

General Meeting of the Board
Thursday, April 14, 2022 6:30 PM

Boardroom / Teleconference
1820 Xenium Ln N
Minneapolis, MN 55441-3790

Agenda

1. **CALL TO ORDER** (Action)
2. **APPROVAL OF GENERAL MEETING AGENDA** (Action)
3. **AUDIENCE OPPORTUNITY TO SPEAK** (Information)
4. **APPROVAL OF CONSENT AGENDA** (Action)
 - 4.1. General Board Meeting Minutes from March 24, 2022
 - 4.2. Approval of Change in Fiscal Agent for Hennepin West Consortium - Perkins Grant
 - 4.3. Routine Human Resources Activities for April 14, 2022
5. **SHARE THE SUCCESS & RECOGNITION** (Information)
 - 5.1. Education Minnesota named Teacher of the Year Finalists
6. **SUPERINTENDENT'S REPORT - (60 minutes)**
 - 6.1. Data Dashboard Report Ben Magras, Executive Director of School and Student (Information)
 - 6.2. Safety and Mental Health Report (Information)
7. **INSTRUCTIONAL REPORT - None**
8. **BUSINESS SERVICES & LABOR RELATIONS REPORT - (10 minutes)**
 - 8.1. Facilities Report
 - 8.2. Financial Report
 - 8.2.1. What the Board Needs to Know about 2022-23 Budget Reductions (Information)
 - 8.3. Human Resource Report
9. **BOARD BUSINESS - (20 minutes)** (Information)
 - 9.1. Policy Review & Revision - None
 - 9.2. Board Reports
 - 9.2.1. Chair Report
 - 9.2.1.1. What the Board Needs to Know about NSBA 2022 Annual Conference (Information)
 - 9.2.1.2. Gender Inclusion Policy
 - 9.2.2. AMSD Report
 - 9.2.2.1. April 2022 AMSD Connections Newsletter
 - 9.3. District News
 - 9.3.1. School Board Planning Calendar
 - 9.3.2. April 14, 2022, Board Event Calendar
 - 9.3.3. 2021-2022 Get on the Bus & Local 2209/Board Breakfast Schedule
 - 9.4. Once Around the Table
10. **ADJOURNMENT**

Racial Equity Impact Analysis Tool

287 RACIAL EQUITY IMPACT ANALYSIS TOOL



Purpose

This tool ensures that racial equity is front-and-center in discussions and prompts leaders to examine how BIPOC and low wealth communities may be affected by a proposed action or decision of the district.

Instructions

Use the Tool: Have this tool available during any meeting where decisions are being made

- **Part 1 - Discussion:** Use the guiding questions to facilitate the racial equity discussion
- **Part 2 - Answer Racial Equity Impact Analysis Questions:** Before a decision is made, respond to the four equity impact analysis questions within your meeting agenda
- **Part 3 - Reflect:** Reflect on and recognize your own racial bias, as well as the presence and role of whiteness

Part 1: Discussion

Use the below guiding questions to facilitate a discussion about race equity impact

Guiding Questions

1. Are multiple racial perspectives involved in the planning? Are participants racially diverse? Were the groups most impacted by the decision included in the discussion?
2. In what ways are we maintaining status quo or advancing race equity? What could be done differently to better support or advance racial equity efforts?
3. Who is advantaged? Who is disadvantaged? Are decisions based on the majority or those at the margins?
4. In what ways does colorblindness exist?
5. How do you know the audience is communicated with in ways that will make sense through *their* lens?
6. In what ways are other marginalized people impacted?

Part 2: Answer Racial Equity Impact Analysis Questions

1. **Who participated in completing this analysis?**
2. **What are the racial equity impacts of this decision?**
3. **Who will benefit from and/or be burdened by this decision?**
4. **Are there strategies to mitigate any unintended consequences of this decision?**

Part 3: Reflect

1. Place yourself on the Compass. What feelings came up for you during the planning?
2. What role did your race, experiences, or bias have in the conversation?
3. What aspects of whiteness showed up for you or were observed in others? ([Bellevue Guide](#))

DISTRICT 287 GENERAL MEETING OF THE BOARD
Intermediate District 287
March 24, 2022
MINUTES

1. CALL TO ORDER

Board Vice-Chair Regina Neville called the general meeting to order at 6:30 PM in the District Service Center Boardroom and by the use of District 287 Teleconferencing. Board Director Anne Casey 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 7 member districts represented and the following Board members in attendance:

286	Brooklyn Center	Ruthie Dallas
273	Edina	Regina Neville
270	Hopkins	Shannon Andreson
278	Orono	Michèle Kunz
279	Osseo	Jackie Mosqueda-Jones
283	St. Louis Park	Anne Casey
284	Wayzata	Sarah Johansen

Absent: 280/Brakke, 277/Marty, 272/Pagan, and 281/Sant

Guests: Marcy Doud, Isaac Kaufman, and Monarch Maniac

287 Administration: Sandra Lewandowski, Tonya Allen, Michelle Axell, Anne Becker, Melissa Brateng, Radious Guess, Mae Hawkins, Rachel Hicks, Elisabeth Lodge Rogers, Ben Magras, Chad Maxa, Jon Voss, and Wauneen Denson-Mgeni

