

# Intermediate District 287

*Responsive. Innovative. Solutions.*

**GENERAL MEETING OF THE BOARD – Regular**

**Thursday, November 12, 2020**

**6:30 PM @ Boardroom / Teleconference**

**1820 Xenium Ln N**

**Minneapolis, MN 55441-3790**

**AGENDA**

**Page #**

**1. CALL TO ORDER (Action)**

The mission of Intermediate District 287 is to be the premier provider of innovative specialized services to ensure that each member district can meet the unique learning needs of its students.

**2. APPROVAL OF GENERAL MEETING AGENDA (Action)**

**3. AUDIENCE OPPORTUNITY TO SPEAK (Information)**

**4. APPROVAL OF CONSENT AGENDA (Action)**

- 1. General Board Meeting Minutes from October 22, 2020 3
- 2. Board Work Session Minutes from October 22, 2020 5
- 3. Routine Human Resources Activities for November 12, 2020 6
- 4. Approval of Fund Balance Transfers 9
- 5. Approval of Guaranteed Energy Savings Loan Agreement 10

**5. SHARE THE SUCCESS & RECOGNITION - (05 minutes) (Information)**

- 1. Education Support Professional of the Year  
287's Sue Stradtman Named Statewide Finalist for Education Support Professional of the Year

**6. SUPERINTENDENT'S REPORT - (60 minutes)**

- 1. Update on District 287 Learning Plan (Information)  
The superintendent will update the school board on potential learning plan changes. 11
- 2. COVID-19 and Beyond: A Financial Perspective (Information)  
Mae Hawkins, Executive Director of Business Services, will present an overview of COVID 19 funding and expenses to date and future potential economic impacts. 25
- 3. Key Performance Indicators Update (Information)  
Ben Magras, Executive Director, School & Student Outcomes, and Annie Mitty, District Assessment Coordinator, will present an overview of our Key Performance Indicators (KPIs). 35
- 4. What the Board Needs to Know About Emergency and Crisis Plans for 2020-21 (Action)  
Jake Horejsh, Student & Staff Safety Manager - Health and Safety will present a brief overview of our 20-21 emergency preparedness plan and answer questions. 36
- 5. What the Board Needs to Know About Classification & Compensation Study (Information)  
Michelle Axell, Director of Human Resources and Anne Becker, General Counsel, will present an Executive Summary of the Gallager Report on classification and compensation.

**7. INSTRUCTIONAL REPORT - None**

**8. BUSINESS SERVICES & LABOR RELATIONS REPORT - None**

- 1. Facilities Report - None
- 2. Financial Report - None
- 3. Human Resource Report - None

**9. BOARD BUSINESS - (15 minutes) (Information)**

- 1. Policy Review & Revision - None
- 2. Board Reports
  - 1. Board Chair Report
    - 1. Meetings by Telephone or Other Electronic Means (Resolutions) 39
  - 2. AMSD Report
    - 1. November 2020 AMSD Connections Newsletter 42
- 3. District News

**10. ADJOURNMENT**

Recommended Action: Board Chair calls meeting adjourned @ \_\_\_\_\_ PM

**DISTRICT 287 REGULAR BOARD MEETING**  
**Intermediate District 287**  
**October 22, 2020**  
**MINUTES**

**1. CALL TO ORDER**

Chair Regina Neville called the regular meeting to order at 6:31 PM in the District Service Center and by the use of District 287 Teleconferencing. Board Director Dallas recited Intermediate District 287 mission statement, “The mission of Intermediate District 287 is to be the premier provider of innovative specialized services to ensure that each member district can meet the unique learning needs of its students”.

A Roll Call was taken, and a quorum was declared with 9 member districts represented and the following Board members in attendance:

286	Brooklyn Center	Ruthie Dallas
272	Eden Prairie	Adam Seidel
273	Edina	Regina Neville
270	Hopkins	Steve Adams
280	Richfield	Crystal Brakke
281	Robbinsdale	Sam Sant
283	St. Louis Park	Anne Casey
284	Wayzata	Andrea Cuene
279	Westonka	Heidi Marty

Absent: 278/Kunz and 279/Douglass

Guests:

287 Administration: Sandra Lewandowski, Michelle Axell, Radium Guess, Mae Hawkins, Kim Helgeson, Rachel Hicks, Ben Magras, Elisabeth Lodge Rogers, and Wauneen Mgeni

287 Staff Members: Jonas Sjoberg and Shawn Garvey

**2. APPROVAL OF GENERAL MEETING AGENDA**

The general meeting agenda was presented for approval. *Motion by Regina Neville, seconded by Steve Adams, to approve the meeting agenda. The following voted in favor of the motion: Adams, Brakke, Casey, Cuene, Dallas, Marty, Neville, Sant, and Seidel. No votes against. Motion carried.*

**3. AUDIENCE OPPORTUNITY TO SPEAK - None**

**4. APPROVAL OF CONSENT AGENDA**

The Consent Agenda was presented for approval. The Consent Agenda included the General Meeting of the Board Minutes from October 8, 2020, Routine Human Resources Activities for October 22, 2020, Approval of the National Repository of Online Courses (NROC) Contract, Authorization of Issuance of Individual Procurement Cards (P-Cards), Approval of Medical Insurance Premium Rates for January 1 - December 31, 2021, Approval to Enter into a contract with CIGNA Life/Disability and Supplemental Life, and Approval to Enter into a contract with Delta Dental including a 0% Increase in the Premium Rates. *Motion by Sam Sant, seconded by Andrea Cuene, to approve the Consent Agenda as presented. The following voted in favor of the motion: Adams, Brakke, Casey, Cuene, Dallas, Marty, Neville, Sant, and Seidel. No votes against. Motion carried.*

**5. SHARE THE SUCCESS & RECOGNITIONS - None**

**6. SUPERINTENDENT’S REPORT - None**

**7. INSTRUCTIONAL REPORT - None**

**8. BUSINESS SERVICES & LABOR RELATIONS REPORTS**

**Facilities Report - None**

**Financial Report**

Mae presented the monthly financial report for September 2020. *Motion by Crystal Brakke, seconded by Ruthie Dallas, to approve the monthly financial reports as presented. All in favor. Motion carried unanimously. The following voted in favor of the motion: Adams, Brakke, Casey, Cuene, Dallas, Marty, Neville, Sant, and Seidel. No votes against. Motion carried.*

**Human Resources Report**

At the recommendation of Board Chair Neville, a motion was made by Heidi Marty, seconded by Andrea Cuene, the school board may hold a closed meeting to consider a strategy for labor negotiations, pursuant to Minn. Stat. §13D.03. All in favor. Motion carried unanimously. The meeting was closed to the public at 6:42 PM. A motion was made by Steve Adams, seconded Adam Seidel, to reopen the general meeting. All in favor. Motion carried unanimously. The general meeting reopened at 7:07 PM.

At the recommendation of Board Chair Neville, a motion was made by Sam Sant, seconded by Andrea Cuene, to approve the Local 284 Tentative Agreement. The following voted in favor of the motion: Adams, Brakke, Casey, Cuene, Dallas, Marty, Neville, Sant, and Seidel. All in favor. Motion carried unanimously.

**9. BOARD BUSINESS**

**Policy Review & Revision - None**

**Board Report - None**

**AMSD Report - None**

**Once Around the Table**

**10. ADJOURNMENT**

A motion was made by Steve Adams, seconded by Anne Casey, to adjourn the meeting. The following voted in favor of the motion: The following voted in favor of the motion: Adams, Brakke, Casey, Cuene, Dallas, Marty, Neville, Sant, and Seidel. No votes against. Motion carried. Meeting adjourned at 7:13 PM.

The next general meeting will be held on November 12, 2020, at 6:30 PM in the District Service Center Boardroom and by Teleconference.

Submitted by  
Wauneen Mgeni  
Secretary to the Board

Signed: Chair \_\_\_\_\_

Clerk \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

**DISTRICT 287 WORK SESSION MEETING**  
**Intermediate District 287**  
**October 22, 2020**  
**MINUTES**

**1. CALL TO ORDER**

A Roll Call was taken and a quorum was declared with 9 member districts represented and the following Board members in attendance:

286	Brooklyn Center	Ruthie Dallas
272	Eden Prairie	Adam Seidel
273	Edina	Regina Neville
270	Hopkins	Steve Adams
280	Richfield	Crystal Brakke
281	Robbinsdale	Sam Sant
283	St. Louis Park	Anne Casey
284	Wayzata	Andrea Cuene
279	Westonka	Heidi Marty

Absent: 278/Kunz and 279/Douglass

Guests:

287 Administration: Sandra Lewandowski, Michelle Axell, Radium Guess, Mae Hawkins, Kim Helgeson, Rachel Hicks, Ben Magras, Elisabeth Lodge Rogers, and Wauneen Mgeni

287 Staff Members: Jonas Sjoberg and Shawn Garvey

**2. RACIAL EQUITY**

Radium Guess, Director of Equity and Inclusion, lead the work session on race equity to build understanding and growth of one's own racial consciousness and its implications for education.

