed by both parties. The School and/or Authorizer will provide the proposed revision or amendment in writing to the other party to the Agreement. The Agreement may be revised or amended in the event of changes to assessments upon which the Agreement goals are based, any material changes such as those to the education program model, change in Location, including site expansions, change in contract term, a change in grade levels served, a significant difference in student baseline data for new Schools, revisions to policies that are incorporated into the Agreement, and any other reason that results in misalignment of the Agreement and the School conditions agreed upon by both the Authorizer and the School. The recipient of the proposed revision or amendment will have at least one month to review and comment in response. The revised or amended contract will be signed by the Authorizer and Charter School Board chair and submitted to MDE within 10 days of the completion of signatures of both parties. Contracts may be revised or amended to align with most current statute or MDE requirement at any time with due notification only.
- 10.2. **Authorizer Authority.** Except as otherwise provided by this Agreement or Applicable Law, the Authorizer has no authority, control, power, or administrative or financial responsibility over the School. This provision does not prohibit the parties from contracting for any services deemed appropriate in the future as provided for in Minnesota Statute 124E. The relationship between the School and the Authorizer is based solely on the applicable provisions of the Charter School Law and the terms of this Contract and other written contracts and written agreements between the Authorizer and the School. Except as otherwise provided in this Agreement, the Authorizer shall have no authority or control, over operational, administrative, or financial responsibility for the School.
- 10.3. **Financial Obligations Are Separate.** Any contract, mortgage, loan or other instrument of indebtedness entered into by the School and a third party shall not in any way constitute an obligation, either general, special, or moral of the Authorizer. The School will never pledge the full faith and credit of the Authorizer for the payment of any School contract, mortgage, loan or other instrument of indebtedness. Any contract, mortgage, loan or other instrument of indebtedness entered into by the Authorizer and a third party shall not in any way constitute an obligation, either general, special, or moral, of the School. The Authorizer will never pledge the full faith and credit of the School for the payment of any Authorizer contract, mortgage, loan or other instrument of indebtedness.
- 10.4. **No Authority to Obligate or Bind Other Party.** The School has no authority whatsoever to enter into any contract or other agreement that would financially obligate the Authorizer, nor does the School have any authority whatsoever to make any representations to lenders or third parties, that the Authorizer in any way guarantees, is financially obligated, or is in any way responsible for any contract, mortgage, loan or other instrument of indebtedness entered into by the School. The Authorizer has no authority whatsoever to enter into any contract or other agreement that would financially obligate the School, nor does the Authorizer have any authority whatsoever to make any representations to lenders or third parties, that the School in any way guarantees, is financially obligated, or is in any way responsible for any contract, mortgage, loan or other instrument of indebtedness entered into by the Authorizer.

- 10.5. The School may not use the Authorizer's name or any assumed name, trademark, division or affiliation of the Authorizer in any of the School's promotional advertising, contracts, or other materials without the Authorizer's prior written consent, except that the School may include the following statement in such materials, "[Name of School] is authorized by [Name of Authorizer]."
- 10.6. The School agrees not to sue the Authorizer or any of its representatives for any disputes that may arise under this Agreement. The School and Authorizer agree to submit any such legal disputes to binding arbitration. If the parties cannot agree to an arbiter, then the American Arbitration Association shall appoint an arbiter.
- 10.7. Agreement Language. In the event that there is an inconsistency or dispute between the provisions in the Affidavit and this Agreement, the provisions of this Agreement shall be followed.
- 10.8. Non-agency. It is understood that the School is not the agent of the Authorizer.
- 10.9. Assignment. This Agreement cannot be assigned to any other party but remains the exclusive agreement between the Authorizer and School under approval by the Department.
- 10.10. Successors. The terms and provisions of this Agreement are binding on and shall inure to the benefit of the parties and their respective successors.
- 10.11. Merger. Upon the condition that a merger between two Schools or two Authorizers is proposed and approved by appropriate State authorities and processes, this agreement must be amended to reflect all material changes and then resubmitted to the appropriate State agency or agencies for appropriate action.
- 10.12. Severability. If any provision in this Agreement is held to be invalid or unenforceable, it will be ineffective only to the extent of the invalidity, without affecting or impairing the validity and enforceability of the remainder of the Agreement.
- 10.13. General Compliance and Assurances. The School and the Authorizer agree to comply with all applicable laws including, but not limited to, the Charter Law. In addition, the School and the Authorizer assure that they are eligible entities under the Charter Law.

10.14. Authority of Signatories: The signatories below represent that they have the authority to bind the School to full compliance with this Agreement.

Novation Education Opportunities

By:



Signature

Wendy Swanson Choi

Print Name

Executive Director


Title

June 26, 2026

Date

STEAM Academy

By:



Signature

Sarah Chebli

Print Name

Board Chair

Title

REVISION (If Applicable)

Novation Education Opportunities

[School]

By:

By:

Signature

Signature

Print Name

Print Name

Title

Title

Date

ADDENDUM TO THE CONTRACT

Minnesota Statute 124E, addresses charter contract requirements. A charter contract must be in writing and contain at least the following elements:

Charter contract. The authorization for a charter school must be in the form of a written contract signed by the Authorizer and the board of directors of the charter school. The contract must be completed within forty-five (45) business days of the commissioner's approval of the Authorizer's affidavit. The Authorizer shall submit to the commissioner a copy of the signed charter contract within ten (10) business days of its execution.

1. A declaration that the charter school will carry out the primary purpose in Minn. Stat. § 124E.01, subdivision 1 and indicate how the school will report its implementation of the primary purpose to its authorizer, per Minn. Stat. § 124E.10, subdivision 1(a)(1).

1.1. The primary purpose of mission driven charter schools is to improve the learning, achievement, and success of all students.

The primary purpose of STEAM Academy is to improve the learning, achievement, and success of all students.

1.2. How the school will report its implementation of the primary purpose.

The School will report its implementation of the primary purpose in the Annual Report and/or combined Comprehensive Achievement and Civic Readiness Report.

2. A declaration of the additional purpose or purposes in Minn. Stat. § 124E. 01, subdivision 1 that the school intends to carry out and indicate how the school will report its implementation of those purposes to its authorizer per Minn. Stat. § 124E.10, subdivision 1(a)(2).

2.1. The additional purpose(s) of the School are to

STEAM Academy is also designed to meet additional purpose for which the charter school law was created:

- 1) Increase quality learning opportunities for all pupils.
- 2) Encourage the use of different and innovative teaching methods through weekly data analysis to ensure teaching techniques are monitored and adjusted to accelerate student learning.

2.2. How the school will report its implementation of the additional purpose(s).

The School will report its implementation of the additional purposes in the Annual Report and/or combined Comprehensive Achievement and Civic Readiness Report.

NOTE: NEO evaluates the implementation of the additional purposes at the annual site visit.

NEO also evaluates that all required elements are included in the School's Annual Report and Comprehensive Achievement and Civic Readiness Plan.

3. A description of the school program and the specific academic and nonacademic outcomes that pupils must achieve, per Minn. Stat. §124E.10, subdivision 1(a)(3).

Vision:

STEAM Academy's vision is to graduate students who can apply the knowledge and civic skills needed to meet the common good through personal and public education.

Mission:

STEAM Academy's mission is to offer a multidisciplinary curriculum with an emphasis on Science, Technology, Engineering, Arts, and Mathematics (STEAM) to create a learning environment that values academic excellence, personal and community accountability, creativity, critical thinking and diversity.

STEAM Academy will prepare students for greater understanding of current issues through collaboration, critical thinking and problem solving.

STEAM recognizes that students are challenging the school to help them see meaning in their learning. STEAM is dedicated to creating an environment where school, community, teacher and student, find valued purpose for learning. STEAM Academy will use STEAM (Science, Technology, Engineering, Arts, and Mathematics) as its central educational framework, the backbone from which each aspect of the student's learning experience will be supported. STEAM is a way of structuring the curriculum to support natural ways of learning and is customizable for the full diversity of learning styles, passions, needed learning supports, and ages.

The key features of STEAM Academy include:

- Interdisciplinary curriculum where the subjects in school are coordinated to support each other under a formal educational structure.
- Curriculum that demonstrates that meaningful knowledge cannot be isolated into single subject matters. Learning science, technology, engineering, mathematics, and the broad spectrum of the arts is best understood when students understand how these subject areas interrelate both in school and in the world outside of school.
- Way of learning that combines ideas such as aspects of a person, ideas, and places where two concepts come together: school-community, civil-engineering, Asian-American, etc. These are more than partnerships, more than simple identity; it is the space where complex learning and personal growth take place.
- Framework that expands when teachers develop and integrate their ideas; bringing thematic context to their curriculum. Over time teachers will be able to demonstrate the utility of math and art as tools of logic and creativity. Students use these tools to understand themselves and in turn help others understand issues of personal and public interest.
- Educational environment that guides and informs thinking through the development of creatively designed learning environments which promote active, often group oriented, but varied learning opportunities.

See the school's performance framework on the following pages for the specific academic and nonacademic outcomes that pupils must achieve.

Novation Education Opportunities - STEAM Academy Performance Framework

STEAM Academy Charter School

Date of Last Update/Review:

Contract Term: July 1, 2026 - June 30, 2029
--

Baseline Year Results: 2021-2025

Charter Number: 4270

Initial Year of Operation: 2021
--

These are the Academic Performance Indicators. They are 65.31% of the points possible.

I. All Children are Ready for School					
I.A Early Literacy and Early Numeracy Goals					
Performance Rating	NWEA MAP for Primary Math Targets (Grade K-2 - this goal will incorporate Pre-K once the Pre-K Program is operating)			Point Value	Points Earned
Exemplary	More than 75 percent of K-2 students are proficient AND/OR the percent of students proficient improves from the baseline years by more than 20 percentage points.			4	
Satisfactory	60-75 percent of K-2 students are proficient AND/OR the percent of students proficient improves from the baseline years by 10-20 percentage points.			2	
Not Satisfactory	Less than 60 percent of K-2 students are proficient and the school does not improve from the baseline years by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	
	Baseline 2021-2025	39	95	41.05%	
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					
Performance Rating	NWEA MAP for Primary Reading Targets (Grade K-2 - this goal will incorporate Pre-K once the Pre-K Program is operating)			Point Value	Points Earned
Exemplary	More than 75 percent of K-2 students are proficient AND/OR the percent of students proficient improves from the baseline years by more than 20 percentage points.			4	
Satisfactory	60-75 percent of K-2 students are proficient AND/OR the percent of students proficient improves from the baseline years by 10-20 percentage points.			2	
Not Satisfactory	Less than 60 percent of K-2 students are proficient and the school does not improve from the baseline years by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	
	Baseline 2021-2025	40	112	35.71%	
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					

II. All Students Graduate from High School (As Measured On-Track by Grade Level Proficiency)

II.A Attain Grade-level Proficiency- All Students State Comparison

Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline years.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline years.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2025	10	76	13.16%	
	2025-2026				
	2026-2027				
	2027-2028				
2025-2028					
Analysis					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline years.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline years.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2025	14	71	19.72%	
	2025-2026				
	2026-2027				
	2027-2028				
2025-2028					
Analysis					

II.B Attain Grade-level Proficiency- All Students Resident District (St Paul) Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					

III. Close the Achievement Gaps Among all Groups (As Measured by On-Track Grade Level Focus Proficiency)

III.A Attain Grade-level Proficiency- FRP Focus Group State Comparison

Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline years.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline years.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2025	6	67	8.96%	
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline years.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline years.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2025	11	64	17.19%	
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					

III.B Attain Grade-level Proficiency- FRP Focus Group Resident District (St Paul) Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					

III.C Attain Grade-level Proficiency- EL Focus Group State Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline years.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline years.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2025	6	62	9.68%	17.77%
	2025-2026				
	2026-2027				
	2027-2028				
2025-2028					
Analysis					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline years.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline years.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2025	9	59	15.25%	13.76%
	2025-2026				
	2026-2027				
	2027-2028				
2025-2028					
Analysis					

III.D Attain Grade-level Proficiency- EL Focus Group Resident District (St Paul) Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					

IV. All Students Graduate from High School (as Measured by Growth)					
IV.A Meet or Exceed National Growth Norms- Students Below Grade Level					
Performance Rating	NWEA MAP Fall-Spring Growth- Math Targets (Grades 3-8)			Point Value	Points Earned
Exemplary	Students scoring below grade level in the fall on average make more than 150% of their annual projected growth AND/OR improve by more than 20 percentage points from the baseline years.			8	
Satisfactory	Students scoring below grade level in the fall on average make 120-150% of their annual projected growth AND/OR improve by 10-20 percentage points from the baseline years.			4	
Not Satisfactory	Students scoring below grade level in the fall on average do not make at least 120% of their annual projected growth or improve from the baseline years by at least 10 percentage points.			0	
Results	Year	Average observed growth	Average projected growth	Percent of Growth	Number of Students Participating in Testing
	Baseline 2021-2025	670	737	90.91%	61
	2025-2026				
	2026-2027				
	2027-2028				
2025-2028					
Analysis					
Performance Rating	NWEA MAP Fall-Spring Growth- Reading Targets (Grades 3-8)			Point Value	Points Earned
Exemplary	Students scoring below grade level in the fall on average make more than 150% of their annual projected growth AND/OR improve by more than 20 percentage points from the baseline years.			8	
Satisfactory	Students scoring below grade level in the fall on average make 120-150% of their annual projected growth AND/OR improve by 10-20 percentage points from the baseline years.			4	
Not Satisfactory	Students scoring below grade level in the fall on average do not make at least 120% of their annual projected growth or improve from the baseline years by at least 10 percentage points.			0	
Results	Year	Average observed growth	Average projected growth	Percent of Growth	Number of Students Participating in Testing
	Baseline 2021-2025	434	536	80.97%	47
	2025-2026				
	2026-2027				
	2027-2028				
2025-2028					
Analysis					

IV.B Meet or Exceed National Growth Norms- Students at or Above Grade Level					
Performance Rating	NWEA MAP Fall-Spring Growth- Math Targets (Grades 3-8)			Point Value	Points Earned
Exemplary	Students scoring at or above grade level in the fall on average make more than 120% of their annual projected growth AND/OR improve by more than 20 percentage points from the baseline years.			8	
Satisfactory	Students scoring at or above grade level in the fall on average make 100-120% of their annual projected growth AND/OR improve by 10-20 percentage points from the baseline years.			4	
Not Satisfactory	Students scoring at or above grade level in the fall on average make less than 100% of their annual projected growth or the school does not improve from the baseline years by at least 10 percentage points.			0	
Results	Year	Average observed growth	Average projected growth	Percent of Growth	Number of Students Participating in Testing
	Baseline 2021-2025	180	196	91.84%	16
	2025-2026				
	2026-2027				
	2027-2028				
2025-2028					
Analysis					
Performance Rating	NWEA MAP Fall-Spring Growth- Reading Targets (Grades 3-8)			Point Value	Points Earned
Exemplary	Students scoring at or above grade level in the fall on average make more than 120% of their annual projected growth AND/OR improve by more than 20 percentage points from the baseline years.			8	
Satisfactory	Students scoring at or above grade level in the fall on average make 100-120% of their annual projected growth AND/OR improve by 10-20 percentage points from the baseline years.			4	
Not Satisfactory	Students scoring at or above grade level in the fall on average make less than 100% of their annual projected growth or the school does not improve from the baseline years by at least 10 percentage points.			0	
Results	Year	Average observed growth	Average projected growth	Percent of Growth	Number of Students Participating in Testing
	Baseline 2021-2025	115	118	97.46%	9
	2025-2026				
	2026-2027				
	2027-2028				
2025-2028					
Analysis					

These are the Climate Performance Indicators. They are 10.20% of the points possible.

V. The School Conditions Promote a Climate of Engagement				
V.A Attendance Rates				
Performance Rating	Attendance Rate Goals (Grades K-8)		Point Value	Points Earned
Exemplary	At least 95 percent attendance rate.		2	
Satisfactory	90-95 percent attendance rate.		1	
Not Satisfactory	Below 90 percent attendance rate.		0	
Results	Year	Attendance Rate		
	2025-2026			
	2026-2027			
	2027-2028			
	2025-2028			
Analysis				
V.B Parent Engagement				
Performance Rating	Parent Event Attendance Goals (Grades K-8)		Point Value	Points Earned
Exemplary	More than 90 percent of parents or guardians attend all parent conferences.		2	
Satisfactory	80-90 percent of parents or guardians attend all parent conferences.		1	
Not Satisfactory	Less than 80 percent of parents attend all parent conferences.		0	
Results	Year	Parents/Guardians Attending Conferences	Total Parents/Guardians That Could Attend Conferences	Parent Conference Attendance Percent
	2025-2026			
	2026-2027			
	2027-2028			
	2025-2028			
Analysis				

V.C Parent Satisfaction					
Performance Rating	5-Point Parent Satisfaction Survey Goals			Point Value	Points Earned
Exemplary	More than 80 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.			2	
Satisfactory	60-80 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.			1	
Not Satisfactory	Less than 60 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.			0	
Results	Year	Number of Parents Agreeing or Strongly Agreeing	Total Number of Parents	Parent Satisfaction Survey Percent	
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					
V.D Mobility					
Performance Rating	Mobility Goals (Grades K-8)			Point Value	Points Earned
Exemplary	Fewer than 10 percent of students transfer out of school after October 1.			2	
Satisfactory	10 - 15 percent of students transfer out of school after October 1.			1	
Not Satisfactory	More than 15 percent of students transfer out of school after October 1.			0	
Results	Year	Students Transferring After October 1	Total Students Enrolled October 1	Mobility Percent	
	2025-2026				
	2026-2027				
	2027-2028				
	2025-2028				
Analysis					

V.E Student Engagement				
Performance Rating	Student Ownership of Learning Goals (Grades 3-8)		Point Value	Points Earned
Exemplary	More than 80 percent of students can identify their goals, strategies for reaching them, and status toward reaching the goals.		2	
Satisfactory	60-80 percent of students can identify their goals, strategies for reaching them, and status toward reaching the goals.		1	
Not Satisfactory	Fewer than 60 percent of students can identify their goals, strategies for reaching them, and status toward reaching the goals.		0	
Results	Year	Students Who Can Identify Their Goals, Strategies, and Status Toward Reaching Those Goals	Total Students	Percent of Students Completing this Goal
	2025-2026			
	2026-2027			
	2027-2028			
	2025-2028			
Analysis				

These are the Operations Performance Indicators. They are 10.20% of the total Performance Framework points possible.

VI. School is Compliant with Contract and Statute

VI.A Compliance

Performance Rating	Compliance Goals	Point Value	Points Earned
Exemplary	No infractions.	10	
Satisfactory	No more than three infractions AND any infraction is resolved by assigned deadline.	5	
Not Satisfactory	More than three infractions or infractions not resolved by assigned deadline.	0	
Analysis			

These are the Finance Performance Indicators. They are 14.29% of the total Performance Framework points.

VII. School is Financially Solvent/Sustainable

VII.A Finance Awards

Performance Rating	Goals for Awards	Point Value	Points Earned
Exemplary	NEO Stewardship Award in Finance Recipient	2	
Satisfactory	Finance Award Recipient	1	
Not Satisfactory	Not a Finance Award Recipient	0	
Analysis			

VII.B Fund Balance

Performance Rating	Fund Balance Goals	Point Value	Points Earned
Exemplary	Reserve is at least 20% as measured by end of year reserves.	10	
Satisfactory	Reserve is enough to cover one full payroll as measured by end of year reserve (fund balance).	5	
Not Satisfactory	Reserve is less than one full payroll as measured by end of year reserves.	0	
Results	Fund Balance	Expenditures	SOD Calculation
Analysis			

VII.C Financial Audit

Performance Rating	Financial Audit Goals	Point Value	Points Earned
Exemplary	No findings cited in the audit.	2	
Satisfactory	No more than one finding (nonmaterial) cited in the audit.	1	
Not Satisfactory	More than one finding cited in the audit.	0	
Analysis			

Contract Renewal and Intervention

NEO schools must achieve at least a Satisfactory Rating (50% of points possible) in the Performance Framework overall and in each performance area (Academic, Climate, Compliance, Finance) to be automatically recommended for a three-year contract renewal.