287 Staff Members: Julie Tuorila

2. APPROVAL OF GENERAL MEETING AGENDA

The general meeting agenda was presented for approval with the following amendment to move agenda item 6.1 Student Success before agenda item 5. Share the Success & Recognitions. *Motion by Regina Neville, seconded by Anne Casey, approve the meeting agenda. No votes against. Motion carried.*

3. OPEN FORUM FOR COMMUNITY COMMENTS - 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 March 10, 2022, Finance Report February 2022, Routine Human Resources Activities for March 24, 2022, Approval of Combined Solar Array Purchase, Lease and Power Purchase Agreements for Ann Bremer Education Center, District Service Center, North Education Center and West Education Center, Combined Solar Array Purchase, Lease, and Power Purchase Agreements for Ann Bremer Education Center, District Service Center, North Education Center and West Education Center, Extension of Transportation Service Agreements, FY22 ALC Fiscal Host Funds - ESSER II, FY22 ALC Fiscal Host Funds - ARP COVID 19 Testing, FY22 ALC Fiscal Host Funds -ESSER III 90% Formula Allocation, FY22 ALC Fiscal Host Funds - Governor's Disc ARP, FY22 ALC Fiscal Host Funds -Pandemic Enrollment Loss, FY22 USDA Supply Chain Assistance Funds, and Approval of FY22 ALC Fiscal Host Funds - ESSER III 90% Learning Loss. *Motion by Sarah Johansen, seconded by Jackie Mosqueda-Jones, to approve the Consent Agenda as presented. No votes against. Motion carried.*

6. SUPERINTENDENT'S REPORT

Dr. Elisabeth Lodge Rogers, Assistant Superintendent, presented a report on the number of students returning to their home districts and an evaluation of the reintegration process. Isaac Kaufman and Monarch Maniac, parents of a West Education Center (WEC) student, are introduced by Dr. Lodge Rogers. Isaac and Monarch discussed their son's overall growth in District 287 and expressed their gratitude to the District 287 staff and Board.

5. SHARE THE SUCCESS & RECOGNITIONS

Chair Neville and the Board recognize Superintendent Sandra Lewandowski for the Minnesota Association of School Administrators (MASA) Polaris Award.

Rachel Hicks, Director of Communication and Public Relations, provided a preview of the National School Board Association Presentation on District 287's School Safety Coach Model.

6. SUPERINTENDENT’S REPORT (cont.)

Michelle Axell, Director of Human Resources, presented and recommended approval of the 2022-2023 District Calendar. *Motion by Michèle Kunz, seconded by Sarah Johansen, to approve the 2022-2023 District Calendar as presented. No votes against. Motion carried.* Intermediate District 287 works to align our calendar best to our 11 member school districts' calendars. The school board approved the 2022-2023 school calendar. 2022-2023 Intermediate District 287 School Calendar

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS

Facilities Report

Mae Hawkins, Executive Director of Business Services, presented the district’s Long Term Facilities Maintenance (LTFM) resolution motions. *Resolution motion by Anne Casey, seconded by Ruthie Dallas, to waive the reading and approve the resolution Long Term Facilities Maintenance (LTFM) Plan as provided by the printed, shared documentation. The following voted in favor: Andreson, Casey, Dallas, Johansen, Kunz, Mosqueda-Jones, and Neville. There were no abstentions or no votes cast. The resolution passed.*

Financial Report - None

Human Resources Report - None

9. BOARD BUSINESS

Policy Review & Revision - None

Chair Report

AMSD Report

Once Around the Table

Board members Andreson, Neville, Dallas, and Mosqueda-Jones, gave a brief report on what was going on in their respective Districts to the Board.

10. ADJOURNMENT

Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 8:23 PM.

The next general meeting will be held on April 14, 2022, 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 _____

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Approval of Change in Hennepin West Consortium Fiscal Agent from Wayzata Public Schools to Intermediate District 287

April 14, 2022

Author

Mae L. Hawkins, Executive Director of Business Services

Background

Wayzata Public School has been the fiscal agent for the Hennepin West Consortium since 2008-09. The consortium members include Brooklyn Center STEAM School, Eden Prairie High School, Hopkins Public Schools, Intermediate District 287, Lionsgate Academy, Minnetonka High School, Osseo Area Schools, Robbinsdale Area Schools, St. Louis Park High School, Wayzata Public Schools, and postsecondary schools Hennepin Technical College and North Hennepin Community College. The Hennepin West Consortium aligns secondary and postsecondary programming giving students opportunities to continue their career education and exploration across all six Career and Technical Education career fields and on to high-wage, high-skilled, in-demand careers. Industry partners, through advisory committees, assist in the design and delivery of all programming to ensure that local secondary and postsecondary students have the skills and experience needed for growth in those careers. The Consortium receives funds from the federal Perkins V Grant for Career and Technical Education. In Minnesota, funds are distributed based on state-approved career and technical education programs and appropriate teacher licensure. Programs are administered under Minnesota Rules Chapter 3505 and the federal Strengthening Career and Technical Education for the 21st Century Act (Perkins V). The Minnesota Department of Education (MDE) approves Career and Technical Education Programs (CTE) that meet teacher licensing requirements and other criteria. A licensed teacher from Wayzata Public Schools was appointed to administer the grant. Upon the recent retirement of the teacher, discussions were held to determine the future administration of this grant on a long term basis.