**3. ADJOURNMENT**

*Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 8:13 PM.*

Submitted by  
Wauneen Mgeni  
Secretary to the Board

Signed: Chair \_\_\_\_\_

Clerk \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

**ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287 SCHOOL BOARD**  
**November 21, 2020**

**New Hires: New Position at Site**

<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Effective Date</b>	<b>Salary Placement</b>	<b>FTE</b>
Mitchell Cady	Student Safety Coach	District-Wide	11/02/2020	Step 11, Lane 7	1.0

**New Hires: Replacement for Separations**

<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Replacement For</b>	<b>Effective Date</b>	<b>Salary Placement</b>	<b>FTE</b>
John Zewas	Skilled Facilities Worker	Facilities	Replacement for A. Holmes	10/01/2020	Step 3, Grade IV	1.0

**Temporary Hiring Agreement: Assignments**

<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Effective Date</b>	<b>End Date</b>
Randi Rose	Literacy Specialist	Teaching & Learning	08/31/2020	06/30/2021
Daniel Jacobson	Literacy Specialist	Teaching & Learning	08/31/2020	06/30/2021
Christin Sohns	Literacy Specialist	Teaching & Learning	08/31/2020	06/30/2021
De’Nedra Howell	Family Literacy Specialist	Mental Health & Family Engagement	09/21/2020	06/30/2021

**Temporary Hiring Agreement: Out of Field Permissions**

<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Reason for Opening</b>	<b>Effective Date</b>	<b>Salary Placement</b>	<b>FTE</b>
<b>Tier 2 Current Staff</b>						
Lynn Ealy	ASD Teacher	South Education Center	Increased Enrollment	08/25/2020	Step 2, Lane 1	1.0

**Extended Leaves of Absence:**

<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Effective Date</b>	<b>End Date</b>	<b>FTE</b>
Lynn Ealy	Education Assistant to accept a temporary teacher position	South Education Center	8/31/2020	6/30/2021	.875
Randi Rose	Innovative Instructional Coach to accept a temporary grant funded position	District Service Center	08/31/2020	06/30/2021	1.0
Daniel Jacobson	Innovative Instructional Coach to accept a temporary grant funded position	Ann Bremer Education Center	08/31/2020	06/30/2021	1.0
Christin Sohns	Innovative Instructional Coach to accept a temporary grant funded position	District Service Center	08/31/2020	06/30/2021	1.0
De'Nedra Howell	Education Assistant to accept a temporary grant funded position	North Education Center	09/21/2020	06/30/2021	1.0

<b>Separations: Resignation</b>				
<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Reason (if internal movement)</b>	<b>Effective Date</b>
Jocelyn Walsh	Speech Language Pathologist	Itinerant Services	Personal Reasons	10/30/2020
Samantha Peterson	School Nurse	Ann Bremer Education Center	Personal Reasons	11/2/2020
Miranda Mitchell	Student Safety Coach	Ann Bremer Education Center	Personal Reasons	11/2/2020
Becky Aish	Education Assistant	North Education Center	To accept a licensed position	10/26/2020
Mitchell Cady	Student & Safety Manager	District Service Center	To accept a Student Safety Coach position	11/2/2020

<b>Separations: Retirements (Regular/Disability)</b>			
<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Effective Date</b>
Joan Elliott	Education Assistant	Itinerant Services	4/2/2021

<b>Other:</b>				
RECOMMEND the Board's approval to credit, Heather Green, Education Assistant at West Education Center, with three (3) days of additional sick leave. These days have been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Scott Swanson	Miriam Klane	Sherrie Dewey		

# CONSENT AGENDA - RECOMMENDATION

Intermediate District 287  
RESPONSIVE. INNOVATIVE. SOLUTIONS.

## FY20 Fund Balance Transfers from the General Fund to the Food Service Fund and to General Fund from Scholarship Fund

November 12, 2020

### Author

Mae Hawkins, Executive Director of Business Services  
Gloria Wilder, Director of Finance

### Summary

The administration recommends approval of a Fund Balance Transfer from the General Fund to the Food Service Fund in the amount of \$324,891.94 and a Fund Balance Transfer from the Scholarship Fund to General fund in the amount of \$2,983.32.

In the event of a negative fund balance at year end in the Food Services Fund, districts are required to transfer dollars from the General Fund to bring the Food Service Fund to zero. The District 287 Board has approved similar transfers for prior fiscal years. The District continues to look for efficiencies in its Food Services operations. The fundamental issue appears to be that we do not have the critical mass of students at each location that would allow a food service program to operate at a breakeven level.

This food service fund balance transfer request is lower than prior year's by \$4,918 and less than budget by \$115,558.06. The lower than anticipated transfer was mainly due to the move to distance learning in the spring, food service staff were reallocated to the General Fund to help with building sanitation.

New UFARS guidance in FY20 for scholarship funds (Custodial funds) required the district to move the Give MN accounts to the general fund. A transfer of \$2,983.32 from the Scholarship Fund to the General Fund is requested.

### Recommendation

Approval of Fund Balance Transfer from the General Fund to Food Service Fund in the amount of \$324,891.94 and a transfer of \$2,983.32 from the Scholarship Fund to the General Fund for FY20.

# CONSENT AGENDA - RECOMMENDATION



## Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

### Approval of Guaranteed Energy Savings Loan

November 12, 2020

#### Author

Mae L. Hawkins, Executive Director of Business Services

#### Summary

Pursuant to MN State Statute 123B.65, the District followed all the legal provisions, including advertising for required for a Guaranteed Energy Savings Contract for replacing the lighting system and lights at North Education Center and the board awarded this contract to Noble Conservation Solutions, Inc. at the September 24, 2020 school board meeting. Subsequent to this, the district was informed that due to the fact that we are an Intermediate District and not an Independent School District that the banks involved were unwilling to do a 10 year loan. As a provision is that the loan cannot exceed the savings, Noble Conservation Solutions, Inc. then went to their board and developed a solution were the company would provide the 10 year loan.

The loan payments will be funded from the following sources:

10 Year Energy Savings Guaranteed Savings Program – principal and interest to be offset by Guaranteed Energy Savings for 10 Years.

The loan amount is \$145,157.85 at an annual interest rate of 3% with annual payments for 10 years.

#### Recommendation

The Board approve the ten year Guaranteed Energy Savings Loan Agreement with Noble Conservation Solutions, Inc. The loan is for the replacement of the current lights with LED lights at North Education Center and will be paid for with electrical and operational savings over the next 10 years.

# COVID 19 and Beyond: A Financial Perspective

November 12, 2020

# Outline/Learning Objectives

---

2019-20 - Where we were.

2020-21 - Where are we now?

2021-22 - What's next?

Board will understand the financial components related to enrollment, staffing, additional COVID 19 expenses and grants for each of these timeframes.

# 2019-20: Where we were

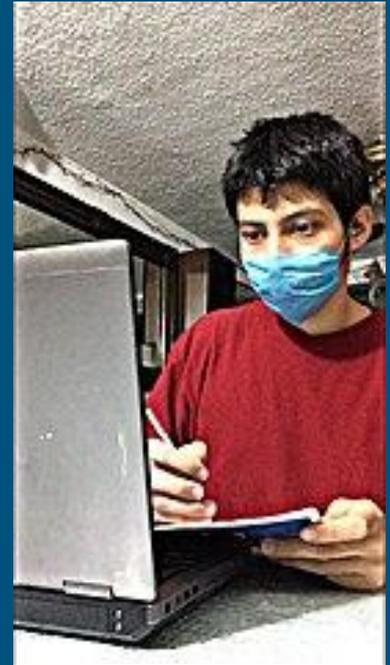
---

Spring of 2020 - March 13 - June 30

- Schools closed for in-session classes
- Enrollment remained flat.
- All staff remained employed.
- Some staff were reassigned to other duties.