NEO schools must achieve at least an Exemplary Rating (70% of points possible) in the Performance Framework overall to be automatically recommended for a five-year contract renewal.

Schools that earn less than 50% of the points possible overall or in any one area are a candidate for a nonrenewal in their final contract year or intervention in the other contract years.

Summary and Analysis

Academic Performance Points Earned			0		
Academic Performance Total Points Possible			64		
Academic Performance Percent of Points Earned			0.00%		
Academic Performance Percent of Total Framework Points			65.31%		
Climate Performance Points Earned			0		
Climate Performance Total Points Possible			10		
Climate Performance Percent of Points Earned			0.00%		
Climate Performance Percent of Total Framework Points			10.20%		
Operations Performance Points Earned			0		
Operations Performance Total Points Possible			10		
Operations Performance Percent of Points Earned			0.00%		
Operations Performance Percent of Total Framework Points			10.20%		
Finance Performance Points Earned			0		
Finance Performance Total Points Possible			14		
Finance Performance Percent of Points Earned			0.00%		
Finance Performance Percent of Total Framework Points			14.29%		
Performance Framework Points Earned			0		
Performance Framework Total Points Possible			98		
Performance Framework Percent of Total Points			0.00%		

4. A statement of the school's admission policies and procedures per Minn. Stat. §124E.10, subdivision 1(a)(4).

See the next pages.

Adopted: 10-17-18

Revised: 06-18-26

535 ADMISSION AND LOTTERY POLICY

I. PURPOSE

The purpose of this policy is to explain the application and enrollment process at STEAM Academy so that families can make informed choices regarding their children's school enrollment.

II. GENERAL STATEMENT OF POLICY

This policy establishes guidelines for admission into STEAM Academy that are consistent with the charter school admission requirements of Minnesota Statutes §124E.11 and other applicable laws.

A charter school established under section 124E.06, subdivision 3, paragraph (b), may limit admission to pupils within an age group or grade level.

III. GENERAL ENROLLMENT PROVISIONS

- A. STEAM Academy is a public school and pursuant to state law, must enroll an eligible student who submits a timely application, unless the number of applications exceeds the capacity of the program, class, grade level, or building. When that occurs, students will be accepted by lot and admitted as further described in section VI.
- B. Admission to STEAM Academy is free to any eligible pupil who resides within the state.
- C. STEAM Academy must give enrollment preference to a Minnesota resident pupil over pupils that do not reside in Minnesota.
- D. STEAM Academy must require a pupil who does not reside in Minnesota to annually apply to enroll in accordance with section IV.
- E. Before admitting a student on the lottery list, STEAM Academy shall first give preference for enrollment to siblings of an enrolled student and to a foster child of that pupil's parents.
- F. Before accepting students by lot, STEAM Academy will next give preference to enrolling children of the school's staff. A staff member eligible for an enrollment preference for their child, including a foster child, must be an individual employed at the school whose employment is stipulated in advance to total at least 480 hours in a school calendar year.
- G. STEAM Academy shall not discriminate against any student based on race, color, ethnicity, gender, age, national origin, ancestry, religion or creed, status with regard to public assistance, sexual orientation, disability, gender identity, intellectual ability, prior measures of achievement or aptitude, athletic ability, artistic ability, or for any other basis that would be unlawful for a public or charter school.
- H. STEAM Academy has an Early Admission Policy for kindergarten pupils. STEAM Academy does not allow early admission for first grade pupils. First grade students must be at least six years of age on September 1 of the calendar year in which the school year for which the pupil seeks admission commences or has completed kindergarten.

- I. STEAM Academy shall not seek any information about any applicant that may be used to discriminate against the applicant in either school's policies or governing laws. This does not preclude the school from seeking such information for a lawful purpose about a student after the student has been admitted.
- J. STEAM Academy will not distribute any services or goods of value to students, parents or guardians as an inducement, term or condition of enrolling a student unless required to do so by Minnesota's Pupil Fee Law.

IV. APPLICATION AND ENROLLMENT PROCEDURES

- A. Interested families will submit applications until March 1st. The board of directors may change the deadline for applications for the next school year by resolution without changing this policy.
- B. The STEAM Academy board will establish the capacity for enrollment each year prior to the close of the application period.
- C. Formal recruitment of incoming students will begin before or during November of each year. The school will encourage families to meet with the faculty, staff and/or board members to discuss the values of STEAM Academy, and its expectations of students and their families.
- D. Once the application period is closed, if there are more applicants than spots available, all timely applicants will be placed on one of two lists by grade: (a) a preference list of students given preference by state law or this policy, and (b) all other applicants. Both lists will be entered into a lottery and offers of enrollment will be made to students in the order in which they are listed for each grade until classes are full, first exhausting the preference list, and then proceeding to the non-preference applicants.
 - 1. This lottery will be held no later than the first Monday after the student application deadline, prior to the March 1st deadline for notifying the student's district of residence for transportation services.
 - 2. Notice of the lottery will be made public via website, social media, and other news outlets.

V. LOTTERY

- A. A "sibling" is defined as a student applicant who is related to an enrolled student with the same parent either (1) genetically, or (2) through legal process, i.e., adoption, guardianship, or foster parent. Sibling preference does not apply until one of the siblings is actually enrolled.
- B. Siblings of currently enrolled students will be given first priority. If there are more sibling applicants than spots for a particular grade, the sibling applicants will be randomly selected by lot each year and then offers of enrollment will be made in the order drawn.
- C. Second priority will be given to children of school staff. If a staff member's employment is ended for any reason prior to their acceptance of their child's enrollment offer, the child moves to the end of the non-preferential waiting list.
- D. Once all sibling applicants and children of school staff have been placed, other applicants will be offered enrollment in their order on the non-preferential applicant waiting list determined by lottery.

- E. If any student, whether enrolled or on the waiting list, cancels their application or withdraws from STEAM Academy they shall lose their place. If they later reapply, they shall be treated as a new applicant.
- F. All applicants still on a waiting list at the beginning of the next enrollment period must submit a new application for enrollment and will be subject to the enrollment process described above. The waiting lists do not carry over from year to year.
- G. Once a student who resides in Minnesota is enrolled in the school in kindergarten through grade 12, or in the school's free preschool or prekindergarten program under section 124E.06, subdivision 3, paragraph (b), the student is considered enrolled in the school until the student formally withdraws, the school receives a request for the transfer of educational records from another school, the school receives a written election by the parent or legal guardian of the student withdrawing the student, or the student is expelled under the Pupil Fair Dismissal Act in sections 121A.40 to 121A.56.

VI. STUDENT RECRUITMENT ACTIVITIES

- A. STEAM Academy shall vigorously market itself before and during the enrollment period to recruit students to meet its enrollment goals as set by the Board of Directors.
- B. In accordance with its marketing strategy, STEAM Academy may use the measures below, among others, to recruit student applicants.
 - 1. Post flyers and notices in local newspapers and/or blogs and online newspapers.
 - 2. Post the admissions policy and application (available for download) on the school's website and social media.
 - 3. STEAM Academy will provide translation services, as necessary, for all promotional materials and any person-to-person interaction.

Legal References: Minn. Stat. §124E.11 (Admission Requirements) Minn. Stat. §§123B.36-.37 (Authorized Fees; Prohibited Fees)

**Board approved _ August 5,
2021 Board revised _ June 18,
2026**

Early Admission Policy for STEAM Academy

Application to STEAM Academy is open to all students that live in the state of Minnesota. STEAM ACADEMY is a public, charter school. There are no fees or admissions tests to apply to this public school.

Early Entrance Procedures

For early entrance consideration, a child must attain the age of five (5) years after September 1, but not later than October 15.

To assist the family, child and staff to make appropriate arrangements, STEAM Academy School requests:

1. Families interested in enrolling in STEAM Academy School should complete the student application either on-line or in person at the school office by the posted lottery deadline to show intent of pursuing early enrollment to Kindergarten.
2. The School Principal or his/her designee will meet with the family and describe the district process. An Early Entrance Packet will be made available at the time enrollment is offered. The school team will independently evaluate each child's readiness to meet kindergarten expectations.
3. It is STEAM Academy's policy that a child applying to Kindergarten must turn 5 years of age on or before Sept. 1st of the year they will be starting school unless the child **turns 5 by October 1st and demonstrates readiness through a comprehensive evaluation that uses valid and reliable instrumentation, is aligned with state kindergarten expectations, and includes a parent report and teacher observations of the child's knowledge, skills, and abilities.**
 - Principals are encouraged to include a Kindergarten teacher and psychologist during the meeting.
 - The enrollment packet should be presented to the family in a format & language that suits their needs with the expectation that it is completed and returned by the family prior to August 1st.
 - Families will be notified prior to the start of school of the district's response to Early Entrance.

Enrollment Preference

Enrollment preferences will be given consistent with STEAM Academy's Admission & Lottery policy and applicable Minnesota statutes.

5. A school governance, management, and administration plan per Minn. Stat. §124E.10, subdivision 1(a)(5).

See the following pages.

School Governance, Management, and Administration Plan

STEAM Academy is governed by an independent Board of Directors that serves as the legal governing body of the school and is responsible for the school's overall governance, management, financial oversight, policy development, strategic direction, and educational performance. The Board exercises all powers granted under Minnesota law, the Articles of Incorporation, and the school's bylaws, and operates in compliance with the Minnesota Open Meeting Law, Government Data Practices Act, Minnesota Nonprofit Corporation Act, and Minnesota charter school law.

The Board consists of no fewer than five directors and generally operates with a target membership of nine directors. Board composition complies with Minnesota charter school law and includes licensed teacher representatives, parent or guardian representatives, community members, and individuals with expertise aligned to the school's mission and educational focus. The Executive Director may serve only as a non-voting ex-officio member. Board members are elected by eligible voters of the corporation, including parents or legal guardians of enrolled students and school employees, through an annual election process conducted in accordance with Minnesota law. Directors serve staggered three-year terms.

The Board fulfills its fiduciary responsibilities through adherence to the duties of care, loyalty, obedience, and confidentiality. Board members are required to complete statutory training in governance, finance, data practices, open meeting law, employment practices, and student achievement oversight, and participate in ongoing annual board development. Board members must comply with all conflict-of-interest requirements and statutory restrictions regarding related parties and prohibited relationships.

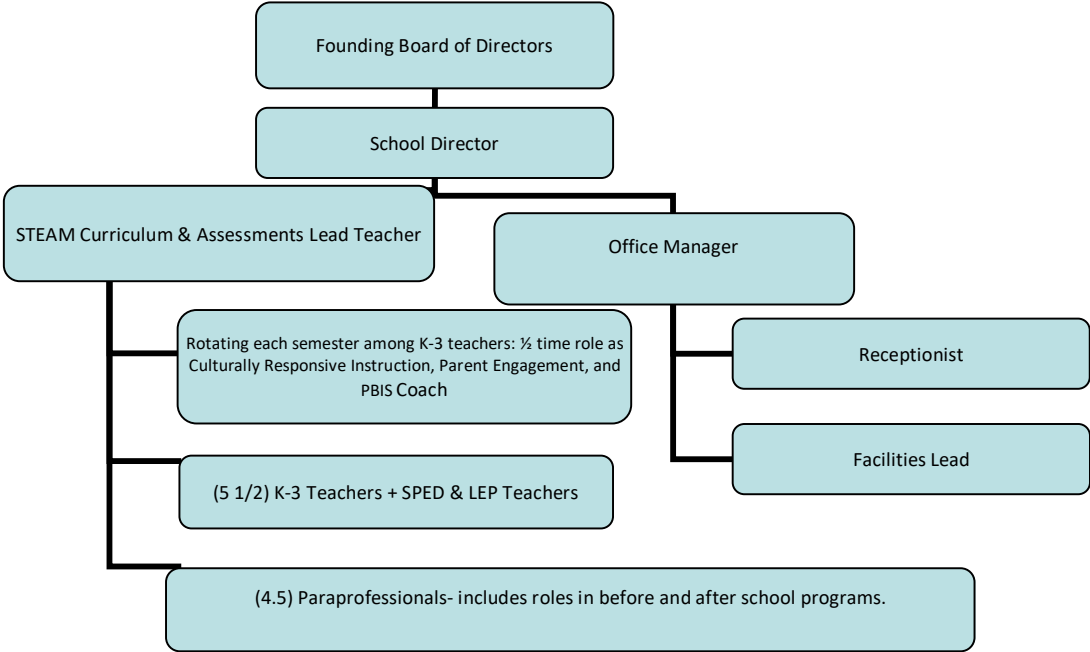
The Board elects officers annually, including a Board Chair, Vice Chair, Treasurer, and Secretary. Officers perform duties prescribed by Minnesota law, the bylaws, and Board policies. The Board may establish committees, working groups, and task forces to support governance functions, conduct research, review school operations, and make recommendations to the Board. All committees remain accountable to the Board, and final decision-making authority remains with the Board of Directors.

The Board appoints and evaluates the Executive Director, who serves as the school's chief administrator and is responsible for the day-to-day management and administration of the school. The Executive Director oversees implementation of Board-approved policies, educational programs, personnel administration, school operations, and organizational performance. The Board may authorize additional management and administrative employees as necessary to support effective school operations.

The Board maintains oversight of the school's financial affairs, including approval of budgets, contracts, loans, expenditures, financial policies, and audits. The school maintains an accounting and financial reporting system consistent with Minnesota law and generally accepted governmental accounting principles. An independent annual audit is conducted and submitted to the Minnesota Department of Education and the school's authorizer as required by law.

The Board conducts regular and special meetings in accordance with the Minnesota Open Meeting Law and maintains official records of Board actions, governance documents, financial records, and committee proceedings. Through these governance, management, and administrative structures, STEAM Academy ensures accountability, transparency, fiscal stewardship, legal compliance, and fulfillment of its mission to provide a multidisciplinary educational program emphasizing science, technology, engineering, arts, and mathematics in a student-centered learning environment.

GOVERNANCE, MANAGEMENT AND SUSTAINABILITY PLAN



The student to teacher ratio at 16 to 1.

A few features of the staffing model:

- There is **one lead administrator** who will need to have strong skills in both curriculum development as well as office management.
- The **STEAM Curriculum Lead Teacher** may be one of the general education teachers who has a 0.5 assignment to lead in STEAM curriculum development. This team member will hold significant leadership responsibility if Director is occupied or away from building. The position may become a full time position.

There will be a rotation each quarter of 1 of the **6 elementary teachers** stepping away from the fulltime classroom instruction to take on 1/2 day responsibilities of parent engagement, PBIS support, and developing culturally responsive instruction.

- **The paraprofessional roles** will blend with roles of support for before and after school enrichment or homework help. As paraprofessionals will already have a classroom relationship with students, they serve as a more natural bridge between teacher and out-of-school-time.
- **The office manager** plays a key leadership role within the school as this person will be responsible for significant administrative responsibilities, including serving as one

portion of fiduciary oversight. The office manager and school director will have responsibility to ensure all funds moving through school are following internal controls and documented, secured, and immediately moved into appropriate accounts. One member of the Board will also hold oversight responsibility ensuring separation of duties during cash management that will stand up to audit.

- At least **one full time special education teacher and one full time ESL teacher** are required. Variance in size of these roles may take place due to student needs once the school year begins.
- **Director of Facilities:** Responsibilities will include the development of a: culturally responsive learning environment, safe and clean school, development of technology plans (including seeking federal funding support for technology), student leadership team for youth led development of the school/learning environment, work plans with staff to anticipate upcoming learning needs and opportunities.
- Contracted positions include special education director, business/finance service, and school nurse. In the case of the school nurse, a staff member will receive specific training to serve as a health clerk, capable of working with direction of a contracted school nurse to focus upon preventative and responsive care, as well as documentation.

Organizational, management and financial plans: The Board and the Director will hold complementary roles requiring effective teamwork between them. The Director will work with the Board and under their direction to conduct all aspects of the school necessary to fulfill mission and policies. The Board will hold final fiduciary and strategic responsibility for the school. As such, all requirements of a fiduciary nature will be overseen and directed by the Board working closely with the school director for implementation of board directives.

The Board will receive leadership training as required by the Minnesota charter school law to ensure they fulfill their role properly and will engage in ongoing board training as part of the board professional development plan. The board will evaluate school leaders and oversee the evaluation of staff .

- 6. Signed agreements from charter school board members to comply with the federal and state laws governing organizational, programmatic, and financial requirements applicable to charter schools, per Minn. Stat. §124E.10, subdivision 1(a)(6).**

See the following pages.

Novation Education Opportunities

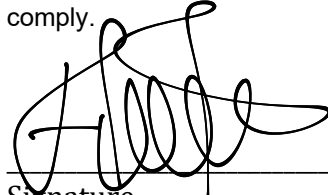
3432 DENMARK AVENUE ♦ EAGAN, MINNESOTA 55123 ♦ T: 612.889.2103

OATH OF OFFICE

Being a member of the governing board of a charter school carries a legal and moral responsibility. This responsibility is based on the trust of the community - that those who accept the mantle of governance will ensure the survival, growth and success of the school.

Board members are trustees, not just of the assets of the school, but also of the expectations, hopes and dreams of the school community - students, parents and staff. Charter school board members are also trustees for the citizens of Minnesota, responsible for the common good and public funds.

This signed agreement affirms my commitment as a member of a Charter School board that I will comply with all federal and state rules and laws governing organizational, programmatic, and financial requirements applicable to charter schools even it that means actively researching current state and/or federal rules, laws and other requirements. I understand that I may be held liable if our school does not comply.



Signature

Amir Mohammed

Print name

Parent Member

Seat (Parent, Community Member, Teacher)

07/01/2024

Date seated

06/30/2027

Date term of seat expires

Novation Education Opportunities

3432 DENMARK AVENUE • EAGAN, MINNESOTA 55123 • T: 612.889.2103

OATH OF OFFICE

Being a member of the governing board of a charter school carries a legal and moral responsibility. This responsibility is based on the trust of the community - that those who accept the mantle of governance will ensure the survival, growth and success of the school.

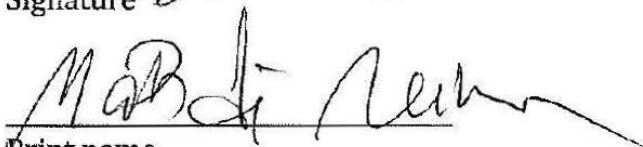
Board members are trustees, not just of the assets of the school, but also of the expectations, hopes and dreams of the school community - students, parents and staff. Charter school board members are also trustees for the citizens of Minnesota, responsible for the common good and public funds.

This signed agreement affirms my commitment as a member of a Charter School board that I will comply with all federal and state rules and laws governing organizational, programmatic, and financial requirements applicable to charter schools even if that means actively researching current state and/or federal rules, laws and other requirements. I understand that I may be held liable if our school does not comply.

Signature



Print name



Community Member

Seat (Parent, Community Member, Teacher)

07/01/2024

Date seated

06/30/2027

Date term of seat expires

Novation Education Opportunities

3432 DENMARK AVENUE • EAGAN, MINNESOTA 55123 • T: 612.889.2103

OATH OF OFFICE

Being a member of the governing board of a charter school carries a legal and moral responsibility. This responsibility is based on the trust of the community - that those who accept the mantle of governance will ensure the survival, growth and success of the school.

Board members are trustees, not just of the assets of the school, but also of the expectations, hopes and dreams of the school community - students, parents and staff. Charter school board members are also trustees for the citizens of Minnesota, responsible for the common good and public funds.