Summary

After discussions with Intermediate District 287 member districts' business directors and the Hennepin West Consortium, Intermediate 287 has been asked to become the fiscal host starting with the 2022-23 school year.

The indirect costs from the grant funds will be used to offset the additional costs to District 287 for administering this grant, including district leadership and finance staff time and the additional cost for a single audit.

Recommendation

It is recommended that the school board authorizes district administration to notify the Minnesota Department of Education of the change of fiscal host for the Hennepin West Consortium to Intermediate District 287 as of July 1, 2022. Acknowledge Wayzata Public Schools for their many years as fiscal agent for the Consortium.

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287 SCHOOL BOARD

April 14, 2022

New Hires					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Abigail Ressen	Educational Support Professional	Ann Bremer Education Center	Separation, T. Mortenson	03/23/2022	.875
Jachai McNeal	Educational Support Professional	North Education Center	Separation, G. Thorsen	04/06/2022	.875
Maria Romero	Educational Support Professional	South Education Center	Additional Enrollment	04/08/2022	.875

Temporary Hiring Agreement				
Name	Position	Department or Site	Effective Date	End Date
Brent Rekstad	Instructor	Northern Star Online Program	01/17/2022	06/30/2022
Stephanie Hicks	Instructor	Northern Star Online Program	03/14/2022	06/30/2022

Temporary Hiring Agreement: Tier 1 or Tier 2 Licenses					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Tier 1 Hires					
Robert Ward	DAPE Teacher	South Education Center	Internal Movement, M. Seiger	01/03/2022	1.0

Extended Leaves of Absence					
Name	Position	Department or Site	Effective Date	End Date	FTE
Robert Ward	Educational Support Professional to accept a temporary licensed position	South Education Center	01/03/2022	06/10/2022	.875

Separations: Resignation				
Name	Position	Department or Site	Reason (if internal movement)	Effective Date
Natalie Frisch	ASD Teacher	Ann Bremer Education Center	Personal Reasons	04/15/2022
Rachel Erickson	Elementary Ed Teacher	Care and Treatment Programs	Personal Reasons	04/01/2022
Julie Wiersma	D/HH Teacher	Itinerant Services	Personal Reasons	06/10/2022
Debra Krug	Educational Support Professional	South Education Center	Personal Reasons	04/06/2022
Sunsearay Washington	Educational Support Professional	North Education Center	Personal Reasons	01/19/2022
Steven R. Johnson	Educational Support Professional	Ann Bremer Education Center	Personal Reasons	04/15/2022
Emai Dunbar	Educational Support Professional	West Education Programs	Personal Reasons	04/15/2022
Marli Lewis	Educational Support Professional	South Education Center	Personal Reasons	04/07/2022
Melissa Franzen	Educational Support Professional	Care & Treatment Programs	Personal Reasons	04/13/2022

Other:				
RECOMMEND the Board's approval to credit Kelsey Kuffel, Interpreter for Itinerant Services, with one (1) day of additional sick leave. This day has been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Donor Name Withheld by Request				
RECOMMEND the Board's approval to credit Cynthia Dzimian, Interpreter for Itinerant Services, with one (1) day of additional sick leave. This day has been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Donor Name Withheld by Request				
RECOMMEND the Board's approval to credit Cassandra Haga, Instructor Deaf/Hard of Hearing for Itinerant Services, with two (2) 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.				
Donor Name Withheld by Request	Donor Name Withheld by Request			
RECOMMEND the Board's approval to credit Bonnie Neitzer, Instructor Deaf/Hard of Hearing for Itinerant Services, with two (2) 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.				
Donor Name Withheld by Request	Donor Name Withheld by Request			
RECOMMEND the Board's approval to credit Kelli Ramey, Educational Support Professional for South Education Center, with sixty-one (61) 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.				
Donor Name Withheld by Request	Will Wheelock - donating 60 days			
RECOMMEND the Board's approval to credit Wallina Dickerson, Educational Support Professional for South Education Center, with forty-four (44) 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.				
Will Wheelock - donating 44 days				

WHAT THE BOARD NEEDS TO KNOW

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

2022-23 Budget Reductions

Revised—April 14, 2022

Author

Mae L. Hawkins, Executive Director of Business Services

Summary

As we continue to plan and budget for the 2023-23 school year, the necessity of making significant reductions has become more evident. District 287, like most school districts in Minnesota, expects to make significant reductions for the upcoming budget cycle due to declining enrollment.

As the Board is aware, as part of our annual process each spring, we determine the staffing needed based on our member districts' projected usage of our services.