Executive Orders

- Special Ed Staff reassigned still special ed funded
- Special Ed Contractors - continuation of payments



# 2019-20: Where we were

---

Grant Funds: CARES Act

Governor Emergency (GEERS) - \$37,718 - used entirely for student Chromebooks

ESSER - \$287,037 - used \$104,582 in 2019-20

- Chromebooks
- Hotspots
- Communications - translation, family mailings
- Carried over \$142,455 to FY21



# 2019-20: Where we were

---



Grant Funds: FEMA

Mn Dept of Public Safety trained districts on FEMA funds

District 287 applied for \$109,063.74 including the redeployment of food services staff to facilities for sanitizing. Redeployed staffing costs were denied.

Waiting on final approval for \$32,553.62 of supplies and contracted services.

# 2019-20: Where we were

---

District Funds used: \$139,079

- Redeployed staff to clean
- Chromebooks

These costs are included in Admin/Operations for 2019-20

Going forward - these costs will have their own budget center



# 2020-21: Where are we now?

## Fall 2020

- Enrollment is down from projections at most sites
- Referrals are down from prior years
- Hiring freeze - non-licensed instructional staff

## Executive Orders

- Special Ed Staff reassigned still special ed funded (need to track)
- Continuation pay for special ed contractors as of Nov 6th
- Priority to provide in-person learning for students with complex needs

# 2020-21: Where are we now?

---

Grant Funds: Coronavirus Relief Funds (CRF) - \$287,927

- Chromebooks, Hotspots, outside WIFI, Headsets, mice - \$185,320
- Professional Development - Year of Learning
- Communications - translation
- Family/student engagement
- Transportation
- PPE

Must be claimed by December 30, 2020



# 2020-21: Where are we now?

---

Grant Funds: CARES Act

ESSER - carried over \$142,455

Not budgeted yet. Waiting on FEMA determinations for FY21

- PPE
- Additional operating costs
- Post Jan 2021 costs related to family engagement



# 2020-21: Where are we now?

---



# FEMA

## Grant Funds: FEMA

District 287 applied for \$60,188.30 including sanitizing sprayers, PPE and social distancing signs/stickers. The PPE and social distancing items were denied as operating costs. MN DPS has stated that we should appeal the social distancing items.

Waiting on final approval for \$21,806.53 for sanitizing sprayers, disinfectant and the classroom sanitizing wipes buckets.

# 2020-21: Where are we now?

---

District Assigned Fund Balance: \$500,000

- Compensatory education for students
- Safety measures and layers of protection
- Reassigned staff other than special education staff

Revenue Changes

- Reduced Medical Assistance revenues
- Reduced Food Services revenues



# 2021-22 & Beyond: What's next?

---

## Changes to delivery model of education

- In person
- Blended In-person and remote

## Enrollment

- Projections from members drive budget and staffing



# 2021-22 & Beyond: What's next?

---

COVID 19 Impact on state and federal budgets

Best case scenario - 0% increases

Reduction in Compensatory Education Aid

Reduction in Medical Assistance Revenue

Federal Stimulus?

Implementation of the Financial Working Group Recommendations in FY23?



# Questions

---



# Board Update

**Key Performance Indicators**  
November 2020

# Learning Intentions

By the end of this presentation,  
School Board Members will be able to  
demonstrate an understanding of:

- 1) our Key Performance Indicators  
(KPIs)
- 2) key data points

# Key Performance Indicators

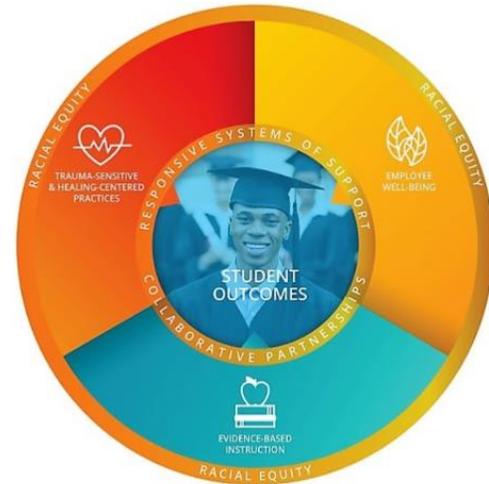
KPIs are performance metrics that we track, measure and analyze.

We use KPIs to understand how we are performing, provide data to member districts, and to set growth goals for our district and sites.

# Organization of our KPIs

Our KPIs are organized around our strategic priorities.

“



# Data as a Driver for Racial Equity

- Organizing data around racial disparities
- Racial equity as part of school improvement goals
- We've been learning to shift our thinking from “achievement gap” to “opportunity gap”<sup>29</sup>

# Key Performance Indicators

District 287 Key Performance Indicators		
Measuring Success in 2020-2021		
KPI	Measurement	Disaggregation
<b>COVID/Service Delivery</b>		
<a href="#">% students served in each scenario</a>	Enrollment/attendance	<a href="#">Disaggregated by race and tier</a>
<a href="#">Enrollment</a>	Enrollment	<a href="#">Disaggregated by race and tier</a>
<b>Student Outcomes</b>		
<a href="#">Attendance</a>	Attendance Rates	<a href="#">Disaggregated by race and tier</a>
Engagement Scores (SEI)	SEI, District/site engagement rubrics	Disaggregated by race and tier <input type="button" value="v"/>
<a href="#">Academic Screening (aReading)</a>	% of students above target	Disaggregated by race and tier
<b>Evidence-Based Instruction</b>		
Professional Development	CITW Staff participation rates	Disaggregated by race, role, and years in district
<b>Employee Well-Being</b>		
Employee absence rates	Skyward	Disaggregated by race, role, and years in district
Sand Creek Access	HR	Disaggregated by race, role, and years in district
<b>Trauma and Mental Health</b>		
30		
Mental Health Screener	Fall/spring screener	Disaggregated by race
Trauma Training	NME certification, PD	

# Data Dive

Welcome Annie Mitty!

[Data Studio](#)

# Data Informed Decision Making

- Understand how many students are accessing hybrid so we can modify professional learning and supports for students
- Assess and respond to student engagement
- Develop tiered systems of support across our district including instruction, employee wellbeing, and mental health

# Next Steps

- Complete additional key performance indicators
- Align data to the “opportunity gap”
- Develop additional or alternate platforms to create efficiencies in data collection and displays
- Gather additional data from family and staff surveys

# Closing and Questions

**INTERMEDIATE DISTRICT 287**  
**PLYMOUTH, MINNESOTA**  
**BOARD OF EDUCATION**

Regular Meeting – November 12, 2020

**AGENDA SECTION:** SUPERINTENDENT REPORT

**ITEM:** 2020-2021 Emergency and Crisis Plans

**PRESENTED BY:** Jake Horejsh, Student & Staff Safety Manager / Health & Safety

**1. Background Information**

An annual review of the District’s Crisis Management Plan and new safety initiatives to include:

- Emergency/Critical Incident Documentation
- Visitor Management System (VMS)
- CrisisGo

**2. Fiscal Impact/Funding Source:**

**3. RECOMMENDED ACTION: The Board approves the 2020-2021 Emergency and Crisis Plans as presented.**

Motion by: \_\_\_\_\_ Yes \_\_\_\_ Passed \_\_\_\_

Second by: \_\_\_\_\_ Yes \_\_\_\_ Failed \_\_\_\_

Abstentions: \_\_\_\_\_

# WHAT THE BOARD NEEDS TO KNOW

## Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## CLASSIFICATION & COMPENSATION STUDY OF ADMINISTRATOR AND UNAFFILIATED POSITIONS

November 6, 2020

### Author

Michelle Axell, Director of Human Resources

Anne Becker, General Counsel

### Summary

It is best practice to perform a comprehensive review of a pay plan/salary structure every 3 to 5 years. The District commissioned a comprehensive review of instructional staff salaries in 2018.

The last time there was a comprehensive review of the Administrator and Unaffiliated Pay Plan was in 2010. At that time, the review was conducted primarily in-house, largely without the benefit of a consultant who specializes in such studies.

Another reason for a comprehensive review of the pay plan at this time was our discovery last fall that our principals were paid much less than principals in our member districts. With the Board's approval, we right-sized principal salaries in January and July, 2020. Following this discovery, the Board agreed that it was necessary to ensure that all unaffiliated and administrator salaries were commensurate with the market and neither leading nor lagging member district average salaries and salary ranges for these positions.