This signed agreement affirms my commitment as a member of a Charter School board that I will comply with all federal and state rules and laws governing organizational, programmatic, and financial requirements applicable to charter schools even it that means actively researching current state and/or federal rules, laws and other requirements. I understand that I may be held liable if our school does not comply.



Signature

SANTA FE P. PATAWARAN
Print name

TEACHER - BOARD MEMBER
Seat (Parent, Community Member, Teacher)

07/01/2024

Date seated

06/30/2027

Date term of seat expires

Novation Education Opportunities

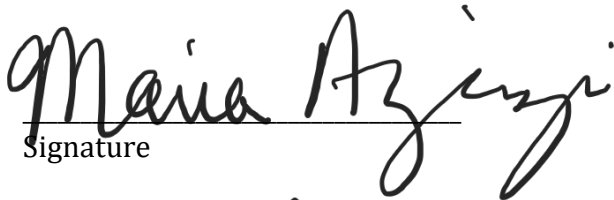
3432 DENMARK AVENUE ♦ EAGAN, MINNESOTA 55123 ♦ T: 612.889.2103

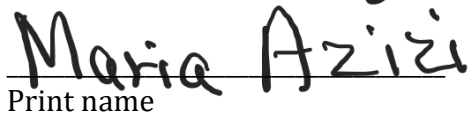
OATH OF OFFICE

Being a member of the governing board of a charter school carries a legal and moral responsibility. This responsibility is based on the trust of the community - that those who accept the mantle of governance will ensure the survival, growth and success of the school.

Board members are trustees, not just of the assets of the school, but also of the expectations, hopes and dreams of the school community - students, parents and staff. Charter school board members are also trustees for the citizens of Minnesota, responsible for the common good and public funds.

This signed agreement affirms my commitment as a member of a Charter School board that I will comply with all federal and state rules and laws governing organizational, programmatic, and financial requirements applicable to charter schools even it that means actively researching current state and/or federal rules, laws and other requirements. I understand that I may be held liable if our school does not comply.


Signature


Print name



Seat (Parent, Community Member, Teacher)

07/01/2024

Date seated

06/30/2027

Date term of seat expires

Novation Education Opportunities

3432 DENMARK AVENUE ♦ EAGAN, MINNESOTA 55123 ♦ T: 612.889.2103

OATH OF OFFICE

Being a member of the governing board of a charter school carries a legal and moral responsibility. This responsibility is based on the trust of the community - that those who accept the mantle of governance will ensure the survival, growth and success of the school.

Board members are trustees, not just of the assets of the school, but also of the expectations, hopes and dreams of the school community - students, parents and staff. Charter school board members are also trustees for the citizens of Minnesota, responsible for the common good and public funds.

This signed agreement affirms my commitment as a member of a Charter School board that I will comply with all federal and state rules and laws governing organizational, programmatic, and financial requirements applicable to charter schools even it that means actively researching current state and/or federal rules, laws and other requirements. I understand that I may be held liable if our school does not comply.



Signature

Sarah Chebli

Print name

Community Member, Board Chair

Seat (Parent, Community Member, Teacher)

07/01/2024

Date seated

06/30/2027

Date term of seat expires

- 7. The criteria, processes, and procedures the authorizer will use to monitor and evaluate the fiscal, operational, and academic performance, consistent with subdivision 3, paragraphs (a) and (b), per Minn. Stat. §124E.10, subdivision 1(a)(7).**

See the following pages.

NEO Oversight Plan for Operating Schools

The NEO Oversight Plan serves as a template for all charter schools authorized by NEO. If necessary, this plan may be amended and adapted for specific charter schools. NEO's ongoing oversight of authorized schools will include the following activities:

Student/School Academic Performance

- NEO will review the school academic performance with school leader(s) at a formal site visit at each NEO authorized school using the School's Performance Framework.
- NEO will review, summarize, and use the school academic performance data that MDE reports, including LEA level data for Authorizers to monitor and evaluate progress.
- NEO will publish an Annual Report that includes academic performance data of NEO authorized schools, including areas of strength and improvement.
- NEO will facilitate sharing of effective practices by conducting at least one informal site visit, "learning walk", at each NEO authorized school focused on main strategies for improving student learning and indicators of successful implementation.

Climate

- NEO will review the school climate performance with school leader(s) at a formal site visit at each NEO authorized school using the School's Performance Framework and NEO's Annual Report.
- NEO will publish an Annual Report that includes climate performance data of NEO authorized schools, including attendance and mobility.
- NEO will facilitate sharing of effective practices by conducting at least one informal site visit, "learning walk", at each NEO authorized school focused on main strategies for improving student learning and indicators of successful implementation.

Operations/Governance

- NEO will attend at least two charter school board meetings annually and provide feedback to the school on compliance as well as provide observations and questions for the board to consider in their process of continuous improvement using the Board Meeting Observation Form.
- NEO will collect and review official school records including board meeting minutes and policy revisions and verify compliance using the Operations Monitoring and Evaluation Report for the purpose of monitoring and evaluating compliance, and to provide feedback for continuous improvement.

- NEO will conduct an annual site visit to verify compliance with the items identified in the Operations Monitoring and Evaluation Report, which may be revised depending on areas of compliance that must be verified because of complaints or concerns.
- NEO will review school compliance with required state and NEO reporting deadlines and identify any areas where NEO has concerns based on the provisions of the Contract Agreement.

Financial

- NEO will collect and review school financials via Epicenter for the purpose of monitoring and evaluating compliance and providing feedback for continuous improvement.
- NEO will review the annual budget of the school and provide comment as necessary.
- NEO will review the school's Annual Financial Audit and identify any areas where NEO has concerns based on the provisions of the Contract Agreement and applicable law.
- NEO will use the NEO Stewardship Award in Finance and the NEO Finance Award to recognize and identify exemplary school performance to facilitate sharing of effective practices.

Ongoing, Consistent, and Robust Monitoring and Evaluation

Novation Education Opportunities (NEO), as the authorizing entity, will conduct at least two site visits to each NEO authorized school. One site visit will be an informal site visit, a "learning walk", for the purpose of identifying and facilitating sharing of effective practices. The other site visit will be a formal site visit utilizing the Operations Monitoring and Evaluation Report, either for the purpose of reviewing and verifying school performance for contract renewal, or for reviewing and verifying school performance for performance monitoring. NEO staff and/or NEO Advisors who are experts in overseeing, monitoring and evaluating academics, operations, governance, and finance will be conduct the site visits. The formal site visit will include review of previously requested documents that have not been uploaded to Epicenter to verify compliance. NEO will contact school administration at least one month in advance of the site visit to plan for visiting the school with minimal disruption of its operations.

At least two weeks prior to the formal site visit, NEO will update the Performance Framework and provide the Operations Monitoring and Evaluation Report Template to the school leadership and board chair.

School administration will then have two weeks to review the Performance Framework, with the opportunity to comment on each area. NEO will resolve any discrepancies in information with the school at the formal site visit. The review of the status of the Performance Framework will provide the school leadership, board and NEO, feedback on school progress toward meeting the authorizer-school contract terms including the Performance Framework standards and targets. NEO will also complete the Operations Monitoring and Evaluation Report at the formal site visit.

The School's Performance Framework is incorporated into the school's contract with NEO and defines clear, measurable, and attainable academic, operational and financial performance standards, measures, metrics, targets and weightings. The targets in the Performance Framework are finalized using the most updated school performance baseline data available at the beginning of each contract term.

The Performance Framework is designed to achieve at least one outcome that meets or exceeds expectations adopted by the commissioner for public school students (Comprehensive Achievement and Civic Readiness) per Minnesota Statutes.

The Performance Framework must include a growth measure and target for students below grade level making high growth and students at or above grade level making medium or high growth. The school may use the state assessment growth data as available or growth data from another assessment such as the NWEA MAP.

Because the purpose of the school is to improve all pupil learning and all student achievement and therefore should provide a better option to students in the area served, the Performance Framework must also include the following standard academic performance measures in English Language Arts and Mathematics:

For a satisfactory rating, the percent of students meeting enrollment criteria who meet or exceed standards (score grade-level proficient) will exceed the state for the All, English Learner, Special Education and Free/Reduced Meal student focus groups where data is available and/or demonstrate at least a ten (10) percentage point increase from the baseline results. The baseline results are determined by the results of the prior term.

For a satisfactory rating, the percent of students meeting enrollment criteria who meet or exceed standards (score grade-level proficient) will exceed the resident district for the All, English Learner, Special Education and Free/Reduced Meal student focus groups where data is available.

The resident district is defined as the district in which the greatest percent of students enrolled reside. The Contract Renewal Framework may also include additional academic performance measures that the school and authorizer mutually agree to include.

Clear Climate, Operations, and Finance Standards

Other measurable performance standards and quantifiable targets for the operational period under the initial charter contract are to be mutually agreed upon between the authorizer and the school and incorporated into the Performance Framework in the areas of Climate, Operations, and Finance.

Ratings

There are three levels of ratings: not satisfactory, satisfactory and exemplary.

The Performance Framework defines performance requirements for each level. The rating scale is 0 - 2 (zero through two).

For each measure, a school earns 2 (two) points for exemplary performance, 1 (one) point for satisfactory performance, and 0 (zero) points if performance is not satisfactory.

Weighting of Performance Measures

The measures of Academic Performance are weighted equally by default. The school may propose that certain measures be weighted more than others. The school must submit a proposal that includes a rationale and any supporting information for changes in weighting to the NEO Executive Director at the time of contract negotiations. For example, a school may request that the NWEA MAP growth results be weighted more than the results of the MN State Assessments because all students take the NWEA MAP and because the NWEA MAP provides more valid, reliable and consistent results over time.

However, the Academic Performance measures must be weighted more than 50% of the total points of all performance areas including Climate, Operations, and Financial Performance because the primary purpose of the mission driven school is to improve the learning, achievement and success of all students. At the beginning of the contract term the weightings are finalized.

The Executive Director will present the proposal to the NEO Board of Directors and make a recommendation. The NEO Board makes the final decision to enter into or revise contract agreements.

Implementation

NEO and the school will identify the rules for the calculations in the Performance Framework with specifications for example, for collecting, calculating, sharing, and reporting all source data used in the Contract Renewal Framework evaluation as well as a process for verification of all school reported data to ensure that the method of data collection remains valid and consistent during the term of the contract.

Combining Data Over the Contract Term

Annual school performance results will be combined each successive year of the contract term wherever possible so that fluctuation due to small group size will be minimized.

Contract Revisions

Once finalized, the terms of the contract can only be revised if a measure is no longer available or changes, and/or if there is another condition which prevents the school from effectively using that measure of performance. The proposed revision must be submitted in writing along with a rationale for the revision and any supporting information to the NEO Executive Director. The Executive Director will present the proposed revision to the NEO Board of Directors and make a recommendation. The NEO Board makes the final decision to revise contract agreements.

NEO and a charter school may revise the contract for the following material contract changes when applicable:

- A change in Location and address of the school
- A change in contract term
- A significant change to the program such as a site and/or grade level expansion
- A significant change to the education program such as incorporating a STEM focus or other area of focus that was not part of the original charter
- A significant difference in student achievement baseline data from initial assumptions a new school use to set academic performance goals
- A significant change in the state testing that makes current academic performance goals irrelevant
- A significant change to the NEO Renewal Framework Performance Indicator(s)

- Revision to any policy included in the contract
- Any other reason that results in misalignment of the contract and the school conditions agreed upon by both authorizer and charter school.

The school must provide a clear justification for the revision as it relates to one of the reasons previously noted.

The NEO Executive Director will present the request for the revision to the NEO board for consideration.

If the NEO Board approves the revision, the revised contract will be signed and dated by both parties, and the revised contract will be submitted to MDE within 10 days.

Contract Renewal Eligibility

NEO schools must achieve at least a Satisfactory Rating (50% of points possible) in the Performance Framework overall and in each performance area (Academic, Climate, Operations, Finance) to be automatically recommended for a three-year contract renewal and at least an Exemplary Rating (70% of points possible) in the Performance Framework overall to be automatically recommended for a five-year contract renewal.

All contract renewals will be for either three or five years. Fewer than three years does not provide enough information on which to make a renewal decision.

Intervention and Corrective Action

NEO schools that prior to their year of contract renewal fall below a Satisfactory Rating in the Performance Framework overall and/or in any performance area (Academic, Climate, Operations, Finance) must provide a Continuous Improvement Plan to NEO that addresses the specific standards in the Performance Framework where the school performance is below Satisfactory. This plan may be the same plan required by the state accountability system.

Closure Plan

If the school does not meet the terms of the Improvement Plan and attain a Satisfactory Rating by the end of the contract term, the school is a candidate for nonrenewal. If the school's contract is not renewed, the school must implement the Closure Plan as described in the school's contract with NEO.

8. **For contract renewal, the formal written performance evaluation that is a prerequisite for reviewing a charter contract under subdivision 3, per Minn. Stat. §124E.10, subdivision 1(a)(8).**

See the following pages.

Novation Education Opportunities - STEAM Academy Performance Framework

STEAM Academy Charter School

Date of Last Update/Review: 3/12/2026
--

Contract Term: July 1, 2021 - June 30, 2026
--

Baseline Year Results: 2021-2022

Charter Number: 4270

Initial Year of Operation: 2021
--

These are the Academic Performance Indicators. They are 65.31% of the points possible.

I. All Children are Ready for School					
I.A Early Literacy and Early Numeracy Goals					
Performance Rating	NWEA MAP for Primary Math Targets (Grade K-2 - this goal will incorporate Pre-K once the Pre-K Program is operating)			Point Value	Points Earned
Exemplary	More than 75 percent or more of K-2 students are proficient AND/OR the percent of students proficient improves from the baseline year by more than 20 percentage points.			4	4
Satisfactory	60-75 percent of K-2 students are proficient AND/OR the percent of students proficient improves from the baseline year by 10-20 percentage points.			2	
Not Satisfactory	Less than 60 percent of K-2 students are proficient or the school does not improve from the baseline year by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	
	Baseline 2021-2022	6	18	33.33%	
	2021-2022	6	18	33.33%	
	2022-2023	3	36	8.33%	
	2023-2024	11	14	78.57%	
	2024-2025	19	27	70.37%	
	2025-2026	N/A	N/A	N/A	
2021-2026	39	95	41.05%		
Analysis	The school's combined NWEA MAP proficiency rate for Primary Math Targets is 41.05%. From the baseline year rate of 33.33% the school's proficiency increased to 70.37%, an increase of 37.04 percentage points.				
Performance Rating	NWEA MAP for Primary Reading Targets (Grade K-2 - this goal will incorporate Pre-K once the Pre-K Program is operating)			Point Value	Points Earned
Exemplary	More than 75 percent or more of K-2 students are proficient AND/OR the percent of students proficient improves from the baseline year by more than 20 percentage points.			4	2
Satisfactory	60-75 percent of K-2 students are proficient AND/OR the percent of students proficient improves from the baseline year by 10-20 percentage points.			2	
Not Satisfactory	Less than 60 percent of K-2 students are proficient or the school does not improve from the baseline year by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	
	Baseline 2021-2022	5	17	29.41%	
	2021-2022	5	17	29.41%	
	2022-2023	5	34	14.71%	
	2023-2024	9	14	64.29%	
	2024-2025	21	47	44.68%	
	2025-2026	N/A	N/A	N/A	
2021-2026	40	112	35.71%		
Analysis	The school's combined NWEA MAP proficiency rate for Primary Reading Targets is 35.71%. From the baseline year rate of 29.41% the school's proficiency increased to 44.68%, an increase of 15.27 percentage points.				

II. All Students Graduate from High School (As Measured On-Track by Grade Level Proficiency)					
II.A Attain Grade-level Proficiency- All Students State Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline year.			2	0
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2023	CSTSR	CSTSR	CSTSR	
	2021-2022	CSTSR	CSTSR	CSTSR	53.51%
	2022-2023	CSTSR	CSTSR	CSTSR	50.65%
	2023-2024	CSTSR	CSTSR	CSTSR	53.98%
	2024-2025	CSTSR	CSTSR	CSTSR	49.86%
	2021-2025	10	76	13.16%	51.74%
Analysis	The school's combined proficiency rate of 13.16% is 38.59 percentage points lower than the state's combined proficiency rate of 51.74%.				
	The cell size is too small to report.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline year.			2	0
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2023	CSTSR	CSTSR	CSTSR	
	2021-2022	CSTSR	CSTSR	CSTSR	53.00%
	2022-2023	CSTSR	CSTSR	CSTSR	52.51%
	2023-2024	CSTSR	CSTSR	CSTSR	51.48%
	2024-2025	CSTSR	CSTSR	CSTSR	51.66%
	2021-2025	14	71	19.72%	52.14%
Analysis	The school's combined proficiency rate of 19.72% is 32.42 percentage points lower than the state's combined proficiency rate of 52.14%.				
	The cell size is too small to report.				

II.B Attain Grade-level Proficiency- All Students Resident District (St Paul) Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	0
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2021-2022	CSTSR	CSTSR	CSTSR	32.53%
	2022-2023	CSTSR	CSTSR	CSTSR	30.26%
	2023-2024	CSTSR	CSTSR	CSTSR	33.58%
	2024-2025	CSTSR	CSTSR	CSTSR	31.01%
	2021-2025	10	76	13.16%	31.69%
Analysis	The school's combined proficiency rate of 13.16% is 18.53 percentage points lower than the resident district's combined proficiency rate of 31.69%.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	0
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2021-2022	CSTSR	CSTSR	CSTSR	35.12%
	2022-2023	CSTSR	CSTSR	CSTSR	35.44%
	2023-2024	CSTSR	CSTSR	CSTSR	34.82%
	2024-2025	CSTSR	CSTSR	CSTSR	35.96%
	2021-2025	14	71	19.72%	35.38%
Analysis	The school's combined proficiency rate of 19.72% is 15.66 percentage points lower than the resident district's combined proficiency rate of 35.38%.				

III. Close the Achievement Gaps Among all Groups (As Measured by On-Track Grade Level Focus Proficiency)					
III.A Attain Grade-level Proficiency- FRP Focus Group State Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline year.			2	0
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2023	CSTSR	CSTSR	CSTSR	
	2021-2022	CSTSR	CSTSR	CSTSR	30.15%
	2022-2023	CSTSR	CSTSR	CSTSR	31.42%
	2023-2024	CSTSR	CSTSR	CSTSR	34.98%
	2024-2025	CSTSR	CSTSR	CSTSR	30.63%
	2021-2025	6	67	8.96%	31.79%
Analysis	The school's combined proficiency rate of 8.96% is 22.83 percentage points lower than the state's combined proficiency rate of 31.79%.				
	The cell size is too small to report.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline year.			2	0
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2023	CSTSR	CSTSR	CSTSR	
	2021-2022	CSTSR	CSTSR	CSTSR	32.30%
	2022-2023	CSTSR	CSTSR	CSTSR	35.31%
	2023-2024	CSTSR	CSTSR	CSTSR	34.82%
	2024-2025	CSTSR	CSTSR	CSTSR	34.14%
	2021-2025	11	64	17.19%	34.33%
Analysis	The school's combined proficiency rate of 17.19% is 17.15 percentage points lower than the state's combined proficiency rate of 34.33%.				
	The cell size is too small to report.				