Several factors are driving the 2022-23 District 287 budget:

- **Student Enrollment:** Both revenues and staffing levels are based on enrollments. Enrollments for 2022-23 are projected to be lower than 2021-22's projected enrollment. We received enrollment projections for the 2022-2023 school year late last month from our member districts. As we do every year, District 287 will make adjustments to ensure appropriate staffing levels.
 - Reduced enrollment means reducing funding for all District expenditures
 - Districtwide administration/operations reductions are due to decreased enrollment
 - Staffing allocations for sites are determined by enrollment at each site

No unrequested leaves of absences will be needed as part of the staffing reductions. Staff members whose positions are impacted by changes in enrollment will be notified by mid-May.

- **Compensatory Education Revenue** - Due to a combination of both reduced student enrollments and reduced applications for Free and Reduced meals, this revenue will be \$334,233 less than last year, a 22.3% decrease. To the extent permitted, grants and other restricted funding sources will be utilized to maintain instructional staffing.
- **Safety and Mental Health** - we are setting aside funding for recommendations generated by the Safety Response Team.

District 287 is planning for the following budget reductions totaling \$3.1 million for the 2022-23 school year. These reductions are due to enrollment decline:

- Districtwide Administration and Operations (Fund 1) reductions - \$800,752.00 - 6.1%*
- Compensatory Education funded expenditures reductions - \$334,233 - 22.31%*
- ALC/Academic Programs changes to reflect changes in enrollment - \$467,642 - 4.7%*
 - Closing the Early Learning Center at North Education Center
- Special Education Program changes to reflect changes in enrollment - \$1,335,971 - 2.5%*
- Reduction of contracted services previously funded by grants and fund balance - \$195,000

* % of the FY22 Revised Budget for this fund

While these are significant budget reductions, they represent 3.5% of our total general fund budget.

We felt it was important to be transparent about how we plan to navigate the budget challenges. First and foremost, we used the Racial Equity Impact Analysis Tool in our planning and decision-making. Throughout this process, we kept students at the center of our discussions and did our best to limit the impact on their success. Our strategic priorities have been instrumental in how we have organized our efforts to meet our students' needs, and supporting those strategies was central to this process.

For the administrative and operational departments' reductions, we are currently working on reorganization of leadership and department reporting in some areas and other departments have already reorganized as staff who left or have announced plans to leave toward the end of this fiscal year are not being replaced. Departures of top administrators provided an opportunity to reorganize and reduce positions without people losing their jobs. To be clear, not filling these positions creates a hardship for those assuming the duties, but we prioritized cuts that did not result in a loss of jobs, and had less direct impact on students.

Known administrative and operational department reductions for organization realignment at this time are:

- 1.0 Executive Director - Open position will not be filled
- 1.0 Director of Human Resources - Open position will not be filled
- 1.0 Talent Acquisition Specialist - Open position will not be filled
- 0.6 Finance Admin Assistant IV - Open position will not be filled
- 1.0 Custodian - Open position will not be filled
- Non-staff budget reductions of \$162,908
- Offset of reductions with new Perkins Consortium revenues of \$30,000

Over the next several months, we will continue to keep the Board informed about the 2022-2023 budget planning. We expect to bring the 2022-2023 budget to the Board at its June 23, 2022 meeting.

WHAT THE BOARD NEEDS TO KNOW

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

NSBA 2022 Annual Conference

April 14, 2022

Author

Sandra Lewandowski, Superintendent
Ridious Guess, Director of Equity & Inclusion
Theon Jarrett, Student and Staff Safety Manager

Summary

Intermediate District 287 leaders presented at the NSBA 2022 Annual Conference and Exposition in San Diego, California. The NSBA Conference is the national event that brings together educational leaders to learn about best governance practices, gain insight into child development, and learn about new programs and technology that can help enrich student learning.

Approximately 100 educational leaders (superintendents and school board members) were interested in 287's School Safety Coach Model: An Alternative to School Resource Officers and our Racial Equity Impact Analysis Tool, as presented by Theon Jarrett, Ridious Guess and Sandra Lewandowski. The audience included member district board members who visited and/or sat through the session. There were questions from all types of school districts including those from a small school district in Wyoming, the Los Angeles Unified School District and Madison Wisconsin Public Schools.

The hour-long [NSBA Presentation](#) brought to life the mental health and safety challenges that make an intermediate school district unique including interrupting the path to criminalize mental illness and disabilities, reducing costs of SRO contracts, and reducing incidents of police involvement in schools. Attendees were encouraged to ask questions throughout the presentation. The audience were actively engaged with questions and often interjected their thoughts after each slide. In fact, all the slides were not able to be covered because of the number of questions coming from participants. When asked approximately 75% utilize school resource officers, 15% utilize school safety coaches, 10% utilize school safety services and about 5% were in the information gathering stage to improve the efficiency of school and district operations. There appeared to be strong interest in changing models but uncertainty about how to proceed.