As the Board was informed in December, 2019 and updated in April, we retained Gallagher Benefits Services, Inc. (our insurance consultants) to conduct a comprehensive classification and compensation study of our unaffiliated and administrator positions. The objectives of the study were to:

- Develop an updated position classification structure;
- Classify District jobs using a research-based job evaluation system to ensure internal equity;
- Collect market salary information to ensure external competitiveness;
- Build a salary structure that balances internal equity within the District and external competitiveness with the market, including member districts;
- Determine whether individual salaries need to be right-sized to fit within the new salary structure, taking into account their years of service within the position.

GBS has now provided recommendations in these areas. The executive leadership team has been reviewing GBS' report and will bring recommendations to the Board in December. A description of those recommendations is included below.

### Job Evaluation System

GBS uses a job evaluation system, called the Decision Band Method®. DBM® helps achieve a pay equity system that is gender/race neutral, and allows for consistent ongoing implementation and maintenance of the overall classification structure. This method requires significant research about

existing District positions to establish their relative decision-making authority within the organization, their supervisory responsibilities, and the level of complexity and difficulty of their work.

This comprehensive internal review consisted of having position incumbents fill out a Position Description Questionnaire, and having it reviewed by the position’s supervisor and the executive director/assistant superintendent of that division to ensure accuracy. The review also consisted of follow-up occupational panels with selected groups of employees and individual meetings with department heads to ensure that GBS had an in-depth understanding of District positions. GBS used market research, both drawing data from our member districts, as well as from more general published public and private market surveys, to determine appropriate salary levels. The administration has closely vetted the Decision Band Method® and has decided to adopt this method as its job evaluation system.

### New Salary Structure

This internal and external data led to the creation of a new pay plan, aligned with the DBM® system, for administrators and unaffiliated employees. ***It is clear from the market research that District salaries are competitive at the market midpoint for most positions.*** This is just where we aim to be: in the middle of our member districts.

Specifically, GBS chose certain benchmark jobs and compared those jobs to the market. These benchmark jobs represented the majority of the unaffiliated and administrator positions. GBS found that overall, **the District benchmark jobs’ average actual salaries are -1.8% below the 50th percentile of the comparable market, which is considered highly competitive.** The District salary range minimum is competitive at -5.2% below market. The salary structure range maximum is highly competitive at 4.6% above market.

The new pay plan was anchored at the 50th percentile of the full market (consisting of the custom survey of school districts and published public and private data) to develop an internally equitable and externally competitive salary structure. The administration is recommending adoption of this new pay plan.

There are benefits and potential drawbacks to each cost implementation option:

Implementation	Benefit	Potential Drawback
Bring to <u>Minimum</u> of the Salary Range	+ Brings all employees within the corresponding salary range + Cost effective	- Does not factor in time in position, leading to inappropriate salary placement
Bring up to the <u>Midpoint</u> of the Salary Range (based on time in current position)	+ Brings all employees within the corresponding salary range + Cost effective method of factoring in time in position for placing some employees	- Potential for staff to question reasoning for limiting salary placement for those with significant time in position
Bring up to the <u>Maximum</u> of the Salary Range (based on time in current position)	+ Factors in time in position for placing all employees + Would erase the chances of a new hire with less experience being hired at a salary higher than someone with significant experience in the position	- Most Expensive

Table is adapted from GBS Draft Final Report, October 2020 ©2020 Arthur J. Gallagher & Co.

Further explanation:

**Bring 3 employees to the minimum of the salary range (Cost: \$10,000, which is a 0.13% increase in total payroll costs):** this option would ensure that all employees are making at least the minimum amount designated for their position's salary range, and it is cost-effective. The downside is that this adjustment only brings these employees to the minimum of their ranges; it does not factor in their actual time in the position. This may lead staff to feel that they have been inappropriately placed in their new salary range and that their previous time in the position has no value. This would increase the chances that a new hire with fewer years of experience could be placed higher in the salary range than a current employee with more years of experience.

**Bring 16 employees to at least the midpoint of the salary range (Cost: \$131,833, a 1.56% increase in payroll costs):** this option would place employees up to the midpoint of the salary range, depending upon their amount of time in the position. This is a cost effective way of factoring in at least some of the time that employees have spent in the position. The drawback is that this may lead staff with significant time in the position to feel that they have been inappropriately placed in their new salary range and that their previous time in the position is not fully valued. Placement in the salary range only up to the midpoint would increase the chances that a new hire with fewer years of experience could be placed higher in the salary range than a current employee with more years of experience, creating resentment.

**Bring 23 employees to the place in the salary range where they belong (Cost: \$214,063, which is an increase of 2.54% to total payroll costs):** this would place all employees where they should be in the salary range, fully factoring in their time in the position. This would ensure internal equity in the pay plan. The drawback is that this is more expensive than the other two options, and may place staff close to the top of their ranges. This option would ensure that newer employees with less experience than current employees are not paid more than the current employees.

GBS will provide the Superintendent with additional options to customize the implementation. Superintendent Lewandowski will be bringing forward a recommendation in December for one of the implementation options, as well as a proposed timeline for implementation which honors the current fiscal realities.

GBS has recommended that the salary ranges be subject to a cost of living adjustment (COLA) each year so as not to fall behind the market. In the past, we have not had a COLA, which has resulted in needing to come to the Board every few years for a more substantial adjustment to the ranges.

### **December Recommendations**

Superintendent Lewandowski will be bringing forward recommendations in December. The Board will be asked to approve the Decision Band Method®, the new pay plan, a cost implementation option, the proposed timeline for implementation of that option, and the annual COLA adjustment to the salary ranges.

Moving forward, the District is committed to conducting a more regular review of the compensation system to ensure continued competitiveness and salary ranges which are in line with our member districts.

Please feel free to reach out to Michelle Axell ([mlaxell@district287.org](mailto:mlaxell@district287.org) or 763-550-2114) or Anne Becker ([acbecker@district287.org](mailto:acbecker@district287.org) or 763-550-7133) with any questions.

**INTERMEDIATE DISTRICT 287  
PLYMOUTH, MINNESOTA  
BOARD OF EDUCATION**

**Regular Meeting – November 12, 2020**

**AGENDA SECTION: BOARD CHAIR REPORT**

**ITEM: Resolution for Board Meetings by Electronic Means**

**PRESENTED BY: Board Chair Neville**

**1. Background Information**

**WHEREAS**, on March 11, 2020, the World Health Organization declared COVID-19 (novel coronavirus) a pandemic;

**WHEREAS**, the President of the United States declared on March 13, 2020, that effective March 1, COVID-19 was a national emergency;

**WHEREAS**, on March 13, 2020, Governor Walz issued Executive Order 20-01 and declared a peacetime emergency because the COVID-19 pandemic threatens the lives of Minnesotans;

**WHEREAS**, Minnesota Statutes Section 13D.021 permits school boards to hold meetings by telephone or other electronic means because of a health pandemic, under certain conditions, all of which are met as evidenced below;

**WHEREAS**, on March 17, the Intermediate District 287 Board Chair determined that in-person Board meetings are not practical or prudent because of the current health pandemic;

**WHEREAS**, at the September 10 Board meeting, after the Board Chair determined that it was practical and prudent, the Board adopted a resolution moving to hybrid Board meetings with some Board members attending the meeting in-person and some by electronic means;

**WHEREAS**, on November 12, due a dramatic rise in COVID-19 case rates, the Board Chair again determined that in-person or hybrid Board meetings were not practical or prudent because of the current health pandemic and the case rates;

**WHEREAS**, the telephone or other electronic means will permit all Board members, regardless of physical location, to hear one another and to hear all discussion and testimony; and

**WHEREAS**, all votes will be conducted by roll call and documents requiring a signature will be signed by electronic signature.