III.B Attain Grade-level Proficiency- FRP Focus Group Resident District (St Paul) Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2021-2022	CSTSR	CSTSR	CSTSR	18.90%
	2022-2023	CSTSR	CSTSR	CSTSR	18.40%
	2023-2024	CSTSR	CSTSR	CSTSR	20.54%
	2024-2025	CSTSR	CSTSR	CSTSR	18.01%
	2021-2025	6	67	8.96%	18.87%
Analysis	The school's combined proficiency rate of 8.96% is 9.91 percentage points lower than the resident district's combined proficiency rate of 18.87%.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2021-2022	CSTSR	CSTSR	CSTSR	21.61%
	2022-2023	CSTSR	CSTSR	CSTSR	22.72%
	2023-2024	CSTSR	CSTSR	CSTSR	21.69%
	2024-2025	CSTSR	CSTSR	CSTSR	22.46%
	2021-2025	11	64	17.19%	22.19%
Analysis	The school's combined proficiency rate of 17.19% is 5.00 percentage points lower than the resident district's combined proficiency rate of 22.19%.				

III.C Attain Grade-level Proficiency- EL Focus Group State Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline year.			2	
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2023	CSTSR	CSTSR	CSTSR	
	2021-2022	CSTSR	CSTSR	CSTSR	17.94%
	2022-2023	CSTSR	CSTSR	CSTSR	17.05%
	2023-2024	CSTSR	CSTSR	CSTSR	19.73%
	2024-2025	CSTSR	CSTSR	CSTSR	16.79%
	2021-2025	6	62	9.68%	17.77%
Analysis	The school's combined proficiency rate of 9.68% is 8.09 percentage points lower than the state's combined proficiency rate of 17.77%.				
	The cell size is too small to report.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the state average AND/OR the school improves its proficiency rate by more than 20 percentage points from the baseline year.			2	1
Satisfactory	The school's proficiency rate exceeds the state average by up to 10 percentage points AND/OR the school improves its proficiency rate by 10-20 percentage points from the baseline year.			1	
Not Satisfactory	The school's proficiency rate does not exceed the state average or improve by at least 10 percentage points.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	State Percent Proficient
	Baseline 2021-2023	CSTSR	CSTSR	CSTSR	
	2021-2022	CSTSR	CSTSR	CSTSR	15.21%
	2022-2023	CSTSR	CSTSR	CSTSR	13.87%
	2023-2024	CSTSR	CSTSR	CSTSR	14.05%
	2024-2025	CSTSR	CSTSR	CSTSR	12.37%
	2021-2025	9	59	15.25%	13.76%
Analysis	The school's combined proficiency rate of 15.25% is 1.49 percentage points higher than the state's combined proficiency rate of 13.76%.				
	The cell size is too small to report.				

III.D Attain Grade-level Proficiency- EL Focus Group Resident District (St Paul) Comparison					
Performance Rating	MCA-Math Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2021-2022	CSTSR	CSTSR	CSTSR	16.04%
	2022-2023	CSTSR	CSTSR	CSTSR	14.34%
	2023-2024	CSTSR	CSTSR	CSTSR	15.92%
	2024-2025	CSTSR	CSTSR	CSTSR	13.48%
	2021-2025	6	62	9.68%	14.87%
Analysis	The school's combined proficiency rate of 9.68% is 5.19 percentage points lower than the resident district's combined proficiency rate of 14.87%.				
Performance Rating	MCA-Reading Goals (Grades 3-8)			Point Value	Points Earned
Exemplary	The school's proficiency rate is greater than 10 percentage points above the resident district average.			2	1
Satisfactory	The school's proficiency rate exceeds the resident district average by up to 10 percentage points.			1	
Not Satisfactory	The school's proficiency rate does not exceed the resident district average.			0	
Results	Year	Proficient Students	Total Students Tested	STEAM Percent Proficient	St Paul Percent Proficient
	2021-2022	CSTSR	CSTSR	CSTSR	12.35%
	2022-2023	CSTSR	CSTSR	CSTSR	11.68%
	2023-2024	CSTSR	CSTSR	CSTSR	11.55%
	2024-2025	CSTSR	CSTSR	CSTSR	9.90%
	2021-2025	9	59	15.25%	11.34%
Analysis	The school's combined proficiency rate of 15.25% is 3.92 percentage points higher than the resident district's combined proficiency rate of 11.34%.				

IV. All Students Graduate from High School (as Measured by Growth)					
IV.A Meet or Exceed National Growth Norms- Students Below Grade Level					
Performance Rating	NWEA MAP Fall-Spring Growth- Math Targets (Grades 3-8)			Point Value	Points Earned
Exemplary	Students scoring below grade level in the fall will on average make more than 150% of their annual projected growth AND/OR improve by more than 20 percentage points from the baseline year.			8	8
Satisfactory	Students scoring below grade level in the fall will on average make 120-150% of their annual projected growth AND/OR improve by 10-20 percentage points from the baseline year.			4	
Not Satisfactory	Students scoring below grade level in the fall on average do not make at least 120% of their annual projected growth or improve from the baseline year by at least 10 percentage points.			0	
Results	Year	Average observed growth	Average projected growth	Percent of Growth	Number of Students Participating in Testing
	Baseline 2021-2022	153	186	82.26%	12
	2021-2022	153	186	82.26%	12
	2022-2023	52	142	36.62%	13
	2023-2024	138	155	89.03%	13
	2024-2025	327	254	128.74%	23
	2025-2026	N/A	N/A	N/A	N/A
	2021-2026	670	737	90.91%	61
Analysis	The school's combined NWEA MAP for math average projected growth rate is 90.91%. From the baseline year rate of 82.26% the school's percent of growth made increased to 128.74%, an increase of 46.48 percentage points. The 2025-2026 NWEA results were not available for the renewal decision, but the school continues to collect this data.				
Performance Rating	NWEA MAP Fall-Spring Growth- Reading Targets (Grades 3-8)			Point Value	Points Earned
Exemplary	Students scoring below grade level in the fall will on average make more than 150% of their annual projected growth AND/OR improve by more than 20 percentage points from the baseline year.			8	0
Satisfactory	Students scoring below grade level in the fall will on average make 120-150% of their annual projected growth AND/OR improve by 10-20 percentage points from the baseline year.			4	
Not Satisfactory	Students scoring below grade level in the fall on average make less than 120% of their annual projected growth or the school does not improve from the baseline year by at least 10 percentage points.			0	
Results	Year	Average observed growth	Average projected growth	Percent of Growth	Number of Students Participating in Testing
	Baseline 2021-2022	140	172	81.40%	11
	2021-2022	140	172	81.40%	11
	2022-2023	65	115	56.52%	11
	2023-2024	138	122	113.11%	11
	2024-2025	91	127	71.65%	14
	2025-2026	N/A	N/A	N/A	N/A
	2021-2026	434	536	80.97%	47
Analysis	The school's combined NWEA MAP for reading average projected growth rate is 80.97%. From the baseline year rate of 81.40% the school's percent of growth made decreased to 71.65%, a decrease of 9.74 percentage points.				

IV.B Meet or Exceed National Growth Norms- Students at or Above Grade Level					
Performance Rating	NWEA MAP Fall-Spring Growth- Math Targets (Grades 3-8)			Point Value	Points Earned
Exemplary	Students scoring at or above grade level in the fall will on average make more than 120% of their annual projected growth AND/OR improve by more than 20 percentage points from the baseline year.			8	
Satisfactory	Students scoring at or above grade level in the fall will on average make 100-120% of their annual projected growth AND/OR improve by 10-20 percentage points from the baseline year.			4	
Not Satisfactory	Students scoring at or above grade level in the fall will on average make less than 100% of their annual projected growth or the school does not improve from the baseline year by at least 10 percentage points.			0	
Results	Year	Average observed growth	Average projected growth	Percent of Growth	Number of Students Participating in Testing
	Baseline 2021-2022	118	107	110.28%	7
	2021-2022	118	107	110.28%	7
	2022-2023	2	33	6.06%	3
	2023-2024	14	12	116.67%	1
	2024-2025	46	44	104.55%	5
	2025-2026	N/A	N/A	N/A	N/A
	2021-2026	180	196	91.84%	16
Analysis	The school's combined NWEA MAP for math average projected growth rate is 91.84%. From the baseline year rate of 110.28% the school's percent of growth made decreased to 104.55%, a decrease of 5.73 percentage points.				
Performance Rating	NWEA MAP Fall-Spring Growth- Reading Targets (Grades 3-8)			Point Value	Points Earned
Exemplary	Students scoring at or above grade level in the fall will on average make more than 120% of their annual projected growth AND/OR improve by more than 20 percentage points from the baseline year.			8	
Satisfactory	Students scoring at or above grade level in the fall will on average make 100-120% of their annual projected growth AND/OR improve by 10-20 percentage points from the baseline year.			4	
Not Satisfactory	Students scoring at or above grade level in the fall will on average make less than 100% of their annual projected growth or the school does not improve from the baseline year by at least 10 percentage points.			0	
Results	Year	Average observed growth	Average projected growth	Percent of Growth	Number of Students Participating in Testing
	Baseline 2021-2022	115	118	97.46%	9
	2021-2022	115	118	97.46%	9
	2022-2023	-4	30	-13.33%	4
	2023-2024	8	26	30.77%	3
	2024-2025	34	29	117.24%	6
	2025-2026	N/A	N/A	N/A	N/A
	2021-2026	153	203	75.37%	22
Analysis	The school's combined NWEA MAP for reading average projected growth rate is 75.37%. From the baseline year rate of 97.46% the school's percent of growth made increased to 117.24%, an increase of 19.78 percentage points.				

These are the Climate Performance Indicators. They are 10.20% of the points possible.

V. The School Conditions Promote a Climate of Engagement

V.A Attendance Rates

Performance Rating	Attendance Rate Goals (Grades K-8)	Point Value	Points Earned
Exemplary	At least 95 percent attendance rate.	2	2
Satisfactory	90-95 percent attendance rate.	1	
Not Satisfactory	Below 90 percent attendance rate.	0	
Results	Year	Attendance Rate	
	2021-2022	97.95%	
	2022-2023	99.59%	
	2023-2024	96.70%	
	2024-2025	96.86%	
	2025-2026	N/A	
2021-2026	97.78%		
Analysis	The school's combined average attendance rate is 97.78%. The 2025-2026 attendance rate results were not available for the renewal decision, but the school continues to collect this data.		

V.B Parent Engagement

Performance Rating	Parent Event Attendance Goals (Grades K-8)	Point Value	Points Earned	
Exemplary	More than 90 percent of parents or guardians attend all parent conferences.	2	2	
Satisfactory	80-90 percent of parents or guardians attend all parent conferences.	1		
Not Satisfactory	Less than 80 percent of parents attend all parent conferences.	0		
Results	Year	Parents/Guardians Attending Conferences	Total Parents/Guardians That Could Attend Conferences	Parent Conference Attendance Percent
	2021-2022	N/A	N/A	N/A
	2022-2023	N/A	N/A	N/A
	2023-2024	39	45	86.67%
	2024-2025	36	37	97.30%
	2025-2026	N/A	N/A	N/A
2021-2026	75	82	91.46%	
Analysis	The school's combined average parent event attendance rate is 91.46%. The school was unable to collect data for Parent Event Attendance during the 2021-2023 school years and the 2025-2026 results were not available for the renewal decision, but the school continues to collect this data.			

V.C Parent Satisfaction					
Performance Rating	5-Point Parent Satisfaction Survey Goals			Point Value	Points Earned
Exemplary	More than 80 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.			2	
Satisfactory	60-80 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.			1	
Not Satisfactory	Less than 60 percent of parents agree (4) or strongly agree (5) that they are satisfied with the school.			0	
Results	Year	Number of Parents Agreeing or Strongly Agreeing	Total Number of Parents	Parent Satisfaction Survey Percent	Percent Participation of Parent Respondents
	2021-2022	N/A	N/A	N/A	N/A
	2022-2023	N/A	N/A	N/A	N/A
	2023-2024	28	29	96.55%	87.88%
	2024-2025	28	30	93.33%	81.08%
	2025-2026	N/A	N/A	N/A	N/A
	2021-2026	56	59	94.92%	84.29%
Analysis	The school's combined average parent survey satisfaction rate is 94.92%. The school was unable to collect data for the Parent Satisfaction Survey during the 2021-2023 school years and the 2025-2026 results were not available for the renewal decision, but the school continues to collect this data.				
V.D Mobility					
Performance Rating	Mobility Goals (Grades K-8)			Point Value	Points Earned
Exemplary	Fewer than 10 percent of students transfer out of school after October 1.			2	0
Satisfactory	10 - 15 percent of students transfer out of school after October 1.			1	
Not Satisfactory	More than 15 percent of students transfer out of school after October 1.			0	
Results	Year	Students Transferring After October 1	Total Students Enrolled October 1	Mobility Percent	
	2021-2022	4	55	7.27%	
	2022-2023	14	60	23.33%	
	2023-2024	16	56	28.57%	
	2024-2025	11	84	13.10%	
	2025-2026	N/A	N/A	N/A	
	2021-2026	45	255	17.65%	
Analysis	The school's combined average mobility rate is 17.65%. The 2025-2026 mobility rate results were not available for the renewal decision, but the school continues to collect this data.				

V.E Student Engagement				
Performance Rating	Student Ownership of Learning Goals (Grades 3-8)		Point Value	Points Earned
Exemplary	More than 80 percent of students can identify their goals, strategies for reaching them, and status toward reaching the goals.		2	2
Satisfactory	60-80 percent of students can identify their goals, strategies for reaching them, and status toward reaching the goals.		1	
Not Satisfactory	Fewer than 60 percent of students can identify their goals, strategies for reaching them, and status toward reaching the goals.		0	
Results		Students Who Can Identify Their Goals, Strategies, and Status Toward Reaching Those Goals	Total Students	Percent of Students Completing this Goal
	Year			
	2021-2022	N/A	N/A	N/A
	2022-2023	N/A	N/A	N/A
	2023-2024	45	45	100.00%
	2024-2025	80	82	97.56%
	2025-2026	N/A	N/A	N/A
	125	127	98.43%	
Analysis	The school's combined average student ownership of learning rate is 98.43%. The school was unable to collect data for the Student Ownership of Learning during the 2021-2023 school years and the 2025-2026 results were not available for the renewal decision, but the school continues to collect this data.			

These are the Operations Performance Indicators. They are 10.20% of the total Performance Framework points possible.

VI. School is Compliant with Contract and Statute

VI.A Compliance

Performance Rating	Compliance Goals	Point Value	Points Earned
Exemplary	No infractions.	10	10
Satisfactory	No more than three infractions AND any infraction is resolved by assigned deadline.	5	
Not Satisfactory	More than three infractions or infractions not resolved by assigned deadline.	0	
Analysis	The school currently has no infractions in FY24.		

These are the Finance Performance Indicators. They are 14.29% of the total Performance Framework points.

VII. School is Financially Solvent/Sustainable

VII.A Finance Awards

Performance Rating	Goals for Awards	Point Value	Points Earned
Exemplary	NEO Stewardship Award in Finance Recipient	2	2
Satisfactory	Finance Award Recipient (formerly administered by MDE)	1	
Not Satisfactory	Not a Finance Award Recipient	0	
Analysis	The school was a FY25 NEO Stewardship Award Recipient and FY25 Finance Award Recipient.		

VII.B Fund Balance

Performance Rating	Fund Balance Goals	Point Value	Points Earned						
Exemplary	Reserve is at least 20% as measured by end of year reserves.	10	10						
Satisfactory	Reserve is enough to cover one full payroll as measured by end of year reserve (fund balance).	5							
Not Satisfactory	Reserve is less than one full payroll as measured by end of year reserves.	0							
Results	<table border="1"> <thead> <tr> <th>Fund Balance</th> <th>Expenditures</th> <th>SOD Calculation</th> </tr> </thead> <tbody> <tr> <td>\$293,946</td> <td>\$1,152,791</td> <td>25.50%</td> </tr> </tbody> </table>	Fund Balance	Expenditures	SOD Calculation	\$293,946	\$1,152,791	25.50%		
Fund Balance	Expenditures	SOD Calculation							
\$293,946	\$1,152,791	25.50%							
Analysis	The school has built a fund balance reserve of 25.50% in 2024-2025.								

VII.C Financial Audit

Performance Rating	Financial Audit Goals	Point Value	Points Earned
Exemplary	No findings cited in the audit.	2	2
Satisfactory	No more than one finding (nonmaterial) cited in the audit.	1	
Not Satisfactory	More than one finding cited in the audit.	0	
Analysis	The school had no findings in FY26 for the FY25 audit.		

Contract Renewal and Intervention	
NEO schools must achieve at least a Satisfactory Rating (50% of points possible) in the Performance Framework overall and in each performance area (Academic, Climate, Compliance, Finance) to be automatically recommended for a three-year contract renewal.	
NEO schools must achieve at least an Exemplary Rating (70% of points possible) in the Performance Framework overall to be automatically recommended for a five-year contract renewal.	
Schools that earn less than 50% of the points possible overall or in any one area are a candidate for a nonrenewal in their final contract year or intervention in the other contract years.	
Summary and Analysis	
Based on information available to date, STEAM Academy Charter School has earned 52 points out of a total of 98 points possible, 53.06%.	
STEAM Academy earned 31.25% in the Academic section of the Performance Framework. Because STEAM Academy did not achieve a Satisfactory level of performance in the Academic section of the Performance Framework (at least 50%), STEAM Academy was a candidate for a nonrenewal. NEO was required to notify the board of directors of STEAM Academy of the proposed nonrenewal of the charter contract in writing at least 120 days before not renewing the contract (by March 2, 2026). This information was presented in advance of that deadline to the STEAM Academy board of directors on February 19, 2026. STEAM Academy requested, in writing, an informal hearing before the Authorizer within fifteen (15) business days of receiving this notice of non-renewal (by March 12, 2026). On March 12, 2026, the STEAM Academy board requested an informal hearing that took place on March 27, 2026. At the hearing, STEAM Academy presented improvement that the School had made to the academic programming, including hiring a new School leader with experience working with multilingual learners, and implementing a Professional Learning Community with stronger data-driven instruction. In addition, the School presented resulting improvements to the academic performance, including NWEA MAP results which NEO verified. Because of the changes and resulting improvements, the NEO board voted to approve a 3-year contract renewal.	
Academic Performance Points Earned	20
Academic Performance Total Points Possible	64
Academic Performance Percent of Points Earned	31.25%
Academic Performance Percent of Total Framework Points	65.31%
Climate Performance Points Earned	8
Climate Performance Total Points Possible	10
Climate Performance Percent of Points Earned	80.00%
Climate Performance Percent of Total Framework Points	10.20%
Operations Performance Points Earned	10
Operations Performance Total Points Possible	10
Operations Performance Percent of Points Earned	100.00%
Operations Performance Percent of Total Framework Points	10.20%
Finance Performance Points Earned	14
Finance Performance Total Points Possible	14
Finance Performance Percent of Points Earned	100.00%
Finance Performance Percent of Total Framework Points	14.29%
Performance Framework Points Earned	52
Performance Framework Total Points Possible	98
Performance Framework Percent of Total Points	53.06%

See the following pages for the presentation of changes made and resulting improved academic performance.

STEAM Academy

Supplemental Information to Consider

Address: 4100 66th St. East
Inver Grove Heights, MN 55076

Phone: 651-236-8280

Email: info@steamacademymn.org



Our Mission & Vision

Our Mission:

STEAM academy embraces a multidisciplinary curriculum with an emphasis on Science, Technology, Engineering, Arts, and Mathematics (STEAM) to provide a learning environment which values personal and community accountability, creativity, diversity, critical thinking, and Multipliculturism. We believe that schools can prepare their students for greater understanding of profound issues through collaboration, critical thinking and problem solving. We believe this is possible when learning is done with purpose.

Our Vision:

STEAM Academy's vision is to provide a student-centered learning environment where all of its students, families, and communities apply the civic skills needed to wisely meet the common good through personal and public education. Our school strives to answer the question, "Why do I need to know this" from diverse perspectives: culturally responsive, critical thinking, lifelong learning, gender neutral, community informed, cross generational and any other viewpoint that produces a greater public good.