In a time of school budget cuts, attendees were interested in cost saving measures for SRO contracts; the role and presence of whiteness in how SRO's engage with BIPOC students, how we decide when it's time to make a 911 call, and more!!!

We described the February 1st shooting and briefly introduced the Racial Equity Impact Analysis Tool. We also described how our current partnership works with local police departments. In closing, we felt both proud and grateful to be able to share a model that brought national interest. Post conference interest now includes a teleconference with the Deputy Superintendent of LA Unified School District.

WHAT THE BOARD NEEDS TO KNOW

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Update on Face Coverings and Gender Inclusion Policies

April 14, 2022

Author

Sandra Lewandowski, Superintendent

Summary

The [Face Covering Policy](#) adopted by the Board requires, with some exceptions, that all persons entering District buildings and vehicles wear a face covering. Several weeks ago, Centers for Disease Control (CDC) guidance changed regarding masking, and I consulted with the Minnesota Department of Health (MDH) to determine how we should proceed. MDH gave the District the go ahead to change from face coverings being mandatory, to being strongly recommended instead.

As a result, the Policy and current practice are not aligned. One option is to revise the Policy to make face coverings strongly recommended. Another is to leave the discrepancy in place because there is talk of another very contagious variant which may require the District to reevaluate its current practice in the near future.

We believe that either approach would be acceptable because of the authority granted to the Superintendent in the “Resolution Regarding Decision Making on Health and Safety Measures for the 2021-22 School Year.” The Resolution stated in relevant part: “[t]he Board has adopted policies regarding masking, quarantines, and required weekly testing or proof of vaccination and is authorizing the Superintendent to use her discretion in implementing these policies and other health and safety measures. . . . The health and safety measures selected and implemented by the Superintendent shall continue in effect unless and until the Board, in consultation with the Superintendent and appropriate District staff and public health officials, deems it in the best interest of the District and its students and staff to implement different health and safety measures.”

We have no plans to bring the Policy to the Board for revision at this time in the interests of Board time and the possibility of another change to District practice. If Board members disagree with this approach, please let me know.

Status of the Gender Inclusion Policy: Anne Becker, General Counsel, began work on the policy in the fall but, unfortunately, the work was stalled as a result of a series of issues and incidents. The policy work has begun again and is now a joint effort with RADIUS Guess, Director of Equity and Inclusion.

Anne and Radiums have assembled a group of interested staff who will be working on the policy. It is a diverse group in terms of gender, sexual orientation, gender identity, position, and District location. They are reaching out to Year of Learning and equity team members in an effort to increase the racial diversity of the group.

Several of the group members have committed to obtaining student feedback about essential components of the policy and, at a later point, on a draft of the policy. In addition, Radiums and Anne will be working with the Family Engagement Team to solicit family input during the policymaking process. Finally, the draft policy will be reviewed by SIT, school instructional leaders, and staff, and presented to the Board for your input.

Because of the nature of policymaking by stakeholders, this will be a multi-year project.

If you have any questions about the policies, please reach out to Anne at acbecker@district287.org or 763-550-7133.

April 2022
Volume 19
Number 7

Eden Prairie Schools Personalizes Learning with Pathways

April 8, 2022
Board of Directors Meeting
7 a.m. - 9 a.m.
Quora Education Center
NE Metro 916
Little Canada

April 29, 2022
Executive/Legislative Committee Meeting
7:30 a.m. - 9 a.m.
Anderson Center
Bethel University
Arden Hills

May 6, 2022
Board of Directors Meeting
7 a.m. - 9 a.m.
Quora Education Center
NE Metro 916
Little Canada

May 13, 2022
Executive/Legislative Committee Meeting
7:30 a.m. - 9 a.m.
Anderson Center
Bethel University
Arden Hills

Graduates of Eden Prairie Schools are ready for every opportunity. Consistently, around 90 percent of district graduates who go to college persist into their second year, and 85 percent continue to their fourth year – one of the highest rates in the state.

Yet, the Eden Prairie community believed in more opportunities for their students. Extensive public input helped shape an academic vision in 2016. This plan, called Designing Pathways, guided the district’s academic work and led to a successful bond referendum to renovate and expand Central Middle School. Core to this vision is the exploration of careers and personal interests. For several years, Eden Prairie Schools operated elementary schools that included sixth grade. Community feedback cited the importance of strong post-secondary preparation using a true middle school model and aligning the curriculum across grades 6-12. Sixth-grade students moved into the updated building in the fall of 2021, and Central Middle School and Eden Prairie High School launched their first Pathways courses.