**2. Fiscal Impact/Funding Source: None**

**3. RECOMMENDED ACTION: The Board approves the Resolution for Board Meetings by Electronic Means as presented.**

Motion by: \_\_\_\_\_ Yes \_\_\_\_ Passed \_\_\_\_

Second by: \_\_\_\_\_ Yes \_\_\_\_ Failed \_\_\_\_

Abstentions: \_\_\_\_\_

Member \_\_\_\_\_ introduced the following resolution and moved its adoptions:

**RESOLUTION APPROVING INTERMEDIATE DISTRICT 287  
BOARD MEETINGS BY TELEPHONE OR OTHER  
ELECTRONIC MEANS UNTIL FURTHER NOTICE**

**WHEREAS**, on March 11, 2020, the World Health Organization declared COVID-19 (novel coronavirus) a pandemic;

**WHEREAS**, the President of the United States declared on March 13, 2020, that effective March 1, COVID-19 was a national emergency;

**WHEREAS**, on March 13, 2020, Governor Walz issued Executive Order 20-01 and declared a peacetime emergency because the COVID-19 pandemic threatens the lives of Minnesotans;

**WHEREAS**, Minnesota Statutes Section 13D.021 permits school boards to hold meetings by telephone or other electronic means because of a health pandemic, under certain conditions, all of which are met as evidenced below;

**WHEREAS**, on March 17, the Intermediate District 287 Board Chair determined that in-person Board meetings are not practical or prudent because of the current health pandemic;

**WHEREAS**, at the September 10 Board meeting, after the Board Chair determined that it was practical and prudent, the Board adopted a resolution moving to hybrid Board meetings with some Board members attending the meeting in-person and some by electronic means;

**WHEREAS**, on November 12, due a dramatic rise in COVID-19 case rates, the Board Chair again determined that in-person or hybrid Board meetings were not practical or prudent because of the current health pandemic and the case rates;

**WHEREAS**, the telephone or other electronic means will permit all Board members, regardless of physical location, to hear one another and to hear all discussion and testimony; and

**WHEREAS**, all votes will be conducted by roll call and documents requiring a signature will be signed by electronic signature.

**BE IT RESOLVED** by the School Board of Intermediate District 287, State of Minnesota as follows:

1. Due to the current federal and state emergency declarations and guidance about limiting person-to-person contact due to the COVID-19 pandemic, and a dramatic rise in COVID-19 case rates, all meetings of the Intermediate District 287 Board will be conducted in accordance with Minnesota Statutes 13D.021 – Meetings by Telephone or Other Electronic Means, until further notice.
2. Due to the health pandemic and rising COVID-19 case rates, it is not feasible for at least one board member, the superintendent, or the school district's legal counsel to be physically present at the regular meeting location. It is also not feasible for the public to attend at the regular meeting location due to the pandemic.
3. The public may provide written testimony at Board meetings by filling out the Virtual Meeting Request Form for Written Input and submitting it by 4:30 on the day of the Board meeting; the written testimony may be read by a member of the administration, or other arrangements may be made as mutually agreed upon.
4. Meetings will be live-streamed and available to the public on YouTube. The meeting recordings can be viewed on YouTube the day after the meeting.

The motion for the adoption of the foregoing resolution was duly seconded by

Member \_\_\_\_\_, and upon vote being taken thereon, the following voted in favor thereof: \_\_\_\_\_ and the following voted against the same: \_\_\_\_\_.

Whereupon said resolution was declared duly passed and adopted.

November 2020  
vol 18 ♦ no 2

## Fridley Middle School's Peer-to-Peer Peacemaker Program is Building Leaders

The middle school years are a critical time for growth and development in young students. Along with advancing in their academics, students at Fridley Middle School have several opportunities to learn and develop leadership skills that will continue to serve them beyond their primary school years. Capitalizing on research-based strategies on the collective power of peer influence in young lives, the school's Assistant Principal Christopheraaron Deanes has developed a program that challenges students to think outside of the box - while teaching them lifelong skills of analysis and critical thinking, mediation techniques, and the importance of contributing to the greater good.



Fridley Middle School Assistant Principal Christopheraaron Deanes leads a peacemakers training session during students' WIN enrichment time.

Through the newly implemented peacemakers program, a trained group of 7th and 8th student leaders are helping their younger peers, 5th and 6th grade students, to work together to resolve everyday disputes - bringing arguments and disagreements to a mutually beneficial understanding.

Students collectively worked on an IMPACT STATEMENT for the peacemakers group, created for the purpose of stating the program's intention and what they are doing to make a positive effect in their school community. "The *Restorative Youth Leaders* are building *Restorative Practices* in our school by facilitating mediations with 5th and 6th grade students. We believe that

we, as leaders here at Fridley Middle School, have the power to navigate the culture of our school with our peers and accept ownership of leading our generation in building empathy and equity."

For 8th grader Estevan Castano, who is a member of the group, there is a sense of pride when he contributes to positivity in the school. "I'm really proud to be a peacemaker," said Castano. "We learn to better understand people socially and emotionally, and help sort out feelings, which can help you think about your own. It's given me a new perspective. Being part of this makes me feel accomplished and happy to be helping others in my school."

*Continued on page 2*

### November 20, 2020\* Executive/Legislative Committee Meeting

7:30 a.m.  
Room 301  
Anderson Center  
Bethel University  
Arden Hills

### December 4, 2020\* Board of Directors Meeting

7:00 a.m.  
Quora Education Center  
NE Metro 916  
Little Canada

### December 18, 2020\* Executive/Legislative Committee Meeting

7:30 a.m.  
Room 301  
Anderson Center  
Bethel University  
Arden Hills

**\*Information will be distributed about whether these meetings will be held in person or remotely.**

## AMSD's Mission

To advocate for state education policy that enables metropolitan school districts to improve student learning.



Association of  
Metropolitan School Districts

## From the Chair

While there will be many new faces at the State Capitol in the 2021 legislative session, the preliminary election results show that the overall picture will change very little. Republicans retained their majority in the Senate and Democrats kept control of the House of Representatives - albeit by narrowed margins. Prior to the election, Republican controlled the Senate 35 - 32 and the Democrats controlled the House 75 - 59. Those margins have been reduced to 34 - 33 and 70 - 64 respectively. I encourage AMSD members to reach out to your newly elected legislators to congratulate them on their election and invite them to join you for AMSD's [2021 Session Preview](#) which will be held on Friday, January 8 from 8 - 10 a.m. The preview will be held remotely via Zoom. Further details will be shared in the coming days. Thank you in advance for your continued advocacy for our schools!

<sup>42</sup>  
*Curtis Johnson, school board member, Roseville Area Schools, is chair of AMSD.*

# Peer Mediation Builds Student Conflict Resolution Skills Through Real-life Practices

*Continued from page 1*

The program's purpose is to build and empower student leaders, allow students to take ownership of their school, and teach the skills to resolve conflict and come to a collective agreement.

"The focus on restorative practice isn't possible as an approach without student buy-in," said Deanes, who spearheaded the program this past fall. "The goal of the peacemakers' program is to allow students to build social capital with peers. As leaders here at Fridley Middle School, they have the power to navigate the culture of our school with peers, accept ownership of leading their generation, and building empathy and equity."

That empathy piece, Deanes added, is essential. "Empathy is a key part of being a responsible, kind, caring student at school, or anywhere in the community. It allows people to not only understand how someone is feeling, but also letting others know that we care about and value them."

During students' WIN (What I Need) enrichment time, the group meets once a week to learn mediation skills and methods through a curriculum written by Deanes, who has extensive experience in restorative practices in educational settings. With guidance from Nancy Riesteberg, School Climate Specialist at the Minnesota Department of Education, Deanes designed programming tailored to fit the needs at Fridley Middle School.

"Our older students *want* to be leaders, we just need to encourage, empower and support them," said Deanes. "We want to give our students the understanding that they can do something better for their peers."

During training sessions, students review mediation questions and how to ask them, how to unbiasedly approach situations, and learn how to practice patience, empathy and kindness while facilitating a mediation.

Typically, disagreements at school stem from miscommunication, misunderstanding, or misperception - and can oftentimes benefit from peer-to-peer mediation. In the restorative peacemakers model, two trained peacemakers help two younger peers resolve their issue and come to a collective agreement, under the supervision of an adult advisor. The effects are two-fold: 5th and 6th grade students are able to talk and think through their conflicting issues, discuss the dispute and resolution with an older, but close-in-age peer who may relate to the situation, and take responsibility for their actions. All the while, the 7th and 8th grade peacemakers are benefitting - taking ownership of their school, building leadership skills, pride and confidence, and rising to their highest potential.

According to 7th grade student Dream Robinson, working on the peacemakers team has boosted her self-confidence, while contributing to the school as a whole. "Honestly, it makes me feel so good to know that I'm helping solve problems for other people," said Robinson. "It makes me feel like a better person. I feel good knowing that I can solve issues, and it helps me solve my own sometimes."

Eighth grader Zoe Diederich echoed a similar sentiment. "It's empowering to have the opportunity to help students solve their issues and fix problems," said Diederich. "And I feel like I see the benefits around our school with the peacemaker team - there's just more kindness around the entire school."