STEAM Academy Leadership

School Director: Abdinasser Ahmed File/Folder #: 498984

- ❖ STEAM Academy hired Abdinasser Ahmed as a new school leader (Executive Director)
- ❖ He is an experienced education leader and community advocate. He has more than 16 years of experience supporting diverse student populations and multilingual communities.
- ❖ He has extensive background in school leadership, English Language Learner (ELL) support, and community engagement.
- ❖ Former DAC and ELL Coordinator, and ELL Teacher for Charter Schools for more than 9 years
- ❖ Former ELL teacher at Migrant Education Newcomers Academy (MENA) in Fort Morgan, Colorado for 4 years.
- ❖ Team Administrator at Fort Morgan Community College in Fort Morgan for 4 years.
- ❖ Committed to student achievement, family partnerships, and continuous school improvement
- ❖ Professional Licensure: K-12 MN Teaching Licence in English as a Second Language (ELL) and 5-12 Social Studies Education
- ❖ Fluent in Somali, English and Arabic.

Academic Plan 2025-2026

School Improvement Plan:

As new leadership, we continue to several key steps to support continuous school improvement. We are working collaboratively with teachers and staff to strengthen instructional practices, improve student outcomes, and build a positive and accountable school culture. Our focus is:

- ❖ Strengthen data-driven Instruction
- ❖ Implement targeted reading and math interventions
- ❖ Align instruction with Minnesota Academic Standards
- ❖ Increase teacher coaching and professional development
- ❖ Conduct regular data meetings for improvement.
- ❖ Learning walk - STEAM Academy visited another charter school with similar demographics and will replicated the strategies that are working well.

Academic Data Highlights

Key Data Sources

- ❖ NWEA MAP Reading and Math
- ❖ FastBridge Assessments
- ❖ MCA State Testing
- ❖ Classroom Formative Assessments
- ❖ Intervention Data Analysis

NWEA Growth Whole School

- ❖ The STEAM Academy Winter 2025-2026 results are really demonstrating student growth and improvement.
- ❖ Increased Percentage of Students Meeting Projected Growth
- ❖ The Intense Intervention program is working well this year compare to previous years.
- ❖ Intervention program implemented this year supported student below benchmarks.
- ❖ Continued Academic Growth

Current (Winter) NWEA Results

Our Winter NWEA MAP results show strong academic growth across all grade levels. Most grades had nearly 90% of students meeting their NWEA Projected RIT Goals, and all great levels exceeded expected growth.

In particular, our upper-grade reading students achieved over 214% of their projected growth, demonstrating the effectiveness of our targeted interventions and instruction.

2025-2026 NWEA Fall to Winter Goals/Growth Achievement by Each Teacher

Grade & Subject	Sts. Numbers out of Total	Percentage Who Met Projected RIT Scores/Goals	Percent of Projected Growth Met
KG Math	16/18	88.90%	147.70%
KG Reading	16/18	88.90%	146.00%
1st & 2nd Math	17/17	100.00%	148.30%
1st & 2nd Reading	14/16	87.50%	147.30%
3rd & 4th Math	7/8	87.50%	145.30%
3rd & 4th Reading	7/8	87.50%	143.90%
5th & 6th & 7th Math	9/11	81.80%	155.40%
5th & 6th & 7th Reading	10/11	90.90%	214.30%

Strong Growth Analysis Across the School

- 1) **Every grade level exceeded 140% of projected growth**
- ❖ This shows students are growing significantly faster than expected
- 2) **1st and 2nd grade math achievement**
- ❖ 100% of students met their projected goal
- 3) **Exceptional Reading growth in Upper Grades**
- ❖ 5th -7th Reading reached 214% growth, which is more than double the expected growth
- 4) **Consistent Performance Across Grades**
- ❖ Most grade bands achieve 87-90% meeting their goals

Fall 2025 - Winter 2026 Growth

- ❖ 33 of 35, or 94.29 percent of K-2 students, met their growth targets and were proficient on the math NWEA MAP in Winter 2026.
- ❖ 30 of 34, or 88.24 percent of K-2 students, met their growth targets and were proficient on the reading NWEA MAP in Winter 2026.
- ❖ Of the 13 students who were identified as below grade level on the math NWEA MAP test, they made 166.67 percent of their growth target in aggregate from Fall 2025 to Winter 2026.
- ❖ Of the 14 students who were identified as below grade level on the reading NWEA MAP test, they made 154.84 percent of their growth target in aggregate from Fall 2025 to Winter 2026.
- ❖ Of the 6 students who were identified as at or above grade level on the math NWEA MAP test, they made 115.38 percent of their growth target in aggregate from Fall 2025 to Winter 2026.
- ❖ Of the 5 students who were identified as at or above grade level on the reading NWEA MAP test, they made 328.57 percent of their growth target in aggregate from Fall 2025 to Winter 2026.

Winter 2025 - Winter 2026 Achievement Norms (Proficiency)

- ❖ 2 of 27 students, or 7.41 percent of students, met winter achievement norms on the math NWEA MAP in 2025, compared to 30 of 63 students, or 47.62 percent of students, who met winter achievement norms on the math NWEA MAP in 2026, an increase of 40.21 percentage Points.
- ❖ 1 of 8 students, or 12.50 percent of students, met winter achievement norms on the reading NWEA MAP in 2025, compared to 33 of 63 students, or 52.38 percent of students, who met winter achievement norms on the math NWEA MAP in 2026, an increase of 39.88 percentage points.

2025-2026 STEAM Academy Professional Development Every Other Friday

- ❖ Strengthening Science of Reading and Read Act alignment
- ❖ Improving instructional practices and pedagogy
- ❖ Using data-driven instruction (NWEA, MCA assessments)
- ❖ Implementing MTSS and Tiered Interventions (Tier 1,2,3)
- ❖ Aligning curriculum (vertical and horizontal alignment)

KEY PD Strands:

- ❖ Literacy and Phonics Development
- ❖ Science of Reading
- ❖ Phonics and Reading levels
- ❖ Writing and Language Development

STEAM Academy Data-Driven Instruction

The new Instructional Coach started this year and is focusing on

- ❖ NWEA & MCA Data Analysis
- ❖ Identifying Student Gaps
- ❖ Progress Monitoring

Instructional Excellence

- ❖ Lesson Planning and Pacing
- ❖ Teaching Strategies and Pedagogies
- ❖ Instructional Goals

Instructional Commitments (School-Wide Goals)

- ❖ **Increase literacy achievement** through structured phonics and READ Act alignment
- ❖ **Use data consistently** to guide instruction and interventions
- ❖ **Strengthen Tiered support (MTSS)** to meet all student needs
- ❖ **Ensure instructional alignment** across grade levels and classrooms

Intervention Framework & Implementation (MTSS)

Purpose of Intervention

- ❖ Maximize Instructional time and student support
- ❖ Ensure equity and access for all students
- ❖ Provide targeted, data-driven instruction

Intervention Implementation

- ❖ Structured intervention blocks build into the daily schedule
- ❖ Coordinated teacher planning for consistency and accountability
- ❖ Alignment with READ Act and literacy priorities

Staffing Support

- ❖ **Kimberly Rowan** was hired to provide targeted intervention support for students.
- ❖ Alignment with READ Act and literacy priorities
- ❖ Works with identified students in small groups

Key Focus Area

- ❖ Data-Driven Grouping (NWEA Data)
- ❖ Tier 1, Tier 2, Tier 3 supports (MTSS framework)
- ❖ Monitoring student response to intervention
- ❖ Adjusting instructional intensity based on data

Instructional Improvement Priorities

- ❖ Curriculum fidelity
- ❖ Lesson pacing alignment
- ❖ Student engagement strategies
- ❖ Evidence-based literacy instruction (Science Reading)

Next Steps: Strategic Priorities (2026-2027)

Enrollment & Recruitment

- ❖ Strengthen student recruitment efforts to increase enrollment
- ❖ Conduct targeted outreach to families and community organizations

Instruction & Intervention

- ❖ Plan and implement targeted interventions based on student needs
- ❖ Strengthen MTSS processes to support all learners
- ❖ Apply multi-layered practices and supports
- ❖ Provide Targeted PD in Mathematics
- ❖ Provide Targeted PD in Reading
- ❖ Support teachers through ongoing coaching and collaboration

Data Analysis and Intervention

Assessment & Data Use

- ❖ Conduct ongoing assessments to monitor student progress
- ❖ Use data-driven decision making to guide instruction
- ❖ Analyze data and prioritize key focus area for the 2026-2027
- ❖ Evaluate curriculum alignment with evidence-based reading practices
- ❖ Ensure full implementation of the READ Act
- ❖ Facilitate READ Act-focused PLC meetings

STEAM Academy Cultural Celebration Night

Event Purpose

- ❖ Celebrate the diversity of our school community
- ❖ Promote cultural awareness and inclusion
- ❖ Strengthen family and community engagement

Family and community engagement

- ❖ Families invited to share food, culture, and traditions
- ❖ Opportunity to connect with staff and other families
- ❖ Student projects and presentations
- ❖ Community-building in a welcoming environment

Enrollment

Enrollment Growth Strategies

- ❖ Conduct Community outreach by visiting local community centers
- ❖ Distribute school information and enrollment flyers and materials to families in the community
- ❖ Share information about STEAM Academy's academic programs, small class sizes, and supportive learning environments.
- ❖ Strengthen partnerships with community organizations to increase awareness of the school.
- ❖ Strong student retention: No students have withdrawn from the school this school year after September 30, 2025.
- ❖ Parents feedback shared during the Conferences this year indicates strong satisfactions with the school.

Enrollment Goal:

- ❖ Increase student enrollment by **September 2026** while building strong partnerships with families and the community to support student learning and school improvement.

Family and Community Engagement

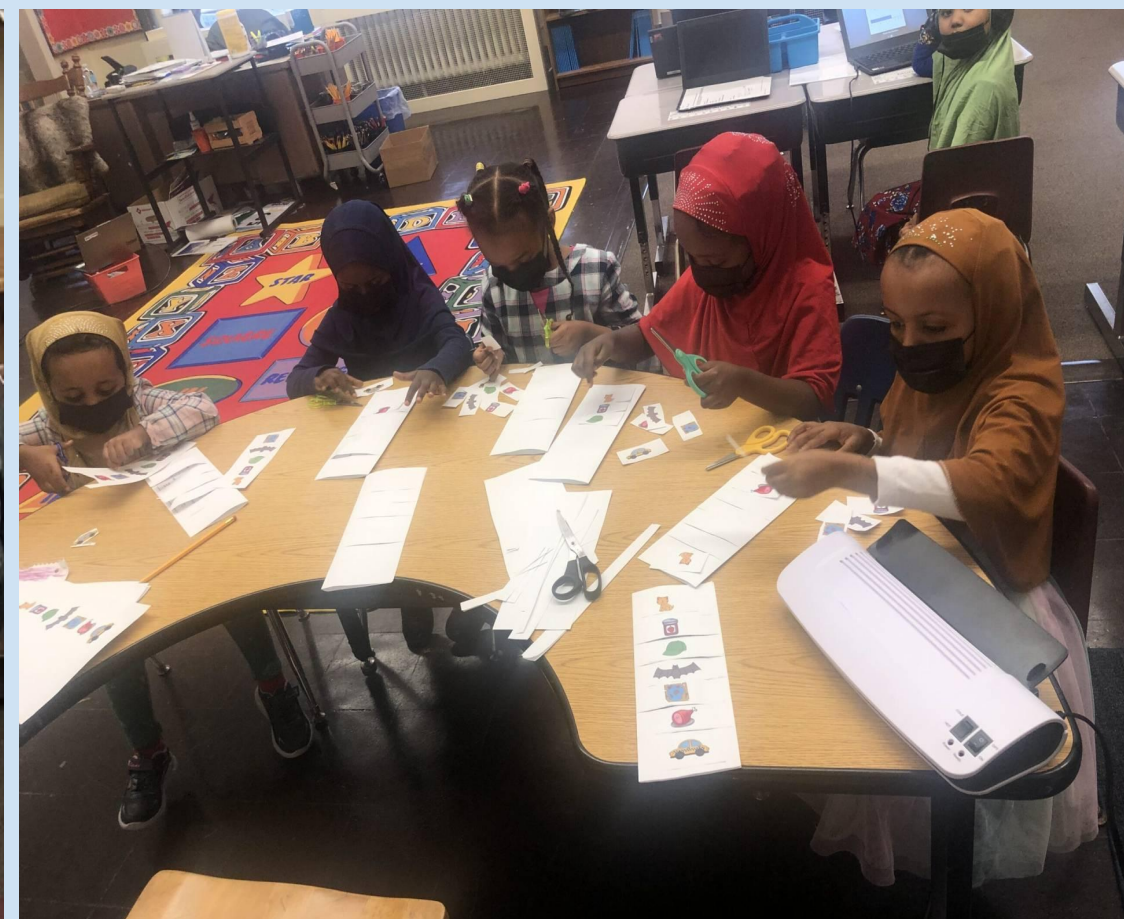
Family Engagement Initiatives

- ❖ Host family events and cultural nights to bring families and the school community together.
- ❖ Maintain regular communication with parents through meetings, phone calls, and school updates
- ❖ Encourage family and community participation in school activities, conferences, and volunteer opportunities
- ❖ Provide families with resources and information to support their children's academic success.

STEAM Academy Culture and Community Voices



STEAM Academy Culture and Community Voices



Students of the Month - STEAM Monthly Assembly



Questions or Concerns?

Feel free to ask any questions or share any concerns that you may have!

Thank you!

STEAM Academy

9. Types and amounts of insurance liability coverage the charter school must obtain, consistent with Minn. Stat. §124E.03, subdivision 2(d), per Minn. Stat. §124E.10, subdivision 1(a)(9). Minn. Stat. §124E.03, subdivision 2(d) notes that a charter school is a district for the purposes of tort liability under chapter 466. Chapter 466.04 details the specific required insurance amounts.

See Section 6 Operating Requirements Subsection 6.14. Insurance of this Agreement.

10. Consistent with Minn. Stat. §124E.09, paragraph (d), a provision to indemnify and hold harmless from any suit, claim, or liability arising from any charter school operation: 1) the authorizer and its officers, agents, and employees; and 2) notwithstanding 3.736, the commissioner and department officers, agents, and employees; per Minn. Stat. §124E.10, subdivision 1(a)(10).

See Section 6 Operating Requirements Subsection 6.15. Assumption of Liability of this Agreement.

11. The term of the contract, which for an initial contract may be up to five years plus a preoperational planning period, or for a renewed contract or a contract with a new authorizer after a transfer of authorizers, may be up to five years, if warranted by the school's academic, financial, and operational performance per Minn. Stat. §124E.10, subdivision 1(a)(11).

Effective date: July 1, 2026

Expiration date: June 30, 2029

12. How the charter school board of directors or the charter school operators will provide special instruction and services for children with a disability under Minn. Stat. §§125A.03 to 125A.24, and 125A.65, and a description of the financial parameters within which the charter school will provide the special instruction and services to children with a disability, per Minn. Stat. §124E.10, subdivision 1(a)(12).

Guided by the federal Individuals with Disabilities Education Act (IDEA) and Minnesota regulations, the School ensures all special education students receive a free and appropriate public education guided by the Individualized Education Program (IEP), which results in a comprehensive plan addressing needs specific to individual students.

The School offers programs and services for students who have met special education eligibility in any of the thirteen disability areas identified in Minnesota Rules Chapter 3525. The School also follows requirements pertaining to districts special education responsibilities found in the United States Code, title 20, chapter 33, sections 1400 et seq., and Code of Federal Regulations, title 34, part 300.

After enrollment of each student, the School will proceed with the request for transfer documents including any assessment results and existing IEP or 504 plans for the students. After enrollment, in the initial registration form and conference with family, information will also be collected. The School will use a Special Needs "Child Find Process" continuously to identify, provide interventions for and if warranted, assess students for placement in Special Education and/504 services and develop the appropriate IEP.

- **Law:** 125A.03 SPECIAL INSTRUCTION FOR CHILDREN WITH A DISABILITY. (a) As defined in paragraph (b), every district must provide special instruction and services, either within the district or in another district, for all children with a disability, including providing required services under Code of Federal Regulations, title 34, section 300.121, paragraph (d), to those children suspended or expelled from school for more than ten school days in that school year, who are residents of the district and who are disabled as set forth in section 125A.02. For purposes of state and federal special education laws, the phrase "special instruction and services" in the state Education Code means a free and appropriate public education provided to an eligible child with disabilities and includes special education and related services defined in the Individuals with Disabilities Education Act, subpart A, section 300.24.

- **Child Find:** A child find process for identifying and potentially referring students for intervention and/or assessment of special education needs will include:
 - o Special education information in marketing materials, on the school's web site, and in brochures
 - o Information requested on Transfer of Records request.
 - o Examination of records of incoming students.
 - o Parental Request for evaluation.
 - o A child study team will monitor and research the needs of any child suggested for assessment, service and/or other help.
 - o Classroom teachers will be in-serviced on pre-referral and referral procedures
 - Procedures necessary to ensure parents are consulted, informed, and kept apprised.
 - Proper management of a student IEP including the provision and monitoring of all required educational and related services.

- The various forms and documents that must be prepared, updated and filed related to a special needs student including initial referrals, and more.
 - A procedure for maintaining confidentiality and accurate and timely reporting.
 - Data collections as required by IDEA, and the state; for example, the number of students being provided special education services; the types and numbers of students exempted from state assessments; the basis of exit of students with disabilities from the school.
- **IEP:** The Case Manager will follow all Special Education due process laws. The Case Manager will facilitate an annual IEP meeting to review students' progress, strengths, weaknesses, present level performance, and consult with all team members including parents regarding students' progress or lack of progress. Goals and objectives will be written in accordance to students' disabilities and needs. The team will also review and discuss appropriate adaptations, modifications, test assessments, technology needs and transportation needs. After the meeting, the Case Manager will follow Minnesota Special Education best practice policies; which is to have the IEP written and sent out within 4 days, giving parents 10 days to review the IEP. The IEP will be implemented after the IEP has been agreed upon and signed by the parent or after the 14 days are up. At this time, all relevant teachers will be notified of the student's adaptations and modifications of the IEP. The goals and objectives will be monitored and reported in writing as often as the general education student body is monitored as reported, and parents will be notified of progress in writing.
 - **Staffing:** The School contracts with a third party to serve as the Special Education Director to provide leadership and guidance in special education. With the assistance of the contracted third-party special education director, the school has developed a Total Special Education System Manual to comply with all state and federal requirements as outlined, to ensure that the needs of special education students are met. In addition, the school hires a Special Education Teacher (multiple licenses preferred) and as many HQ Special Education Assistants as required by the IEPs. All Special Education staffing and supplies are outlined in the school's budget, including the SPED director in the Budget. Currently, over 90% of the expenditures for SPED are billed to the home district of student residence and the school will receive additional resources from Federal SPED payments.

504 Plans:

- **Law:** Section 504 is a civil rights law that prohibits discrimination against individuals with disabilities. Section 504 ensures that the child with a disability has equal access to an education. The child may receive accommodations and modifications. Unlike the Individuals with Disabilities Education Act (IDEA), Section 504 does not require the school to provide an individualized educational program (IEP) that is designed to meet the child's unique needs and provides the child with educational benefit. Under Section 504, fewer procedural safeguards are available to children with disabilities and their parents than under IDEA.

- **Child Find:** Similar to the special education program, a child find process for identifying and potentially referring students for determination of eligibility 504 needs will include:
 - o Special education information in marketing materials, on the school's web site, and in brochures
 - o Information requested on Transfer of Records request.
 - o Questions asked on home visits.
 - o Examination of records of incoming students.
 - o Parental Request for evaluation.

• **504 Plan:** A 504 plan will be developed by appropriate and qualified staff that meets the requirements of the law. This plan will assure non-discrimination and full rights to FAPE. Examples of 504 eligibility include those students that narrowly miss qualifying for SPED services, students with injuries, physical handicaps, and others.