Middle School courses designed to make real-world connections

 Business & Management	 Communication & Entertainment	 Engineering & Technology
6 Introduction to Business	6 Visual Arts Experience Digital Media Arts Theater Arts	6 Intro to Engineering & Technology
7 Personal Career Literacy Entrepreneurship	7 Art, Media, & Culture Drawing & Painting Theater Arts	7 Designers & Makers Green Engineering
8 Personal Financial Literacy Business Leadership & Management	8 Visual Arts & Identity 3D Visual Arts Theater Arts	8 Design, Model, & Make Coding & Robotics

 Pathways 2021-22



Continued on page 2

A perennial plank on AMSD’s legislative platform is a plea to legislators to address the severe cross-subsidy (shortfall) in the special education program. The failure of the state to provide the necessary funding for special education programs has created budget challenges for school districts for years. In recent years a smaller, but growing, cross-subsidy had developed in the English learner program. The most recent data from the MN Department of Education shows that these cross-subsidies have grown to \$780 million and \$146 million respectively. The recently released House E-12 Omnibus Bill offers the best hope in recent memory to make significant progress in addressing the funding shortfalls in these important programs. I encourage AMSD members to contact your local legislators, legislative leaders, and Governor Walz to urge them to eliminate or greatly reduce the cross-subsidies in the special education and English learner programs. Thank you in advance for your advocacy!

From the AMSD Chair, Kelsey Dawson Walton, Osseo Area Schools Board Member



Pathways Provide Students with Authentic Experiences

Continued from page 1

Students take introductory Pathways courses in middle school and then have opportunities to specialize and complete a culminating Capstone course as a junior or senior. The district's mission to personalize learning advances significantly when students have opportunities to find their passions.

"We intentionally set up Pathways so that students could be more purposeful about the classes that they are choosing as they matriculate through Eden Prairie Schools," said Nathan Swenson, principal of Central Middle School. "We're sending kids who are prepared differently to the high school, having experienced classes in business and management, arts courses and other Pathways," he said.

The five Pathways areas are based on Minnesota's career fields and pathways. Students drawn to a particular interest area can find connections as they consider options after high school. Eden Prairie Schools' Pathways inspire students in five broad areas:

- Communication and Arts,
- Business and Management,
- Civics and Social Services,
- Natural and Applied Sciences, and
- Engineering and Technology.

There are specific interest areas to which Central Middle School and EPHS align their courses within each Pathway.



Central Middle School students in the Intro to Engineering course work with industry-standard technology to design, prototype and create products. This course teaches fundamental skills to help students decide if the Engineering and Technology Pathway is right for them.

"Our community's vision is to provide students with authentic experiences," said Superintendent Dr. Josh Swanson. "This goes to the heart of the work by our curriculum teams and teachers to give students experiences that mirror what they will do outside of school."

In Margot Cowing's Entrepreneurship class at Eden Prairie High School, students conceive of a business venture, identify a target market, set revenue targets, develop marketing and then bring their business to life. All of this happens within two nine-week terms. Entrepreneurship is a Capstone course, so students would have taken a couple of prerequisites before getting to her class, Cowing explained. After several weeks of research, planning and development, students launch their businesses over five weeks. They analyze their performance weekly and adjust according to their goals.

The first phase of Pathways courses at Central Middle School and Eden Prairie High School launched in the fall of 2021. In the subsequent school years, the schools will build out additional Pathways.

High school senior Rohit Wilson best encapsulates Pathways: "I've taken what I've learned from [the Entrepreneurship] class through networking and used it for college, job shadowing, and even real-life jobs."

This month's member feature was submitted by Brett Johnson, Senior Director of Communications and Community Relations, Eden Prairie Schools.

House, Senate Release E-12 Omnibus Bills

Traditionally, even-year sessions are focused on policy issues and passage of a capital bonding bill. However, a projected \$9.2 billion surplus has provided a once in a generation opportunity for state policymakers to stabilize Minnesota's education funding system and provide meaningful resources to address the mental health needs of our students as they recover from the pandemic. The pandemic, continued shortfalls in the special education and English learner programs, and historic inflationary pressures have created significant budget challenges for school districts across the state. A recent survey of AMSD districts showed a combined projected shortfall of more than \$230 million for the 2022-23 school year.

The Governor released his E-12 budget recommendations shortly after the February economic forecast, which included a 2 percent increase in the general education formula allowance; funding to address the special education and English learner programs; funding for voluntary prekindergarten, and significant investments in mental health support.

Earlier this week the House released its E-12 Omnibus Bill which invests \$1.155 billion in FY 2023 and \$2.12 billion in the 2024-25 biennium to address the cross-subsidies in the special education and English learner programs, mental health supports for students, expanded voluntary prekindergarten, and programs to expand and diversify the teacher workforce among other investments.

The Senate E-12 Finance and Policy Committee released its Omnibus Bill on April 1 and it includes two appropriations, both of which target literacy initiatives. The Senate bill does not address the general education funding formula or either of the cross-subsidies.