Additionally, peer mediation builds student conflict resolution skills through real-life practices. Mediation skills come alive with power and relevancy, as solving real conflicts encourage the transfer of skills to life outside of school.

"The program is new and we are excited to see it continue to grow," said Principal Amy Cochran. "Students who are participating are not only learning how to help others, but they're building skills within themselves that they apply to their own lives. It's an incredible opportunity for our students to take on that leadership role, feel the pride of being a peacemaker, and think differently."

*This month's member spotlight was submitted by Jael McLemore, Director of Communications and Community Relations, Fridley Public Schools.*



The Fridley Middle School Peacemakers team. Top row, l to r: Patricia Anthony-Kugmeh, Estevan Castano, Dylan Loven, Zoe Diederich, Chloe Williams. Bottom row, l to r: Mercy Jargbahson, Kormasa Jallah, and Dream Robinson.

## School Finance Working Group Releases Comprehensive Funding Recommendations

The School Finance Working Group, convened by Minnesota Department of Education Commissioner Mary Cathryn Ricker a year ago, has presented its plan for reforming Minnesota’s education funding system. The plan, “80-20-10: Bringing Equity to Minnesota’s School Finance System,” is designed to bring equity to Minnesota’s school finance system and address the significant, and chronic, underfunding of Minnesota public schools.

The recommendations are the result of work by the 24 education leaders, parents and community members who served on the working group and dozens more who served on various working groups on specific issues. The working group was charged to identify the most impactful education funding challenges facing Minnesota schools. The group presented its findings, and recommended solutions, to Commissioner Ricker on Nov. 5.

In its report, the group recommends 46 separate strategies and investments that it believes would create more equitable funding streams for school districts across the state. North St. Paul-Maplewood-Oakdale Supt. Christine Osorio and Cheryl Johnson, executive director of the Goodhue County Education District served as the group’s co-chairs. “We all collectively believe it’s time to prioritize education funding in Minnesota,” Osorio told the group in its final meeting, held remotely. “We know the state’s financial situation is very different from when we first convened. We are well aware there may be some who think this is not feasible. But this report is comprehensive, and this is a snapshot that addresses our needs at this point in time.”

Once given its goal to identify the major obstacles to adequately fund education, the group broke its priorities into three general buckets:

- Immediate budget challenges (such as short-term funding for Community Education; nutrition services; short-term construction costs for health safety concerns, etc.);
- Budget challenges likely to face districts in Fall 2020 (regardless if schools resumed in person or via distance learning);
- Longer-term budget challenges that will arise directly from the crisis, such as future investment in technology, additional distance learning challenges, mental health supports and more.

The group then broke into several subcommittees to study 10 “pressure points” in greater depth — specific categories including the basic formula; cross-subsidies; funding streams that are not equally available to all school districts; property tax equalization and school finance system complexity.

Originally the group had planned to rank and prioritize its findings, but the group in its October vote decided to include all of its findings in the final report.

The School Finance Working Group’s recommendations couldn’t come at a more critical time. The report notes that education funding has lost considerable ground to inflation over the last two decades:

- General education basic revenue has lost 10 percent (\$658 per student) of its buying power compared to Consumer Price Index (CPI) adjusted inflation since 2003;
- State and local education revenue as percent of Minnesotans’ personal income has fallen from 4.4 percent in 2000 to 4.0 percent in 2021 and projected to decline to 3.9 percent by FY 2023. As a result, total state and local revenue for preK-12 education will be \$1.959 billion lower than it would be if the FY 2000 investment of 4.4 percent of personal income had been maintained;
- Since 2000, Minnesota has fallen from 17th to 19th in states’ ranking of educational spending per pupil, from 104.2 percent of the national average spending per pupil to 103.1%, and the average teacher salary has fallen from 95.2 percent to 94.3 percent of the national average.

The report’s title is founded in the group’s strongest overall consensus, which identifies “80-20-10” as reducing school districts’ reliance on state aid for basic revenue from 100 percent to 80 percent and establishing a board authorized levy, Local Education Revenue (LER), for the remaining 20 percent. The “10” refers to the percent of basic revenue that school districts could raise through local, voter-approved referendums.

# 80-20-10 Proposal Would Stabilize Education Funding

*Continued from page 3*

Basic revenue, also known as the formula allowance, is the largest component of general education revenue. The report notes that the single greatest decline in educational funding over the past 20 years has been the 10 percent (\$658) loss in general education basic revenue’s buying power compared to CPI adjusted inflation since 2003.

To address that specifically, the 80/20/10 proposal suggests that:

- Beginning in FY 23, the state should redefine basic revenue to include a state funded formula allowance and Local Education Revenue (LER) replacing the current Local Optional Revenue (LOR) and a portion of the current referendum allowance. The LER would be levied on referendum market value (RMV) and be equalized at 150 percent of the state average RMV per Resident Pupil Unit;
- 80 percent of new basic revenue would come as state aid through the basic formula allowance and 20 percent would be from the new LER. The LER would combine \$917 PPU of each district’s referendum allowance and the current \$724 PPU from LOR for a total allowance of \$1,641;
- The current referendum cap of \$1,780 would be reduced by the \$917 leaving a new standard cap of \$863 or 10 percent of basic revenue;
- Remaining referendum revenue would be equalized up to 125 percent of state average RMV per RPU, calculations for tier 1, 2 tax base replacement and LOR is eliminated;
- The standard cap would be indexed at 10 percent of basic revenue and increase when basic revenue exceeds \$8,630;
- Equity and transition revenues would be equalized at 125 percent;
- Operating capital would be equalized at 300 percent of average ANTC/student;
- The overall change in net property tax levies statewide would be zero, with a goal to minimize redistribution of levy burdens.

The 80-20-10 components are critical, the group agreed, along with several other key factors affecting education budgets which the group identified directly including:

<b>Basic Revenue Recommendations</b>	<b>Proposed Revenue Increases</b>	<b>Proposed Aid Increases</b>	<b>Proposed Levy Changes</b>
Redefine Basic Revenue	\$ 204,745,442	\$ 440,719,376	\$ (236,117.934)
Inflation for FY 21 & 22	\$ 345,395,287	\$ 308,089,256	\$ 37,311,032
Estimated FY 23 Investment	\$ 550,140,729	\$ 748,808,632	\$ (198,806,902)

Source: Minnesota Department of Education

### **Geographic cost and location differentials.**

The working group report also stresses the importance of addressing cost differences related to geographic location and district size. An important aspect of equity is the equalization of purchasing power related to labor cost differentials associated with geographic location. The report highlights research showing that uneven labor costs have the effect of uneven purchasing power with school districts in higher cost labor markets unable to purchase the same level of educational resources for the same fiscal effort.

Also important, the group determined, was the need to better fund smaller rural schools that are not able to achieve the economies of scale that larger districts realize. The working group notes that the distance between towns with schools has grown, forcing students to be on a school bus for a long period of time.

# Plan Would Account for District Size and Geographic Cost Differences

*Continued from page 4*

Small Schools Revenue Recommendations	Proposed Revenue Increase	Proposed Aid Increase	Proposed Levy Increase
Small Schools Revenue	\$ 12,851,236	\$ 4,805,867	\$ 8,045,370

Source: Minnesota Department of Education

To address these geographic related issues, the group recommends increasing Small School Revenue (SSR), and creating Location Adjustment Revenue (LAR), a new component of general education revenue, based on a Geographic Cost of Education Index (GCEI) and funded through an equalized levy.

Location Adjustment Revenue (LAR) Recommendation	Proposed Revenue Increases	Proposed Aid Increases	Proposed Levy Changes
LAR Annual Revenue	\$ 191,310,070	\$ 33,474,371	\$ 157,835,700
Referendum Adjustment Offsetting LAR	\$ (115,587,342)	\$ (12,216,401)	\$ (103,370,940)
Net LAR Revenue	\$ 80,594,203	\$ 26,129,443	\$ 54,464,760

Source: Minnesota Department of Education

### Cross-subsidies.

The report proposed to reduce significant cross subsidies in the special education and English learner programs which have long been severely underfunded by the state and federal governments. This underfunding causes school districts to redirect funds meant for general instruction to cover the shortfall.

According to the report, the special education cross subsidy is projected to grow to an average of \$843 per ADM in FY 2023 under current law. The English learner cross-subsidy is likewise challenging for school districts and the cross-subsidy has grown substantially over the years as the formula is based on fixed amounts per student which have not kept up with inflation.