• **Staffing:** As a small charter school, the School assigns the duties of 504 plans with assistance from the SPED director.

The School acknowledges the provisions of Minnesota Statutes 124E, and rules regarding its obligation to provide certain data to the Commissioner. When the School has determined the number of its students who have disabilities as defined in Minnesota Statutes, sections 125A.03-24 and 125A.65, the school shall provide to the Commissioner as required a description of the financial parameters within which the school will operate to provide special education instruction and services to such children.

13. The specific conditions for contract renewal that identify performance of all students under the primary purpose of Minn. Stat. §124E.01, subdivision 1, as the most important factor in determining whether to renew the contract, per Minn. Stat. §124E.10, subdivision 1(a)(13).

The primary purpose of STEAM Academy is to improve the learning, achievement, and success of all students. The specific conditions for contract renewal that identify performance under the primary purpose as the most important factor in determining contract renewal, are as follows.

The Academic Performance Indicators are worth a total of 64 points out of 98 points possible (65.31%) of the total Performance Framework points possible. Because the majority of points possible are based on Academic Performance Indicators, performance under the primary purpose of improving the learning, achievement, and success of all students is the most important factor in determining contract renewal. For a description of the Academic Performance Indicators see Item (3) of the Addendum to this Agreement: (3) A description of the School program and the specific academic and nonacademic outcomes that pupils must achieve.

School authorized by NEO must achieve at least a Satisfactory Rating (at least 50% of points possible) in the Performance Framework overall and in each performance area (Academic, Climate, Operations, Finance) to be automatically recommended for a three-year contract renewal and at least an Exemplary Rating (at least 70% of points possible) in the Performance Framework overall to be automatically recommended for a five-year contract renewal.

All contract renewals will be for either three or five years. Fewer than three years does not provide enough information on which to make a renewal decision. A three-year term may be extended based on the extenuating circumstances.

14. The additional purposes under Minn. Stat. §124E.01, subdivision 1, and related performance obligations under clause (7) contained in the charter contract as additional factors in determining whether to renew the contract, per Minn. Stat. §124E.10, subdivision 1(a)(14).

The additional purposes of STEAM Academy are to increase quality learning opportunities for all pupils and encourage the use of different and innovative teaching methods.

The Climate Performance Indicators are worth 10 of the total Performance Framework points possible (10.20%), the Governance Performance Indicators are worth 10 (10.20%), and the Finance Performance Indicators are worth 14 (14.29%). These indicators measure student attendance, parent satisfaction, student retention, legal compliance and fiscal health.

NEO and STEAM Academy have determined that these additional indicators are important for the school's capacity to achieve the additional purposes and therefore serve as additional factors in determining contract renewal.

For a description of the Climate, Governance and Finance Performance Indicators see Item (3) of the Addendum to this Agreement: (3) A description of the School program and the specific academic and nonacademic outcomes that pupils must achieve.

School authorized by NEO must achieve at least a Satisfactory Rating (at least 50% of points possible) in the Performance Framework overall and in each performance area (Academic, Climate, Operations, Finance) to be automatically recommended for a three-year contract renewal and at least an Exemplary Rating (at least 70% of points possible) in the Performance Framework overall to be automatically recommended for a five-year contract renewal.

All contract renewals will be for either three or five years. Fewer than three years does not provide enough information on which to make a renewal decision. A three-year term may be extended based on the extenuating circumstances.

15. Per Minn. Stat. §124E.10, subdivision 1(b), the plan for an orderly closing of the school under chapter 317A, that establishes the responsibilities of the school board of directors and the authorizer, whether the closure is a termination for cause, a voluntary termination, or a nonrenewal of the contract. The plan must establish who is responsible for: (1) notifying the commissioner, school district in which the charter school is located, and parents of enrolled students about the closure; (2) providing parents of enrolled students information and assistance to enable the student to re-enroll in another school; (3) transferring student records under Minn. Stat. §124E.03, subdivision 5, paragraph (b), to the student's resident school district; and (4) closing financial operations.

School Closure Plan

This School Closure Plan provides a starting point for coordinating the process of closing a School. The closure of any School authorized by NEO will be carried out with attention to all applicable state and federal laws, and in consultation with the Minnesota Department of Education. The School must provide sufficient information and assistance enabling students to enroll in another School in the event of a closure. The School must create a plan including responsible party and timeline for completion for all of the following necessary actions. The School's board must adopt the School wind up plan within 20 days of notification of closure and the plan must be updated at least twice per month. Priority should be given to continuing the School's educational program through the end of the charter termination and retaining funds to complete the wind up process.

The Authorizer will oversee and monitor the implementation of this School closure plan, including collection of all required documents and required reporting.

Name of School:	Address:
Date of Closing:	School contact person(s) to send and receive communication:

	Responsible Party	Timeline for Completion	Actual Completion	Status
Students and Families				
Notify parents of the coming closure: Parents or legal guardians of all students enrolled should be notified as soon as the decision is made to close the School. The notice should include the School's plans to help students identify and transition into a new School. The notice should include 1) the date of the last day of regular instruction, 2) information and offer of assistance sufficient to enable the student to reenroll in another School, 3) a list of and contact information for the charter, public and private Schools in the area, and 4) the date of optional School fair coordinated by the School with representatives of area Schools. Provide the Authorizer with a copy of the notice. Provide sufficient information and assistance enabling students to enroll in another school.	School			
Continue current instructional program as specified in the School's charter, including administration of state-mandated assessments.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
<p>Within 7 days after the end of classes, provide parents/guardians with copies of final report cards and notice of where student records will be sent and specific contact information. The notice must advise the parent/guardian to contact the School where the student intends to enroll and to have the student's new School contact the School's district of location to have the student's educational records transferred to the new School. The student records must be sent to the student's new School upon the new School's request. After the School closes, and unless the student's records are requested by another School, the remaining student records will be sent to each student's School district of residence. The School will provide the Authorizer with a copy of the notice.</p>	School			
<p>Transfer pupil records and testing materials to students' resident districts. If the parents do not request transfer of records to a specific School, student records must be sent to the student's resident district. All end of year grades and evaluations must be completed and made part of the student records, including any IEP/Committee on Special Education meetings/progress reports. Testing material, including scores, test booklets, etc. required to be maintained by the School must also be forwarded to the new School.</p>	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
<p>No later than 10 business days after the School closes, send student records to the new School including;</p> <p>1) Individualized Education Programs and all records regarding special education and supplemental services, 2) student health and immunization records, 3) attendance records, 4) grades, 5) assessments/testing data, 6) credits earned, 7) MARSS numbers, and all other student records.</p> <p>If a student's record contains formal disciplinary records, provide notice to the student and student's parent/guardian that the records will be transferred as part of the student's educational record. This requires an individual file by file review. To the extent that scores will come into existence after the end of classes, arrangements must be made with the testing agent to forward such material to the new School.</p>	School			
Staff				
Provide contact information, and list of employees/School Board members and correspondent responsibilities to the Authorizer.	School			
Terminate any contracts and cancel any programs extending beyond the charter termination.	School			
Pay state and federal payroll taxes; pay all TRA and PERA dues.	School			
Coordinate termination of insurance benefits.	School			
Provide letters of recommendation for staff.	School			
Pay Staff through last day of employment.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
Financial and Legal				
Create an escrow account to cover closure costs. Segregate by School Board resolution in a separate checking account up to \$50,000 in funds to be used for legal, accounting, and other expenses to dissolve the School.	School			
Reconcile final General Education Aid amount.	School			
Track all Special Education expenditures (Special Education. information required during a School closure is essentially the same information that would be required during a Special Education Fiscal Monitoring visit).	School			
Track expense information (save all invoices) for federal Planning Grant; coordinate grant wrap-up with MDE liaison including submission of final Expenditure Report.	School			
Notify the landlord that during the wind-up of the School's affairs, it is anticipated that the School Board will use the School Facility, and access thereto should be maintained, even if only by advance notice in order to access assets, etc. In the event that the landlord sells or rents the School Facility before the winding up of the School's affairs, the School must relocate its business records and remaining assets to a location with operational telephone service and voice message capability, and maintain custody of business records until all business and transactions are completed, and the School corporation dissolved. Reconcile final Lease Aid amount.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
<p>Examine contracts with vendors and arrange for their termination – seek to fulfill contractual requirements to the greatest extent possible given the School's resources.</p> <p>If the local education agency (LEA) contracts with an outside vendor to complete fiscal work specify how financial information will be accessed until dissolution.</p> <p>Retain records of past contracts with proof that they were fully paid. Telephone, gas, electric, water, insurance for example should remain operative through the end of classes and to the extent necessary to wind up the School's affairs beyond that time.</p>	School			
<p>Ensure safe keeping of the School's physical assets, financial assets, and the facility during the shutdown process.</p> <p>Auction/sell assets in a manner that avoids conflicts of interests.</p> <p>Protect assets against theft, misappropriation and deterioration.</p> <p>Maintain insurance as until final dissolution.</p> <p>No later than 30 days prior to the end of classes, all of the School's assets must be inventoried. Provide the Authorizer with a copy of the inventory and separately identify assets purchased with federal grant dollars and owned by any entity other than the School.</p>	School			
<p>Formulate list of creditors and debtors and any amounts accrued and unpaid. Provide this list to the Authorizer. Solicit from each creditor a final accounting of the School's accrued and unpaid debt.</p> <p>Negotiate a settlement of debts. Within thirty (30) days the School must contact all debtors and demand payment.</p> <p>Debtors include persons who owe the School fees or credits and any person holding property of the School.</p>	School			
<p>The School must reconcile its billings and payments with the districts, including special education payments.</p>	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
Provide for disposal of the School's assets according to Minnesota Chapter 317A.	School			
Liquidate or close bank accounts according to schedule that minimizes fees but leaves the School enough flexibility to pay creditors, attorneys, accountants, and for final audit and dissolution. Cancel corporate credit cards and lines of credit. Change authorized signatures on accounts as needed.	School			
File final tax returns and reports.	School			
Arrange for final audit. File as requested by Minn. Stat. §124E.	School			
Close out all State and Federal grants.	School			
All liabilities and obligations of the School must be paid and discharged to the extent of the School's assets. Assets received and held by the School subject to limitations permitting their use only for charitable, benevolent, educational, or similar purposes, but not held upon condition requiring return or with specific disposition instructions, shall be held until dissolution and transferred or conveyed to one or more charter schools. An itemized receipt must be obtained from each recipient of an asset containing name, address and telephone number of the recipient. In closing out any federal grant and accounting for federal grant funds, property owned by the federal government or property acquired under a federal grant must be distributed in accordance with federal regulations.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
Notifications and Miscellaneous				
Notify the Minnesota Department of Education and the Commissioner and schedule the MDE audit, as applicable.	School and Authorizer			
After an employee termination date is established, notify all employees of termination of employment and/or contracts, and notify benefit providers of pending termination of all employees. Notify employees and providers of termination of all benefit programs, and, if allowable, terminate all programs as of the last date of service in accordance with Applicable Law and regulations (i.e. COBRA), including healthcare, health insurance, life insurance, dental plans, eyeglass plans, cafeteria plans, teacher retirement plans and other.	School			
Notify employees of eligibility for Minnesota Unemployment Insurance pursuant to any applicable law and regulations. In the event that the School has not paid into the unemployment program on an ongoing basis, the School may have significant financial liability on an ongoing basis after the end of classes, and additional reserve funds should be set aside.	School			
Notify the local School district of the closure, including 1) the closure date, 2) students that they will be getting, 3) a phone number/contact person to call for records, and 4) notification regarding cessation and transportation services if applicable. Provide the Authorizer with a copy of the notice.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
Within 30 days, formulate a list of all contractors with contracts in effect; the list should briefly describe the service and whether any property such as the photocopier is related to the contract. Notify the contractors regarding cessation of School operations. If applicable, instruct contractors to make arrangements to remove any contractor property from the School facility by a date certain. Provide the Authorizer with a copy of the notice.	School			
As required by the contractual notice requirements, cancel School district or private transportation services.	School			
Notify the local media of the School closure – communicate proactively and attending to the positive aspects of the charter school movement as well as the specific circumstances leading to this School’s closure	School			
Notify the Offices of the Minnesota Secretary of State and Attorney General	School			
Notify the IRS of the dissolution of the education corporation and its 501(C)(3) status and any address change of the School contact, and file required tax returns and reports.	School			

	Responsible Party	Timeline for Completion	Actual Completion	Status
Interim and Final Statements of Notification to Authorizer: No later than 10 days after the end of classes, prepare and submit to the Authorizer the status of all contracts and other obligations of the School and all funds including principal and accrued interest, owed to, and by, the School Corporation, with supporting evidence showing 1) all creditors and any amounts paid to them, 2) any amounts of debt, 3) all amounts owed to School by debtors, 4) all income generated through sale and auction of assets. No later than 10 days prior to filing of a dissolution proceeding, the School must provide a final statement to the Authorizer with all of the above information.	School			
The School Board must follow the dissolution provisions provided by Applicable Law. The Board must adopt an intent to dissolve resolution which includes the plan of dissolution, secure any required affirmation/approvals, file notice of intent to dissolve with the Minnesota Secretary of State and the Minnesota Attorney General's office, publish notice for unknown creditors and provide written notice to known, distribute assets. The Board must approve the Articles of Dissolution and file them with the Secretary of State as well as provide a copy to the Authorizer.	School			

16. The agreed-upon fee structure the authorizer will annually assess the school, per Minn. Stat. §124E.10, subdivision 3(b).

The fee charged by the Authorizer to the School shall be the maximum allowable under Minn. Stat. §124E.

17. The plan to address any outstanding obligations from the previous contract.

The charter contract between the proposed authorizer and the school must identify and provide a plan to address any outstanding obligations from the previous contract.

18. The Charter School Board membership roster.

See the following page.

Mobility Goal

Over the last two years, STEAM Academy has worked to strengthen student retention and reduce mobility by increasing family engagement through regular communication, conferences and community outreach.

STEAM Academy also provided targeted academic interventions, social-emotional support and onboarding support for new students to help ensure students feel connected, supported, and successful at STEAM Academy.

STEAM Academy has improved retention as a result of these strategies and will continue to implement them to continue to improve student retention (reduce mobility).

STEAM Academy Board Roster

Name	E-mail	Position (Chair, Vice Chair, Secretary, Treasurer)	Seat (Parent, Community Member, Teacher with File Folder #)	Term Start and Term End Dates
Abdinasser Ahmed	aahmed@steamacademymn.org	Ex-Officio Director	N/A	N/A
Sarah Chelbi	sarahychebli@gmail.com	Board Chair	Community Member	7/1/24 - 6/30/28
Maria Azizi	mariaazizi1982@gmail.com	Member	Community Member	7/1/24 - 6/30/28
Amir Mohammed	amirmohammed.am@gmail.com	Member	Parent/Community Member	7/1/24 - 6/30/28
Mahdi Nur	mujaahid99@gmail.com	Treasurer	Parent/Community Member	7/1/24 - 6/30/28
Santa Fe Patawaran	spatawaran@steamacademymn.org	Member	Teacher # 1037116 Expires 06/30/2029	5/8/25 - 6/30/28

19. Copy of School's Certificate of Incorporation or Good Standing issued by the Minnesota Secretary of State's Office.

See the following page.

**Office of the Minnesota Secretary of State
Certificate of Good Standing**

I, Steve Simon, Secretary of State of Minnesota, do certify that: The business entity listed below was filed pursuant to the Minnesota Chapter listed below with the Office of the Secretary of State on the date listed below and that this business entity is registered to do business and is in good standing at the time this certificate is issued.

Name: STEAM Academy
Date Filed: 10/15/2018
File Number: 1037304800032
Minnesota Statutes, Chapter: 317A
Home Jurisdiction: Minnesota

This certificate has been issued on: 05/05/2025



A handwritten signature in black ink that reads "Steve Simon". The signature is written in a cursive style.

Steve Simon
Secretary of State
State of Minnesota

20. Copy of School's Articles of Incorporation stamped with the filing date.

See the following pages.

Office of the Minnesota Secretary of State
Minnesota Business & Nonprofit Corporations

Amendment to Articles of Incorporation
Minnesota Statutes, Chapter 302A or 317A



Read the instructions before completing this form.

Filing Fee: \$55 for expedited service in-person and online filings, \$35 for mail

Note: Information provided when filing a business entity is public data and may be viewable online. This includes but is not limited to all individual names and addresses.

1. File Number:

2. Corporate Name: (Required)

List the name of the company prior to any desired name change

3. This amendment is effective on the day it is filed with the Secretary of State, unless you indicate another date, no later than 30 days after filing with the Secretary of State.

Format: (mm/dd/yyyy)

4. The following amendment(s) to articles regulating the above corporation were adopted: (Insert full text of newly amended article(s) indicating which article(s) is (are) being amended or added.) If the full text of the amendment will not fit in the space provided, attach additional pages.

ARTICLE

5. This amendment has been approved pursuant to Minnesota Statutes, Chapter 302A or 317A.

6. I, the undersigned, certify that I am signing this document as the person whose signature is required, or as agent of the person(s) whose signature would be required who has authorized me to sign this document on his/her behalf, or in both capacities. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

Signature of Authorized Person or Authorized Agent

Date

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

Contact Name

Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?

Yes No

AMENDMENT RESTATED ARTICLE OR AMENDMENT

OF

STEAM ACADEMY

The undersigned incorporator(s), a natural person 18 years of age or older, in order to form a corporate entity under Minnesota Statutes, adopts the following articles of incorporation.

ARTICLE I

NAME/REGISTERED OFFICE

The name of this corporation shall be: STEAM Academy, the business of the corporation may be a PreK- 12 school.

ARTICLE II

PURPOSE

- 1. Vision:** Knowledge and Understanding Academy's mission is to provide a student centered learning environment where all of its students, families, and communities apply the civic skills needed to wisely meet the common good through personal and public education. Our school strives to answer the question, "Why do I need to know this" from diverse perspectives: culturally responsive, critical thinking, life-long learning, gender neutral, community informed, cross generational, and any other viewpoint that produces a greater public good.
- 2. Mission:** STEAM Academy embraces a multidisciplinary curriculum with an emphasis on Science, Technology, Engineering, Arts, and Mathematics (STEAM) to provide a learning-for-understanding environment which values personal and community accountability, creativity, diversity, critical thinking, and multiculturalism. We believe that schools can prepare their students for greater understanding of profound issues through collaboration, critical thinking and problem solving. We believe this is possible when learning is done with purpose.
- 3. STEAM ACADEMY** will meet at least three of the statutory purposes for forming a charter school: to improve all pupil learning and all student achievement in an area, i.e., St. Paul and surrounding suburbs, where the majority of elementary schools have failed to make adequate progress with significant demographic groups of students such as those receiving FRL, ESL, African American, immigrant, and Asian American students. We will encourage the use of different and innovative teaching methods; and, create new professional opportunities for teachers, including the opportunity to be responsible for the learning program at the school site; and establish new forms of accountability for schools.

ARTICLE III

EXEMPTION REQUIREMENTS

At all times shall the following operate as conditions restricting the operations and activities of STEAM Academy:

1. No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose set forth in the purpose clause hereof.
2. No substantial part of the activities of the corporation shall constitute the carrying on of propaganda or otherwise attempting to influence legislation, or any initiative or referendum before the public, and the corporation shall not participate in, or intervene in (including by publication or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office.
3. Notwithstanding any other provisions of this document, the organization shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, corresponding section of any future federal tax code, or (b) by an organization, contributions to which are deductible under section 170 (c)(2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

ARTICLE IV

DURATION

The duration of the corporate existence shall be perpetual.