Several of AMSD's legislative priorities are included in the House bill including:

- Increases English learner revenue and links English learner funding to the growth in the general education basic formula allowance for fiscal year 2024 and later. Creates a new component called English learner cross-subsidy aid. Sets the aid equal to 40 percent of the district's cross-subsidy in fiscal year 2023, 50 percent in 2024, 75 percent in 2025, and funds 100 percent of the district's cross-subsidy for fiscal year 2026 and later.
- Increases the amount of each school district's special education cross-subsidy that is paid by the state from 6.43 percent of the cross-subsidy to 55 percent of the adjusted cross-subsidy for fiscal year 2023 and later. This is a \$422.47 million increase in FY 23 and a \$997.092 million increase in the 2024-25 biennium.
- Appropriates \$95.862 million in FY 23 and \$212.295 million in the 24-25 biennium to create a new ongoing state aid program to fund additional school support personnel. Defines school support personnel as school counselors, school psychologists, school social workers, school nurses, and chemical dependency counselors. Sets the initial aid amount at \$100 times the number of students enrolled in the school district or charter school during the current year. For small school districts, guarantees a minimum aid amount of \$50,000 for the school district. Creates a separate category of aid for intermediate school districts and other cooperative units serving students equal to \$6 per enrollee in the member school districts. Allows a school district to contract for services with the money if the district is unable to hire a new full-time employee with the student support personnel aid.
- Allows districts to offer digital learning to enrolled students without the review and reporting requirements that apply to other online learning providers. Requires online learning courses to be reported and identified in the Minnesota Common Course catalog. Distinguishes supplemental online learning from other online learning.

Continued on page 4

House Proposes \$1.1 Billion for E-12 Education

Continued from page 3

- An increase of \$61.5 million for the Grow Your Own Program for FY 23.
- An increase of \$11.25 million in FY 23 for Aspiring Teacher Retention bonuses.
- Increases funding for the Concurrent Enrollment Teacher Partnership by \$625,000 per year.
- Increases funding for the Collaborative Urban and Greater Minnesota Educators of Color grants by \$2 million per year.
- The House bill also includes a comprehensive set of policy proposals addressing student discipline, standards and curriculum, and teacher preparation time.

The Senate Omnibus bill, meanwhile, includes just two appropriations:

- \$30 million in one-time funding for the LETRS program.
- \$700,000 in ongoing funding for the Regional Centers of Excellence to support literacy directors.

Specifically, the Senate bill requires that districts adopt a comprehensive plan to support and improve teaching and learning that is aligned with the goal of having 90 percent of third grade students achieve grade-level reading proficiency. The plan must include district and school site goals and benchmarks for instruction and a process to assess and evaluate each student’s progress toward meeting state reading standards. The bill suspends provisions under the World’s Best Work Force law beginning in the 2023-24 school year through the end of the 2028-29 school year. The bill targets \$30 million to provide the Language Essentials for Teachers of Reading and Spelling program to licensed K-5 teachers, plus \$700,000 to the state’s Regional Centers of Excellence to hire staff and provide support to districts.

Below are links to the bill language, the summary and fiscal tracking spreadsheets:

- [House E-12 Education Omnibus Bill](#)
- [House Research Summary](#)
- [Ed Finance K-12 G&H SS Change Only 2022.04.03 11.07PM](#)
- [Ed Finance Change Items](#)
- [House Appropriations Spreadsheet](#)
- [House Bill District Run](#)
- [Senate E-12 Omnibus Bill](#)
- [22, Change Items, SF4113-A1 Omnibus \(PDF\)](#)

Omnibus E-12 Budget Bills						
	Governor’s Education Proposal		House of Representatives Education Proposal		Senate Education Proposal	
	FY23	FY24-25	FY23	FY24-25	FY23	FY24-25
Totals	\$707.9 million	\$1.55 billion	\$1.15 billion	\$2.12 billion	\$30.7 million	\$1.4 million
Formula Increase	2%	0	0	0	0	0
Special Education Cross-Subsidy Aid	\$47.5 million	\$112.2 million	\$422.47 million	\$997 million	0	0
EL Cross-Subsidy Aid	\$13.895 million	\$31.89 million	\$76.12 million	\$202.45 million	0	0
Mental Health Supports	\$42.18 million	\$85 million	\$114 million	\$233.9 million	0	0
Grow Your Own Grants	\$14 million	\$24.2 million	\$61.5 million	0	0	0
Literacy	\$5 million	\$10 million	\$4.75 million	\$9.5 million	\$30.7 million	\$1.4 million
Voluntary PreK	\$155 million	\$370 million	\$155 million	\$370 million	0	0

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

School Board Planning Calendar 2021-2022

2021 Meetings (August - December)		2022 Meetings (January - June)	
July 22	October 14	January 13	March 24
August 26	October 28	<i>(possible conflicts with MASA)</i>	April 14
September 9	November 11	January 27	May 12
September 23	December 9	February 10	May 26
		February 24	June 9
		March 10	June 23

1 st Meeting of the Month	2 nd Meeting of the Month
--------------------------------------	--------------------------------------

START TIME 6:30 PM

JULY 22, 2021

- Consent agenda:
 - Approval of Radio Bid
 - Approval of Agreement - Camera Software
 - Approval of Multiple Agreements to Provide Educational Services - Care and Treatment Sites
 - Approval of Authorization for Issuance of Purchasing Cards
- Update on State & Federal Funding report
- 2209 Closed Session

AUGUST 26, 2021

Kudos & Recognition

- What Board Members Need to Know About “2021-2022 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)
- COVID 19 POLICIES
- Update on Back to School Planning