### Facilities, Levies and Maintenance.

In 2015 the Legislature created Long Term Facility Maintenance Revenue (LTFMR) to support school districts’ deferred maintenance and health and safety needs — but that funding came with stipulations. LTFMR could not be used for the construction of new facilities, for the purchase of portable classrooms, to finance lease purchase agreements, for energy-efficiency projects, or for violence prevention and facility security, or other minor security needs.

Districts must submit 10-year plans to MDE for approval, and have authority to bond against future LTFMR. The LTFMR allowance increased for three years from FY 2017-2019 and is now capped at \$380 per pupil. Twenty five of the largest school districts in the state were eligible for the Alternative Facilities program prior to the adoption of the LTFMR program. These districts also submit 10-year plans, but are not capped with a \$380 per pupil allowance, which has led to a large gap between the 25 largest districts and all other districts in funding for facility maintenance.

With the goal to close the gap between Alternative Facility eligible districts and all other districts within three years, the group recommends making all school districts eligible for LTFMR based on the district’s 10-year facilities plan approved by the commissioner without a limit on the amount that can be raised without voter approval, consistent with current practice for the 25 districts operating under the former Alternative Facilities program.

# Eliminating Opportunity Gaps is Focus of School Funding Plan

*Continued from page 5*

## **Achievement/Opportunity Gaps, racial equity, and racial equity aid.**

While the group focused on addressing achievement and racial equity throughout the report, several recommendations are aimed at specifically closing the opportunity gap including:

- Compensatory Education Revenue, which is calculated for schools based on the number of students at the site eligible for free or reduced-price (FRE) meals, is often directly proportional to the percentage of students of color and measurable opportunity gaps. Compensatory revenue was reviewed by the Legislative Auditor in 2020 and the group concurred with the recommendation that the Legislature should consider broadening the factors that determine eligibility for compensatory revenue to mitigate the downsides of using prior-year counts of students qualifying for free or reduced price lunch.
- Racial Equity Aid, which would address significant achievement gaps that have been linked directly to a lack of resources available to schools. (The report notes, for example, that high poverty nonwhite schools get \$13,813 per student while high poverty white schools get \$14,322 per student). The group recommends closing this opportunity gap with a significant investment to expand services for students of color and American Indian students.
- The group also recommends increasing scholarships to recruit more teacher candidates of color and American Indian teacher candidates, noting that more than one-third of Minnesota’s students are students of color or American Indian students, while 96 percent of teachers are white. The report notes that research has shown significant positive impacts of having teachers that reflect their students.

The report also includes recommendations to increase funding for full-service community schools, trauma-incentive aid, expanding early learning, and in general improving staff recruitment, retention and development.

The group estimates an investment of \$2.755 billion is needed to address its full recommendations, but ends on this note:

“While \$2.755 billion is a big investment, it is 4.6 percent of Minnesotans’ total personal income. Minnesotans supported education with 4.6 percent of personal income as recently as 1997 and exceeded that from 1992 through 1996 with investments ranging from 4.7 to 4.9 percent. This level of investment is not out of reach. It is not even outside our recent history.”

[LINK: View the School Finance Working Group report](#)



**Association of Metropolitan School Districts**  
**AMSD Referendum Elections**  
Results | November 3, 2020

School District	Referendum	Pass / Fail
Fridley Public Schools	Capital Projects levy for maintenance, technology	PASS / 67-33%
Orono Schools	Capital Project Levy / Technology	FAIL / 51-49%
Shakopee Public Schools	Operating Levy	FAIL / 54-46%

47

# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## School Board Planning Calendar 2020-2021

2020 Meetings (August - December)	2021 Meetings (January - June)
<p style="text-align: center;">August 27 September 10 September 24</p>	<p style="text-align: center;">October 8 October 22 November 12 December 10</p>
	<p style="text-align: center;">January 14 <i>(possible conflicts with MASA)</i> January 28 February 11 February 25 March 11</p>
	<p style="text-align: center;">March 25 April 8 May 13 May 27 June 10 June 24</p>

1 <sup>st</sup> Meeting of the Month	2 <sup>nd</sup> Meeting of the Month
--------------------------------------	--------------------------------------

**START TIME 6:30 PM**

### AUGUST 27, 2020

**Kudos & Recognition**

- What Board Members Need to Know About “2020-2021 Back to School Start-Up: We’re in this together”

**Special Presentation**

- 287 Anti-Racist Leadership Program Pilot Proposal

**Annual Presentation - none**

- Coherence-Uber Goal (First Read)
- Racial Equity-Kendi Follow Up Or My Grandmother’s Hand’s
- Financial Report June - (Action)
- **Update on Back to School Planning**

**Spotlight**

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

### SEPTEMBER 10, 2020

**Kudos & Recognition**

- Kudos (back to school - first days of school video)

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

**Special Presentation:**

- Moving Racial Consciousness to Action tool

**Annual Presentation**

**Spotlight - none**

### SEPTEMBER 24, 2020

**Kudos & Recognition**

- Spotlight: West Education Center (tentative)

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Routine monthly finance report - July/August (consent agenda)

**Special Presentation**

- 

**Annual Presentation**

- Facilities Report (ABEC Construction & Summary of Summer Projects)
- **What the Board Needs to Know** Emergency and Crisis Plans for 2020-21 Jake Horejsh ..... (**Action**)
- **What the Board Needs to Know** MSBA Resolution on TTM funding ..... (**Action**)
- **HR Closed Session:** 284 Negotiations -update (pending)

OCTOBER 8, 2020

**Kudos & Recognition/Spotlight**

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

**Special Presentation**

**Annual Presentation**

- Teaching and Learning Update
  - Literacy, coaching, connected learning, new resources, PD

**Work Session:**

- **Presentation on Tenure, Non-Renewals, etc.**  
Michelle Axell, Anne Becker and Dr. Elisabeth Lodge Rogers

**HR Closed Session:** 284 Negotiations -tentative agreement (pending)  
Michelle Axell, Director of Human Resources will present the *Tentative Agreement* for Board approval. The School Board may hold a closed meeting to consider strategy for labor negotiations. Minn. Stat. §13D.03.

OCTOBER 22, 2020

**Kudos & Recognition/Spotlight**

- Spotlight: Care and Treatment

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Enrollment Update - highlights *what we know*
- Misc. Policies First Read: Harassment and Violence, Wellness, Tobacco-Free Schools (*carryover from last year*)
- Insurance Premium Rate recommendation

**Special Presentation**

**Annual Presentation**

- Financial Report September - Quarterly Update (Action)

NOVEMBER 12, 2020

*(Only one Board meeting this month!)*

**Kudos & Recognition/Spotlight**

- Spotlight: Northern Star Online (*carryover from last year*)

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Fund balance transfers (consent agenda item)

**Special Presentation: Board Work Session**

- **Part Two:** Courageous Conversation with Board Members and Staff (*carryover from last year*)

**Annual Presentation**

- Grant updates - Ben and Jon [SRCL update] (*carryover from last year*)
- Misc. Policies First Read: Tobacco-Free, Harassment and Violence, Wellness (*carryover from last year*)
- National Trends - COVID 19 and Future Economic Impacts (Mae Hawkins)
- Update on Key Performance Indicators

DECEMBER 10, 2020

*(Only one Board meeting this month!)*

**Kudos & Recognition/Spotlight**

- Spotlight: South Education Center

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Financial Report October (consent agenda)
- Legislative Platform

**Special Presentation**

- KPI update & School Improvement Plans update - 2019-20 plans (30 min)
- STOP Violence Federal Grant Update (Ben M.)(*carry over*)

**Annual Presentation**

- Officer Election Process - (Chair Report)
- World's Best Workforce Report & ESSA Update (Jon Ben)
- Individual Policies Second Read: Tobacco-Free, Harassment and Violence, Wellness - Second Read
- Equity Policy First Read
- Unaudited Financial Report for FY20 (action item)
- 2020-2021 Yearly ADM Summary