ARTICLE V

MEMBERSHIP/BOARD OF DIRECTORS

1. The corporation shall have no members. The management of the affairs of the corporation shall be vested in a Board of Directors, as defined in the corporation's bylaws. No Director shall have any right, title, or interest in or to any property of the corporation.

INITIAL BOARD OF DIRECTORS TERMS OF SERVICE

1. Members of the initial board of directors shall serve until the last annual meeting of the 2023-2024 school year, at which time successors will be duly elected and qualified, unless board members elect to continue service as directed according to bylaws, board members are removed, or board members recuse themselves from service for legitimate reasons to prior to this meeting.

AMENDMENTS

1. Any adoption, amendment, or repeal to the corporation's bylaws is vested in the board of directors. Cumulative voting for directors is prohibited, and a written action by the board taken without a meeting must be signed by the directors.

ADDRESS OF THE CORPORATION

1. The mailing address of the corporation is: 4100 66th St. East, Inver Grove Heights, MN 55076

ARTICLE VI

PERSONAL LIABILITY

No (member) officer, or Director of this corporation shall be personally liable for the debts or obligations of this corporation of any nature whatsoever, nor shall any of the property of the (members) officer, or Directors be subject to the payment of the debts or obligations of this corporation. **In accordance with, and to the fullest extent permitted by Minnesota Charter Law which holds board members individually liable to the charter school for any damage caused by any violation of conflict-of-interest provisions of the Law.**

ARTICLE VII

DISSOLUTION

Upon the dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not disposed of by the District Court of the county in which the principal office of the organization is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purposes.

Board Chair Signature:



Date: 06/18/2025



Work Item 1565938200029
Original File Number 1037304800032

STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
06/24/2025 11:59 PM

Steve Simon

Steve Simon
Secretary of State

21. Copy of the School's current (signed) bylaws adopted and approved by the School's board of directors.

See the following pages.

Adopted:
 Revised: 5.27.22, 6.26.25

BYLAWS OF STEAM ACADEMY

Table of Contents

Article		Page
ARTICLE I	PURPOSE	3
Section 1	Compliance with Minnesota Law	3
Section 2	Vision/Mission Statements	3
ARTICLE II	OFFICES	3
ARTICLE III	MEMBERSHIP OF THE CORPORATION	3
Section 1	General Meetings of the Corporation	3
Section 2	Annual Meeting of the Corporation	4
Section 3	Special Meeting of the Corporation	4
Section 4	Quorum of a Meeting of the Corporation	4
Section 5	Voting of the Membership of the Corporation	4
ARTICLE IV	BOARD OF DIRECTORS	5
Section 1	General Powers	5
Section 2	Duties	5
Section 3	Number, Tenure, Qualifications and Nomination	5
Section 4	Regular Meetings of the Board of Directors	6
Section 5	Special Meetings of the Board of Directors	7
Section 6	Emergency Meetings of the Board of Directors	7
Section 7	Quorum and Adjourned Meetings of the Board of Directors	7
Section 8	Duration of Regular and Special Meetings of the Board of Directors	8
Section 9	Voting	8
Section 10	Resignation and Removal	8
Section 11	Filling Vacancies	8
Section 12	Compensation	8
Section 13	Committees of the Board	8
Section 14	Working Groups	9
Section 15	Task Forces ^[1] _{SEP}	10

ARTICLE V	OFFICERS AND EMPLOYEES	10
Section 1	Term, Number, Election	10
Section 2	Vacancies	10
Section 3	Board Chair/President	10
Section 4	Vice Board Chair/Vice President	11
Section 5	Treasurer	11
Section 6	Secretary	12
Section 7	Management and Administrative Employees	12
Section 8	Compensation	13
Section 9	Bond	13
Section 10	Removal of Officer	13
Section 11	Resignation	13
ARTICLE VI	DISTRIBUTION OF ASSETS	13
Section 1	Right to Cease Operations and Distribute Assets	13
Section 2	Cessation and Distribution	13
ARTICLE VII	INDEMNIFICATION	14
Section 1	Indemnification	14
Section 2	Insurance	14
ARTICLE VIII	AMENDMENTS	14
ARTICLE IX	FINANCIAL MATTERS	15
Section 1	Contracts	15
Section 2	Loans and Pledges	15
Section 3	Authorized Signatures	15
Section 4	Deposits	15
Section 5	Corporate Seal	15
Section 6	Documents Kept at Registered Office	16
Section 7	Accounting System and Audit	16
ARTICLE X	MISCELLANEOUS	16
Section 1	Gender References	16
Section 2	Plurals	16
Section 3	Parliamentary Authority	16
CERTIFICATE		17

BYLAWS OF STEAM Academy (the “Corporation”)

ARTICLE I PURPOSE

Section 1. Compliance with Minnesota Law.

The purposes of the Corporation are as stated in its Articles of Incorporation. In the event that Minnesota law limits or enhances the powers of the Corporation Board set out herein, the law provisions shall prevail except to the extent that the Board of Directors exercises any options it may have to accept the law provisions or choose other options.

Section 2.

Vision: Knowledge and Understanding Academy’s mission is to provide a student-centered learning environment where all of its students, families, and communities apply the civic skills needed to wisely meet the common good through personal and public education. Our school strives to answer the question, “Why do I need to know this” from diverse perspectives: culturally responsive, critical thinking, life-long learning, gender neutral, community informed, cross generational, and any other viewpoint that produces a greater public good.

Mission: STEAM Academy embraces a multidisciplinary curriculum with an emphasis on Science, Technology, Engineering, Arts, and Mathematics (STEAM) to provide a learning-for-understanding environment which values personal and community accountability, creativity, diversity, critical thinking, and multiculturalism. We believe that schools can prepare their students for greater understanding of profound issues through collaboration, critical thinking and problem solving. We believe this is possible when learning is done with purpose.

ARTICLE II OFFICES

The registered office of the Corporation in the State of Minnesota is as stated in the Articles of Incorporation or as amended. The Corporation may have such other offices within the State of Minnesota as the Board of Directors may determine or as the affairs of the Corporation may require. The registered office may be, but need not be, identical with the principal office in the State of Minnesota.

ARTICLE III MEMBERSHIP OF THE CORPORATION

The membership of the Corporation shall include all parents or legal guardians of enrolled students, and employees of the Corporation.

Section 1. General Meetings of the Corporation.

From and after the date at which the Corporation begins educating students it shall be deemed to be a public entity and the conduct of meetings of the Board will at all times be subject to the provisions of the Minnesota "Open Meeting Law," Minnesota Statutes §13D.01 et. seq. The provisions of the Open Meeting Law shall prevail in the event of technical conflict with the provisions of Minn. Stat. § 317A.01 et. seq. as to conduct and calling of meetings.

Section 2. Annual Meeting of the Corporation.

The annual meeting of the Members of the Corporation shall be held at such time and location as determined by the Board of Directors. Notification of the annual meeting shall be in accordance with the Open Meeting Law. The election of members of the Board of Directors shall take place at that meeting. Staff members employed at the school, including teachers providing instruction under a contract between the school and a cooperative, members of the Board of Directors, and all parents or legal guardians of children enrolled in the school, are the voters eligible to elect the members of the Board of Directors. The Corporation will notify all eligible voters of the school board election date at least 30 days before each election as required by Minn. Stat. § 124D.10, subd. 4(d).

Section 3. Special Meeting of the Corporation.

A special meeting of the members of the Corporation shall be called at any time by a majority vote of the Board of Directors or by the requisite number of voting members as provided in Minn. Stat. § 317A. 433. Notification of a special meeting of the Corporation shall be by e-mail or by newsletter or other first class postal service mailed, or by website posting no fewer than three (3) days prior to date of the meeting. Such notice shall contain the date, time, place and purpose of the meeting. Only subjects listed on the agenda may be acted upon at a special meeting. Notification of the special meeting of the voting members shall be in accordance with the Open Meeting Law, Minn. Stat. § 13D.04, subd. 2.

Section 4. Quorum of a Meeting of the Corporation.

For any annual or special meeting, a quorum is achieved if a quorum of the Corporation's Board of Directors is present. A quorum for a meeting of members is ten percent of the members entitled to vote at the meeting.

Section 5. Voting of the Membership of the Corporation.

Voting rights of Members of the Corporation shall be limited to the Annual Election of members of the Board of Directors. However, 50 members with voting rights or ten percent of the members with voting rights, whichever is less, may sign, date, and deliver to the Board Chair or Secretary, a description of one or more written items for consideration at the next scheduled Board meeting or at a special meeting of the Board. Such meeting must take place within 90 days of receipt of these item(s) by the Board Chair or Secretary. Should the Board fail to hold such a meeting and to duly consider such item(s), a voting member requesting that such item(s) be considered may call a special meeting of the Board of Directors in accordance with the process described in Article IV, Section 5 of these Bylaws. The Members of the Corporation may not vote at the regular or special meeting or direct the Board of Directors to take action.

In voting during the Annual Election, every voting member shall have one (1) vote. Members may vote in person or by proxy.

ARTICLE IV BOARD OF DIRECTORS

Section 1. General Powers.

The affairs of the Corporation shall be managed by its Board of Directors. Except as limited by the Articles of Incorporation, these Bylaws, Minn. Stat. § 124D.10, and by law, the Board of Directors shall have the power and authority to do all acts and perform all functions that the Corporation may do or perform, including the general governance, management and educational direction of the Corporation.

Section 2. Duties.

The Board of Directors is charged with four (4) primary duties: Duty of Care, Duty of Loyalty, Duty of Obedience, and Duty of Confidentiality.

Duty of Care: Board members will act in good faith, with the care an ordinarily prudent person in a like position would exercise under similar circumstances, and in the Corporation's best interest.

Duty of Loyalty: Board members will pursue the Corporation's best interest, placing the school's mission and interests above self- interest.

Duty of Obedience: Board members will act in accordance with the policies and bylaws of the school, policies of the authorizer, and all applicable laws.

Duty of Confidentiality: Board members will refrain from disclosing any information that is deemed nonpublic in accordance with the law, including but not limited to, confidential attorney-client communications and private and confidential data under the Minnesota Government Data Practices Act.

Section 3. Number, Tenure, Qualifications, and Nomination.

Number: Board of Directors shall be composed of at least five (5) members with the target configuration of nine (9) members but may have as many as eleven (11) members with Board approval. The Board's composition shall be consistent with Minn. Stat. § 124D.10. At least one licensed teacher employed by the school as defined under MN Stat. §122A.16, either serving as a teacher of record in a field in which the individual has a field license or providing services to students the individual is licensed to provide, who does not serve in an administrative or supervisory capacity for more than 240 hours in a school calendar year. The Board structure shall not have a clear majority. The Board shall also be composed of at least one parent or legal guardian of a student enrolled in the charter school who is not an employee of the charter school; at least one interested community member who resides in Minnesota and is not employed by the charter school and does not have a child enrolled in the school; and at least one interested artist, designer or engineer who resides in Minnesota and is not employed by the charter school and does not have a child enrolled in the school. The Executive Director may only serve as an ex-officio, non-voting Board member. The only school staff to serve as an ex-officio member of the board is the chief administrator.

No charter school employees shall serve on the board other than teachers who must:

- (1) be employed by the school or provide at least 720 hours of service under a contract between the charter school and a teacher cooperative;
- (2) be a qualified teacher as defined under section 122A.16, either serving as a teacher of record in a field in which the individual has a filed license, or providing services to students the individual is licensed to provide; and
- (3) not serve in an administrative or supervisory capacity for more than 240 hours in a school calendar year.

A contractor providing facilities, goods, or services to a charter school must not serve on the board of directors. In addition, an individual is prohibited from serving as a member of the charter school board of directors if:

- (1) the individual, an immediate family member, or the individual's partner is a full or part owner or principal with a for-profit or nonprofit entity or independent contractor with whom the charter school contracts, directly or indirectly, for professional services, goods, or facilities; or
- (2) an immediate family member is an employee of the school. An individual may serve as a member of the board of directors if no conflict of interest exists under this paragraph, consistent with this section. A violation of this paragraph renders a contract voidable at the option of the commissioner or the charter school board of directors. A member of a charter school board of directors who violates this paragraph is individually liable to the charter school for any damage caused by the violation.

Any employee, agent, contractor, or board member of the authorizer who participates in initially reviewing, approving, overseeing, evaluating, renewing, or not renewing the charter school is ineligible to serve on the board of directors of a school chartered by that authorizer.

Tenure: Board member seat terms shall be for three (3) years, starting with terms that commence in 2018. The number of terms a board member may serve on the board is five (5).

Qualifications: All new Board members ~~shall attend initial~~ must complete training before their term begins on the Board's role and responsibilities, data practices law and open meeting law. Within 12 months of being seated, new board members must complete training on employment policies and practices, public school funding and financial management, and the board's roles and responsibilities regarding student success, achievement, and performance. In accordance with Minn. Stat. § 124D.10, subd. 4(f), a Board member who does not begin the required training within six months after being seated and complete that training within 12 months of being seated on the Board is automatically ineligible to continue to serve as a Board member. Every Board member shall attend annual training throughout the member's term on the Board, in accordance with Minn. Stat. § 124D.10, subd. 4(f). The school shall include in its annual report the training attended by each Board member during the previous year.

Board members must comply with applicable statutory conflict of interest provisions and must not be Related Parties as defined in Minn. Stat. § 124D.10, subd. 4a.

No more than six (6) Board Directors shall be up for election in any calendar year unless a seat (or multiple seats) has been vacated in which case more than six (6) may be elected. The election of the Board of Directors shall be in compliance with Minn. Stat. § 124D.10, subd. 4(d) and (g).

Nomination Process: Sixty (60) days prior to the Corporation's annual meeting, the Board of Directors will solicit nominations for all of the Directorate positions that will be filled at the next annual meeting. Nominees must be at least 18 years of age and not be a student currently enrolled at the school to be considered eligible for vacant Community Member and/or Artist Director seats. The Board of Directors will compile the list of nominees and notify all eligible voters of the nominees for each position to be elected, and the election date, at least thirty (30) days prior to the election. In addition, the election must occur when the school is in session, as required by Minn. Stat. § 124D.10, subd. 4(g)

Board terms must begin on July 1.

Board members are prohibited from serving on more than one charter school board at the same time in either an elected or ex-officio capacity.

Section 4. Regular Meetings of the Board of Directors.

Regular meetings of the Board of Directors shall be held at least four (4) times during the school year. A schedule of the Regular Meetings of the Board of Directors shall be kept on file at the Corporation's primary office. The schedule shall designate the time, place and date of such meetings. If the Board of Directors changes the time and/or place of a regular meeting, the Board will provide the same notice for such meetings as is required for Special Meetings of the Board of Directors in accordance with the Open Meeting Law, Minn. Stat. § 13D.04, subd. 1 and 2.

Section 5. Special Meetings of the Board of Directors.

Special meetings of the Board of Directors may be called at any time, for any purpose, by the Board Chair. The Board Chair shall also call a special meeting of the Board of Directors upon the written request of at least one-third (1/3) of sitting members of the Board. The Board, or its designee, will post and deliver written notice of the date, time, place and purpose of a special meeting in accordance with Open Meeting Law, Minn. Stat. § 13.D.04, subd. 2. Notice of every special meeting of the Board of Directors shall be e- mailed to each director and posted on the school's website at studioschoolmn.org at least three (3) days before the day on which the meeting is to be held. Directors may also opt to have notice of a special meeting be delivered in person or by telephone, no later than twenty-four (24) hours before the meeting is to be held.

A special meeting of the Board of Directors may also be called by a voting member, as allowed in Article III, Section 5 of these Bylaws. In such case, the voting member shall provide the Board Chair with a written request for such a meeting that includes the purpose of the special meeting. STEAM Academy will schedule and post notice of the meeting in accordance with the Open Meeting Law, Minn. Stat. § 13.D.04, subd. 2. The Executive Director will provide notice of the special meeting of the Board of Directors by email to each Director at least three (3) days before the day on which the meeting is to be held.

Section 6. Emergency Meetings of the Board of Directors

When circumstances require the immediate consideration of an issue by the Board of Directors, such as an emergency situation involving health, safety and/or security, the Board may call an emergency meeting in accordance with the procedures set forth in the Open Meeting Law, Minn. Stat. § 13D.04, subd. 3.

Section 7. Quorum and Adjourned Meetings of the Board of Directors.

A meeting at which at least a majority of the members of the Board of Directors are present shall constitute a quorum for the transaction of business at any meeting of the Board of Directors. If, however, such quorum shall not be present at any such meeting, the director or directors present thereat shall have the power to adjourn the meeting and establish the time and place at which the meeting shall be continued when a quorum shall be present. Notification of the meeting shall be in accordance with the Open Meeting Law.

Section 8. Duration of Regular and Special Meetings of the Board of Directors.

Regular and Special meetings shall not exceed three hours in duration, except in such cases where a meeting has been adjourned and continued.

Section 9. Voting.

Each member of the Board of Directors shall have the power to exercise one (1) vote on all matters to be decided by the Board. The affirmative vote of a majority of Board members present and voting shall constitute a duly authorized action of the Board. Proxy voting is not permitted.

Section 10. Resignation and Removal.

Any Director may resign at any time, effective immediately or at a specified later date, by giving written notice to the Board Chair or the Secretary of the Corporation. Unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. A director may be removed at any time by a majority vote of all directors of the Corporation based upon evidence of a violation of the Duty of Care, Loyalty, Obedience or Confidentiality.

Section 11. Filling Vacancies.

Vacancies on the Board of Directors shall be filled in a timely manner by appointment of a new Director by the affirmative vote of a majority of the remaining directors present and voting, even if less than a quorum as per Minn. Stat. § 317A.227. A director filling a vacancy shall hold office until the next annual meeting of the members or until his successor has been duly elected and qualified, whichever is specified by the Board. When making an appointment to fill a vacancy, the Board will specify in the motion to appoint when the appointment expires for the director filling the vacancy.

Section 12. Compensation.

Directors shall not receive compensation for their services as a Director, but nothing in these Bylaws shall be construed to preclude any director from serving the Corporation in any other capacity and receiving compensation therefore as long as no statutory or common law conflict of interest exists per Minn. Stat. § 124D.10, subd. 4a. In addition, the Directors of this Corporation may be reimbursed for actual, necessary, and reasonable out-of-pocket expenses incurred in rendering services to this Corporation. Subject to any limitations imposed by law, the Board of Directors may determine whether out of pocket expenses are necessary and reasonable, and whether such expenses were incurred while rendering services to the Corporation.

Section 13. Committees of the Board.

The Board of Directors may, by resolution passed by a majority of the Board of Directors, designate, define the authority of, set the number and determine the identity of, members of one or more committees. Committee members must be natural persons, but need not be members of the Board of Directors. The Board may, by similar vote, designate one or more alternate members of any committee who may replace any absent or disqualified member at any meeting of the committee. All committees shall have at least one Board member serving as a member and liaison between the committee and the Board. All committees of the Board shall have membership less than a majority of the members of the Board.

13.1 Authority of Committees. Any committee, to the extent provided in these

Bylaws or in the resolutions creating such committee, shall have and may exercise all of the powers and authority granted in writing by the Board of Directors in the management and business affairs of the Corporation; provided, however, that no committee shall be granted any powers or authority exceeding that granted to the Board of Directors. Unless otherwise stated in

the resolutions creating it, or in these Bylaws, committee actions shall be taken only upon the affirmative vote of a majority of the members of the committee. Failure of a committee to reach an agreement upon any issue before it shall require referral of such issue to the entire Board of Directors.

13.2. Procedures for Conducting Meetings. The activities of all committees of this Corporation shall be conducted in such manner as will advance the best interest of the Corporation. Each committee shall fix its own rules of procedure and other regulations which shall be consistent with the Articles of Incorporation, these Bylaws and the policies of the Corporation. The meetings of all committees shall be open to attendance by all Directors, which Directors may not participate in any such meeting's discussion or deliberations unless such Director is a member of the committee.

13.3. Limitation on Authority of Committees. Each committee shall be under the direction and control of the Board and shall keep regular minutes of their proceedings, and all actions of each committee shall be reported to the Board of Directors and shall be subject to revision and alteration by the Board of Directors. Each committee shall meet as provided by its rules or by resolution of the Board of Directors. Notice of all meetings of any committee shall be given to all members of that committee as determined by the committee, or pursuant to Article IV, Section 4 above.

Section 14. Working Groups

The Board of Directors may, by resolution passed by a majority of the Board of Directors, designate, define the authority of, set the number, and determine the identity of, members of one or more Working Groups. Working Group members must be a Board Member or Member of the Corporation or any natural person the Board selects. Working Groups will function to collect information and submit information to the Board for any consideration of action. Working Groups have no authority for action.

Section 15. Task Forces

The Board of Directors may, by resolution passed by a majority of the Board of Directors, designate, define the authority of, set the number, and determine the identity of, members of one or more Task Force. Task Forces will operate similarly to working groups, with specific scope, objectives, and time frame delineated.

ARTICLE V OFFICERS AND EMPLOYEES

Section 1. Term, Number, Election.

The officers of the Corporation shall be elected for one (1) year terms by the Board of Directors, and shall consist of a Board Chair/President, Vice Board Chair/Vice President, Treasurer, Secretary and such other officers as the Board of Directors shall determine from time to time.

The election of Board Officers shall occur at the first meeting at which the newly elected members of the Board of Directors begin serving. The number of terms an individual may serve as an officer of the board is 5 consecutive terms.

Section 2. Vacancies.

A vacancy in any office of this Corporation occurring by reason of death, disqualification, resignation or removal shall be filled for the unexpired portion of the term by appointment of a successor by the Board of Directors.

Section 3. Board Chair/President.

The Board Chair/President shall have the general responsibilities and duties usually vested in the office of the President, as prescribed in Minn. Stat. § 317A.305, subd. 2:

3.1 Have general active management of the business of the corporation;

2. 3.2. Preside at all meetings of the Board of Directors if present;
3. 3.3. See that orders and resolutions of the Board are carried into effect;
4. 3.4. Sign and deliver, or delegate the signing and delivering, in the name of the

Corporation, all deeds, mortgages, bonds, contracts or other instruments requiring an officer's signature, unless otherwise directed by the Board;

3.5. Perform such duties and exercise such responsibilities as are necessary or incident to the supervision and management of the business and affairs of the Corporation; and

3.6. Have such other responsibilities and perform such other duties as are prescribed by the Board of Directors and the Board Handbook.

Section 4. Vice Board Chair/Vice President.

The Vice Board Chair/Vice President shall:

4.1 Act as the Chair of the Board of Directors in the absence of the Board

Chair/President; and

4.2 Have such other responsibilities and perform such other duties as may from time to time be prescribed by the Board of Directors, the Board Chair, or the Board Handbook.^{SEP}

4.3 Record all proceedings of the minutes of the annual meeting of the Members of the Corporation, as well as all meetings of the Board of Directors including time- stamping meeting openings, closings and critical voting decisions if the Secretary is absent.

Section 5. Treasurer. The Treasurer shall:

- 5.1. Keep accurate financial records for the Corporation and accurate accounts of all monies of the Corporation received or disbursed;
- 5.2. Deposit all monies, drafts and checks in the name of, and to the credit of, the Corporation in such banks and depositories as the Board of Directors shall from time to time designate;
- 5.3. Ensure the proper care and custody of the corporate investment funds and securities;
- 5.4. Have the power to endorse for deposit all notes, checks and drafts received by the Corporation;
- 5.5. Disburse the funds of the Corporation as ordered by the Board of Directors, making proper vouchers therefore;
- 5.6. Render to the Board Chair and the Board of Directors, whenever required, an account of all of transactions as Treasurer and of the financial condition of the Corporation;
- 5.7. Perform such other duties and have such other responsibilities as may from time to time be prescribed by the Board of Directors, the Board Chair, or the Board Handbook; and
- 5.8 Act as Board Chair in the absence of both the Board Chair/President and Vice Board Chair/Vice President.

Section 6. Secretary.

The Secretary shall maintain records the office of the Corporation and shall:

- 6.1. Attend all meetings of the members, the Board of Directors and all committees (when requested) or appoint an alternate member of the Board;
- 6.2. Record all proceedings of the minutes of the annual meeting of the Members of the Corporation, as well as all meetings of the Board of Directors including time- stamping meeting openings, closings and critical voting decisions;
- 6.3. Maintain and preserve all records and documents of the Board of Directors, committees, and the Corporation;
- 6.4. Give or cause to be given notice of all meetings of the members and all meetings of the Board of Directors and committees;
- 6.5. Perform such other duties and have such other responsibilities as may from time to time be prescribed by the Board of Directors, the Board Chair, or the Board Handbook; and
- 6.6. Act as Board Chair in the absence of the Board Chair/President, Vice Board Chair/Vice President, and Treasurer.

Section 7. Management and Administrative Employees.

The Corporation may have such management and administrative employees as the Board of Directors deems necessary. Such employees shall be appointed in a manner, have the duties and responsibilities and hold their positions for the time prescribed by the Board of Directors.

Section 8. Compensation.

The officers and employees of the Corporation may be paid such reasonable compensation, if any, for their services rendered to the Corporation in such capacity, and may be reimbursed for actual, necessary, and reasonable out-of-pocket expenses. Subject to any limitations imposed by law, the Board of Directors may determine whether out-of-pocket expenses are necessary and reasonable, and whether such expenses were incurred while rendering services to the Corporation.

Section 9. Bond.

The Board of Directors of this Corporation shall from time to time determine which, if any, of the officers, agents or employees of this Corporation shall be bonded and the amount of each bond.

Section 10. Removal of an Officer.

Any officer may be removed at any time, by the vote of a majority of a quorum of the Board of Directors at any regular meeting or at a special meeting called for that purpose, based on a violation of the Duty of Care, Loyalty, Obedience, or Confidentiality standards as defined in Article IV, Section 2 of these Bylaws.

Section 11. Resignation.

Any officer may resign at any time. Such resignation shall be made in writing to the Board Chair/ President or the Secretary and shall take effect at the time specified therein or, if no time be specified, at the time of its receipt by the President or Secretary. The acceptance of a resignation shall not be necessary to make it effective.

ARTICLE VI DISTRIBUTION OF ASSETS

Section 1. Right to Cease Operations and Distribute Assets.

By a two-thirds (2/3) vote of all Board Directors, the Board of Directors may resolve that the Corporation cease operations and voluntarily dissolve. Such resolution shall set forth the proposed dissolution and direct designated officers of the Corporation to perform all acts necessary to effect a dissolution.

Section 2. Cessation and Distribution.

When cessation of operations and distribution of assets has been called for, the Board of Directors and the designated officers shall cause the Corporation to discontinue its regular business activities and operations as soon as practicable, and shall liquidate and distribute all the Corporation's assets to other entities in accordance with Minnesota Statutes, Section 317A.735 and in accordance with the Articles of Incorporation. Notice of intent to dissolve shall be filed with the Secretary of State pursuant to Minn. Stat. § 317A.723.

ARTICLE VII INDEMNIFICATION

Section 1. Indemnification.

Each Director, officer and employee of the Corporation, past or present, shall be indemnified by the Corporation in accordance with, and to the fullest extent permitted by, Minn. Stat. § 317A.161, subd. 21, 317A.521, and any amendments to those statutes. The Corporation shall not be obligated to indemnify any other person or entity, except to the extent such obligation shall be specifically approved by resolution of the Board of Directors, except as prohibited by MS, Section 124E.07, subd. 3(c).. The Corporation shall have the power to advance such person's expenses incurred in defending any such proceeding to the maximum extent permitted by law. This Section is and shall be for the sole and exclusive benefit of the individuals designated herein and no individual, firm or entity shall have any rights under this Section by way of assignment, subrogation or otherwise, whether voluntarily, involuntarily or by operation of law. The corporation is not required to indemnify any board member who has violated Minnesota Statutes, section 124E.07.

This duty to indemnify applies provided that the Director, Officer, or Employee was acting in the performance of the duties of the position and was not guilty of malfeasance in office, willful neglect of duty, or bad faith.

Section 2. Insurance.

The Corporation may, but shall not be required to, purchase and maintain insurance on behalf of any person who is or was a director, officer, employee or agent of the Corporation, against any liability asserted against and incurred by such person in his or her official capacity, or arising out of his or her status as such, whether or not the Corporation would have the power to indemnify such person against liability under Minn. Stat. § 317A.521, the Articles of Incorporation, or these Bylaws.

ARTICLE VIII AMENDMENTS

Except for amendments to the Board of Directors' composition and governance structure, the power to alter, change, amend or repeal these Bylaws or adopt new Bylaws is vested in the Board of Directors. The Board of Directors may change its governance structure only:^{[[1]]}_{SEP}

1. by a majority vote of the Board of Directors and a majority vote of the licensed teachers employed by the STEAM Academy as teachers, including any licensed teachers providing instruction under a contract between the school and a cooperative; and^{[[1]]}_{SEP}

2. with the authorizer's written approval.

Any change to the Board of Directors' governance structure must conform to the composition of the Board as set forth in Minn. Stat. § 124D.10, subd. 4(g). The term "composition" means having a Board that consists of at least five non-related members, which includes at least one teacher, one parent, and one community member as set forth in Article 4, Section 3. The term "governance structure" means having a teacher-majority or a non-teacher majority Board, or having a Board with no clear majority.

ARTICLE IX FINANCIAL MATTERS

Section 1. Contracts.

The Board of Directors may authorize any officer or officers, agent or agents of the Corporation to enter into any contract or execute and deliver any instrument in the name and on behalf of the Corporation, and any such authority may be general or confined to specific instances. Unless so authorized by the Board of Directors or these Bylaws, no officer, agent or employee shall have any power or authority to bind the Corporation by any contract or engagement, or to pledge its credit or to render it liable pecuniarily for any purpose or to any amount.

Section 2. Loans and Pledges.

No loans shall be contracted nor pledges or guarantees given on behalf of the Corporation unless specifically authorized by the Board of Directors.

Section 3. Authorized Signatures.

All checks, drafts or other orders for the payment of money, notes or other evidence of indebtedness issued in the name of the Corporation shall be signed by such person or persons and in such manner as shall from time to time be determined by the Board of Directors or these Bylaws.

Section 4. Deposits.

All funds of the Corporation shall be deposited to the credit of the Corporation in such banks, trust companies or other depositories as the Board of Directors may designate and shall be disbursed under such general rules and regulations as the Board of Directors may from time to time determine.

Section 5. Corporate Seal.

The Corporation shall not have a corporate seal.

Section 6. Documents Kept at Registered Office.

The Board of Directors shall keep at the registered office of this Corporation originals or copies of any document required by law, including, but not limited to:

- 6.1. Records of all proceedings of the Board of Directors and all committees;
- 6.2. Records of all votes and actions of the members;
- 6.3. All financial statements of this Corporation; and

6.4. Articles of Incorporation and Bylaws of this Corporation and all amendments and restatements thereof.

Section 7. Accounting System and Audit.

The Board of Directors shall cause to be established and maintained, in accordance with provisions of Minnesota law, in particular with Minn. Stat. § 124D.10, subd. 8(j) and, to the extent not in conflict with the law, with generally accepted governmental accounting standards applied on a consistent basis, an appropriate accounting and financial reporting system for the Corporation. Audits must be conducted in accordance with Minn. Stat. § 124D.10, subd. 6a and 8(j). The Corporation must submit an audit report to the Commissioner of the Minnesota Department of Education and the Corporation's authorizer by December 31 of each year in accordance with Minn. Stat. § 124D.10, subd. 6a(a). The Board is required by law to and shall cause the records and books of account of the Corporation to be audited at least once each fiscal year as of June 30 of any year (or such other date as the law may require) and at such other times as it may deem necessary or appropriate, and may retain such person or firm for such purposes as it may deem appropriate.

ARTICLE X MISCELLANEOUS

Section 1. Gender References.

All references in these Bylaws to a party in the masculine shall include the feminine and neuter.

Section 2. Plurals.

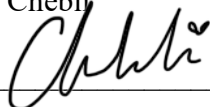
All references in the plural shall, where appropriate, include the singular and all references in the singular shall, where appropriate, be deemed to include the plural.

Section 3. Parliamentary Authority.

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern

Board Chair Name: Sarah Chebli

Board Chair Signature _____



Date 06/24/2025

22. NEO Policy for Schools Contracting with a Service Provider (Education Management Organization or Charter Management Organization) if applicable.

School Agrees to Meet the Conditions Set Forth in the Following Policy

As the entities responsible to the public for overseeing the performance of charter schools (“Charter School”), authorizers must hold charter school boards accountable for ensuring a quality education at the schools they govern.

If a school relies on an external service provider (“Service Provider”) to implement key terms of the charter between the authorizer and the school, the Service Provider’s effectiveness is critical to the school’s ability to perform as described in the charter.

Thus, it is essential for authorizers to adequately review and oversee a school’s relationship with its Service Provider.

NEO requires schools that propose working with an External Service Provider, including a charter management organization and education management organization (each, a “Service Provider”) to address the following.

Comprehensive Management Services

In the event a Charter School intends to enter into a contract with a Service Provider (“Service Contract”) including with a Charter Management Organization or Education Management Organization, all of the following requirements must be met by the Charter School:

- The Service Contract shall set forth the primacy of the Contract with NEO over the Service Contract, and the Service Contract shall be subject to, and shall incorporate by reference, the terms and conditions of the Charter Contract.
- The Charter School governing board contracting with a Service Provider shall retain independent legal counsel to represent the Charter School in contract negotiations as well as throughout its relationship with a Service Provider.
- The Charter School governing board contracting with a Service Provider shall retain independent audit and financial services to represent the Charter School in budgeting as well as financial reporting throughout its relationship with a Service Provider.
- NEO shall be provided and review and reserve the right to comment on the proposed Service Contract at least 30 days before it is executed.
- NEO shall be provided for review and reserve the right to comment all material Service Contract amendments as well as new or renewed Service Contracts at least 30 days before they are approved by the charter school board.

- The Service Contract, new or renewed, and all material contract amendments shall be submitted to NEO no later than thirty (30) days prior to the effective date. If NEO determines that the Service Contract does not comply with the NEO required provisions set forth below, or that entering into the Service Contract would otherwise be a violation of the conditions set forth below, the Charter School Agreement, or the Charter School Law, then NEO shall notify the Charter School within twenty (20) days, stating with particularity the grounds for its objections. In such event, the Charter School shall not enter into the Service Contract unless and until the deficiencies noted by NEO have been remedied to NEO's reasonable satisfaction.

Required Service Management Organization Contract Provisions

Generally, the draft Service Contract should clearly and specifically define the Service Provider's proposed role and responsibilities, payment structure, property ownership, methods for performance evaluation, and termination and renewal procedures, including in the event of School closure.

Roles and Responsibilities: allocation of responsibilities between the parties in areas such as financial management; personnel including who has the responsibility of hiring and firing; charter performance and compliance; educational, operational and policy decision-making; requirements to attend board meetings and community events; and any areas where the governing board has non-delegable legal responsibilities (e.g., adopting an annual budget).

A description and terms of the services to be provided during the term of the contract.

Contract Duration not to exceed five years, Renewal and Termination: assurance that a governing board has the right and ability, if necessary, to terminate a contract in a timely manner if it is in the school's interest with contracts with a termination right.

Notice that a charter school closure during the term of the contract by action of the authorizer or the school's board results in the balance of the current contract becoming null and void.

An annual statement of assurance to the charter school board that the CMO or EMO provided no compensation or gifts to any charter school board member, staff member, or agent of the charter school.

An annual statement of assurance that no charter school board member, employee, contractor, or agent of the CMO or EMO or any affiliated organization is a board member of the charter school or any other charter school.

Performance Oversight and Evaluation: description of clear methods and standards that will guide the governing board in overseeing and evaluating the Service Provider; and provide for a right to terminate by the Charter School on no less than thirty (30) days' notice if those standards are not met; The Service Contract shall require that the Service Provider furnish the Charter School with all information deemed necessary by the Charter School or the Board for the proper completion of the budget, quarterly reports, or Financial Audits, required under Section 6 of the Charter School Agreement.

- The Service Contract shall provide that all financial reports provided or prepared by the Service Provider shall be presented in a nonprofit format approved by the Charter School as meeting requirements in the state.
- The Service Contract shall provide that all employees or contractors of the Service Provider who have direct, daily contact with students of the Charter School shall be subject to the criminal background check requirements contained the Education Code to the same extent as employees of the Charter School.
- The Service Contract shall contain provisions requiring compliance with all requirements, terms and conditions established by any Federal or State funding source, including but not limited to the Federal Charter School Program (CSP) grant.

Compensation and Finances: Identification of how and how much a Service Provider will be compensated for its services, and what role a management service provider will play in developing budgets and managing finances.

The total dollar value of the contract including the annual projected costs of services.

Budget. The annual budget prepared by the Charter School shall include, without limitation, the following itemized information:

- All revenue anticipated by the Service Provider to be received from the Charter School.
- All expenses and anticipated expenses associated with the operation and management by the Service Provider of the Charter School.
- All expenses associated with the operation of the governing board of the Charter School, including without limitation personnel, occupancy, and travel expenses, if any, and provided that if these expenses are not paid out of expenses received from or through the Board, such expenses shall not be required to be separately itemized hereunder.
- All contract payments, lease payments, management fees, administrative fees, licensing fees, expenses and other amounts paid to the Service Provider or otherwise paid for the products and services to be delivered under the Service Provider Contract by the Charter School.
- All investments in the Charter School by the Service Provider, including the expected returns on equity for such investments.
- An itemized accounting of all amounts paid to the Service Provider or otherwise paid for the Contract Services, which amounts shall be itemized in a manner that clearly corresponds with those categories provided in the Charter School's annual budget or the Service Contract.
- The Financial Audits required of the Charter School Agreement shall include review of all fees and payments made by the Charter School to the Service Provider.

Any agreement with a CMO or EMO containing any of the following provisions is null and void:

- restrictions on the charter school's ability to operate a school upon termination of the agreement;
- restrictions on the annual or total amount of the school's operating surplus or fund balance;
- authorization to allow a CMO or EMO to withdraw funds from a charter school account; or
- authorization to allow a CMO or EMO to loan funds to the charter school.

Intellectual and Physical Property: clarification of ownership of instructional materials developed at the school using public funds, and of physical property obtained to operate the school; all agreements must allow for the continued use of any instructional materials provided by the Service Provider after termination for a reasonable fee; and that all instructional materials, furnishings and equipment purchased or developed with School funds remain the property of the School and not the Service Provider. The Service Contract shall identify whether or not a facility agreement exists with the Service Provider and, if so, the School shall provide a copy of the facility agreement to NEO. The Service Provider management agreement must contain an annual assurance that all assets purchased on behalf of the charter school using public funds remain assets of the school.

The Service Provider management agreement must contain policies and protocols that meet federal and state laws regarding student and personnel data collection, usage, access, retention, disclosure and destruction, and indemnification and warranty provisions in case of data breaches by the CMO or EMO.

Contingency Planning for Terminated Contracts: assurance of a smooth transition in the event that a service relationship is terminated, including the transfer of school records and property at no cost to the Charter School.

The Service Contract shall be terminable by the Charter School, in accordance with its bylaws or other established termination procedures, (A) upon material default by the Service Provider that is not remedied, including without limitation any act or omission of the Service Provider that causes a material default under the Charter School Agreement or that causes the Charter School to be in material violation of the Charter Schools Law that is not remedied, or (B) for other good cause as agreed by the Charter School and the Service Provider.