<p style="text-align: center;"><b>JANUARY 14, 2021</b></p> <p style="text-align: center;"><i>*Organizational Meeting</i></p> <p>Election of Board Officers Oath of Office</p> <ul style="list-style-type: none"> <li>• Electronic signatures resolution - was this included in the annual resolutions? <i>(Please move to the annual organizational meeting)</i></li> <li>• FY20 Audit - Auditor Presentation - (Annual Report) (recurring) (action item) <i>(Please move to top of Agenda behind election of officers)</i></li> <li>• Financial Report November (consent agenda)</li> <li>• Report on UBER goal including strategic implementation plans and budget</li> <li>• Equity Policy Second Read</li> </ul>	<p style="text-align: center;"><b>JANUARY 28, 2021</b> <b>Regular Meeting</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>• Spotlight: Hennepin Technical Programs</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>• Superintendent Mid-Year Evaluation Procedure (recurring)</li> </ul> <p><b>Special Presentation - Instructional Report:</b> Present the overarching plan for professional growth. With subcomponents including walkthrough data, the work of coaches, and updates to our evaluation process.</p> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>• Financial Report December - Quarterly update (action item)</li> </ul>
<p><b>FEBRUARY 11, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>• Teacher of the Year Nominees</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>• Update on Culture and Climate Uber Goal -Staff WELLBEING</li> </ul> <p><b>Special Presentation</b></p> <ul style="list-style-type: none"> <li>• Coaching update</li> </ul> <p><b>Under HR Report:</b></p> <ul style="list-style-type: none"> <li>• What the Board Needs to Know: HR Planning and upcoming hiring season: Michelle Axell, Director of Human Resources will share recruitment &amp; retention strategies along with a proposal for the continuation of signing bonuses for high-quality candidates in hard-to-fill positions.</li> </ul> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>• ESSA submissions for schools identified for Comprehensive Support and Improvement (will recur annually)</li> </ul>	<p><b>FEBRUARY 25, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>• Spotlight: Ann Bremer Education Center</li> <li>• School Board Recognition Week</li> <li>• Teacher of the Year semi-finalists (when we know)</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>• Financial Report January -consent agenda</li> <li>• 2020-2021 School Calendar Approval (recurring)</li> <li>• HR Report: Resolution Reducing Programs and Positions (recurring) Michelle Axell will present a Resolution asking the Board to direct administration to make recommendations for any necessary reductions in programs and positions.</li> </ul> <p><b>Special Presentation</b></p> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>• FY22 Budget Assumption/Program Withdrawal Report - Annual Report (Action item)</li> <li>• FY21 Budget Revision - annual report (action item)</li> </ul> <p><b>Chair Report</b></p> <ul style="list-style-type: none"> <li>• Trauma Sensitive Organization Ben M</li> </ul>

<p><b>MARCH 11, 2021</b></p> <p>Equity (60 min)   Equity Work Session</p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Confidentiality Commitments</li> </ul> <p><b>Special Presentation</b></p> <ul style="list-style-type: none"> <li>Update on SFA implementation</li> </ul> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>Approval of revised Administrative Organizational Plan (recurring)</li> <li>Teacher of the Year semi finalists? if available</li> </ul> <p><b>HR Closed Session (2209)</b></p> <ul style="list-style-type: none"> <li>Initial Review - Parameters for Negotiations</li> </ul>	<p><b>MARCH 25, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Spotlight: North Education Center</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Financial Report February - consent agenda</li> <li>Verbal update: Expansion of Furthering Your Education program (The Transforming Teaching &amp; Learning (TTL) Scholarship)</li> <li>What the Board Needs to Know about <a href="#">Operational Results (recurring)</a> (video)</li> <li>Approval of Contracts:</li> <li>FY22 - Food Services Prime Vendor Contract (consent agenda)</li> <li>Approval of the RFQ Transportation Contracts</li> </ul> <p><b>Special Presentation - Annual Presentation - none</b></p> <p><u>Chair Report</u></p>
<p style="text-align: center;"><b>APRIL 8, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Spotlight: Work Experience</li> <li>Gateway to College award?</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>HR Report: Discontinuing Educational Programs and Positions/Staff Reduction ULA Resolution (only if necessary)</li> <li>Organizational Chart Approval</li> </ul> <p><b>Special Presentation - none</b></p> <p><b>Annual Presentation -</b></p> <ul style="list-style-type: none"> <li>Facilities - Long Term Facilities Maintenance Plan Approval - (Action item)</li> </ul> <p><u>Chair Report</u></p>	
<p><b>MAY 13, 2021</b></p> <p style="text-align: center;"><b>RETIREMENT EVENT</b> 5:00 PM - 6:30 PM</p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Itinerant</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Superintendent Evaluation <b>Closed Session</b> (carry over)</li> </ul> <p><b>Special Presentation - none</b></p> <p><b>Annual Presentation - none</b></p> <ul style="list-style-type: none"> <li>Financial Report March - Quarterly update (Action)</li> </ul> <p><u>Chair Report</u></p>	<p><b>MAY 27, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <p>Spotlight: Itinerant (move to future date)</p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Superintendent's Evaluation Update (10 min)</li> <li>Approval of Computer Refresh (carry over)</li> <li>Financial Report April- consent agenda</li> </ul> <p><b>Special Presentation - none</b></p> <p><b>Annual Presentation -</b></p> <ul style="list-style-type: none"> <li>Probationary Licensed, and Non-Licensed Non-Renewal Resolutions (recurring)</li> <li>Learning Conversations, Superintendent Luncheon Recap</li> </ul>

**JUNE 10, 2021**

**Kudos & Recognition/Spotlight**

- 2021 Graduation video

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

Jaynie Leung FY 22 Lease Agreement

- 

**Special Presentation - none**

**Annual Presentation**

- Food Services Report - (Annual Report)
- Annual Food Service Program Resolution **Action Item**
- Liability and WC Renewal Rates
- Consent Agenda: Recommendation to Renew Teachers on Call (TOC) Agreement

Chair Report

Data Privacy & Records policy bucket - 1st read

**JUNE 24, 2021**

**Kudos & Recognition/Spotlight**

Spotlight: Therapeutic Teaching Model

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Financial Report May **(consent agenda)**
- Special Education Monitoring Report (Ask Melissa)
- PrairieCare Partnership Report (Kate and Chad Jayasekera)

**Special Presentation - none**

**Annual Presentation**

- **KPI update / Strategic Plan update HOLD for Aug/Sept meeting**
- 2021-22 Original Budget Approval - Annual Report **Action Item**
- Approval of 2021-22 Rates. **Action Item**
- Staff Reduction ULA Resolution **(Resolution)**  
Michelle Axell, Director of Human Resources, will present a Resolution placing tenured licensed staff on unrequested leave of absence.
- SEIU Local 284 – **Closed Session (Information)**  
Michelle Axell, Director of Human Resources will present the *Tentative Agreement* for Board approval. The School Board may hold a closed meeting to consider strategy for labor negotiations. Minn. Stat. §13D.03.

Chair Report

Data Privacy & Records policy bucket - 2nd read

**INTERMEDIATE DISTRICT 287**  
**November 12, 2020**  
**SCHOOL BOARD CALENDAR**

---

**November 2020**

12	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

---

**December 2020**

<del>01</del>	<del>Tuesday</del>	<del>Get on the Bus</del>	<del>8:30AM</del>	<del>TBD</del>
---------------	--------------------	---------------------------	-------------------	----------------

10	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

15	Tuesday	Local 2209/Board Breakfast	7:00AM	TBD
----	---------	----------------------------	--------	-----

---

**TENTATIVE DATES**

---

**January 2021**

14	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

28	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

---

**February 2021**

02	Tuesday	Get on the Bus	8:30AM	TBD
----	---------	----------------	--------	-----

11	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

23	Tuesday	Local 2209/Board Breakfast	7:00AM	TBD
----	---------	----------------------------	--------	-----

25	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

---

**March 2021**

11	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

25	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

---

**April 2021**

06	Tuesday	Get on the Bus	8:30AM	TBD
----	---------	----------------	--------	-----

08	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

27	Tuesday	Local 2209/Board Breakfast	7:00AM	TBD
----	---------	----------------------------	--------	-----

---

**May 2020**

13	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

27	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

---

**June 2021**

10	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

24	Thursday	General Board Meeting	6:30PM	TBD
----	----------	-----------------------	--------	-----

◆ General Board Meeting – Date Change

◆ New Event

◆ Event Date Change

# Intermediate District 287

*RESPONSIVE. INNOVATIVE. SOLUTIONS.*

## Local 2209 / Board Breakfast Schedule

2020-2021

### Local 2209/Board Breakfast 7:00 AM

Tuesday, October 27<sup>th</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Andrea Cuene  
Regina Neville

Crystal Brakke

Tuesday, December 15<sup>th</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Tuesday, February 23<sup>rd</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Tuesday, April 27<sup>th</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)