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

- Wilder Contracts - TTM & KOFI

SEPTEMBER 9, 2021

Kudos & Recognition

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

Consent Agenda or What the Board Needs to Know OR Verbal Update, Coherence Result 2021. Update to Public Comment Procedure

Special Presentation:

- Moving Racial Consciousness to Action tool
- Update on the Year of Learning

Annual Presentation

- KPI update / Strategic Plan update HOLD for Aug/Sept meeting

Spotlight - TBD

SEPTEMBER 23, 2021

Kudos & Recognition

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

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

Special Presentation

Annual Presentation

- **What the Board Needs to Know**
Emergency and Crisis Plans for 2021-22 Jake Horejsh
..... (Action)
- **What the Board Needs to Know** MSBA Resolution on TTM funding(Action)

OCTOBER 14, 2021

Kudos & Recognition

Consent Agenda OR What the Board Needs to Know

OR Verbal Update

Special Presentation

Annual Presentation

OCTOBER 28, 2021

Kudos & Recognition

- Above & Beyond: Ann Bremer Education Center (virtual)

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

- Insurance Premium Rate recommendation

Special Presentation

- 2021 Strategic Priorities/Coherence Impact Report and Presentation - [Presentation](#)

Annual Presentation

- Financial Report September - Quarterly Update (Action)
- Facilities Report

- HR Closed Session:
 - Local 2209 Negotiations - Update 2021-2023 Contract

NOVEMBER 11, 2021

(Only one Board meeting this month!)

Kudos & Recognition

- Above & Beyond: Care & Treatment

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

- Fund balance transfers (consent agenda item)
- Joint Powers Agreement - AWARE Grant
- PSEO Agreement - HTC

Special Presentation: Board Work Session

- KPI update & School Improvement Plans update - 2020-21 plans (30 min) *(carryover from last year)*

Annual Presentation

- Grant updates - Ben and Jon [SRCL update] *(carryover from last year)*
- Update on Key Performance Indicators
 - What the Board Needs to Know about Emergency & Crisis Plans *(Action)*
 - Jake Horejsh, Student & Staff Safety Manager - Health and Safety will present a brief overview of our 21-22 emergency preparedness plan and answer questions.
- HR Closed Session:
 - Local 2209 Negotiations - Tentative Agreement 2021-2023 Contract
 - 2021-2023 Employment Guide for Administrative and Unaffiliated Employees

DECEMBER 9, 2021

(Only one Board meeting this month!)

Kudos & Recognition

- Above & Beyond: District Service Center
- Above & Beyond: Care & Treatment

Consent Agenda OR What the Board Needs to Know

OR Verbal Update

- Financial Report October **(consent agenda)**
- Legislative Platform

Special Presentation

- STOP Violence Federal Grant Update (Ben M.) *(carryover from last year)*
- Data Presentation (PowerBI)

Annual Presentation

- Officer Election Process - (Chair Report)
- World's Best Workforce Report & ESSA Update (Jon Ben)
- Unaudited Financial Report for FY21 (action item)
- 2021-2022 Yearly ADM Summary

<p style="text-align: center;">JANUARY 13, 2022 <i>*Organizational Meeting</i></p> <p>Election of Board Officers Oath of Office Annual Resolutions</p> <ul style="list-style-type: none"> • Electronic signatures resolution - was this included in the annual resolutions? <i>(Please move to the annual organizational meeting)</i> • FY20 Audit - Auditor Presentation - (Annual Report) (recurring) (action item) <i>(Please move to top of Agenda behind election of officers)</i> • Financial Report November (consent agenda) • Report on UBER goal including strategic implementation plans and budget Legislative Platform file:///Users/sllewandowski/Downloads/2022%20Legislative%20Priorities.pdf 	<p style="text-align: center;">JANUARY 27, 2022 Regular Meeting</p> <p>Kudos & Recognition</p> <ul style="list-style-type: none"> • Above & Beyond: Hennepin Technical College programs <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> • Superintendent Mid-Year Evaluation Procedure (recurring) <p>Special Presentation -</p> <p>Annual Presentation</p> <ul style="list-style-type: none"> • Financial Report December - Quarterly update (action item) • 2021-22 Budget Update and 22-23 Budget Planning • Equity Policy First Read
<p style="text-align: center;">FEBRUARY 10, 2022</p> <p>Kudos & Recognition *online student letter</p> <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> • Update on Culture and Climate Uber Goal -Staff WELLBEING • What the Board Needs to Know about Community Support following the Feb 1, 2022tragedy at SEC (ELR and Deb Carlson-Doom) <p>Special Presentation</p> <ul style="list-style-type: none"> • <p>Annual Presentation</p> <ul style="list-style-type: none"> • ESSA submissions for schools identified for Comprehensive Support and Improvement (will recur annually) • Equity Policy Second Read 	<p style="text-align: center;">FEBRUARY 24, 2022</p> <p>Kudos & Recognition</p> <ul style="list-style-type: none"> • Above & Beyond: Itinerant <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> • Financial Report January -consent agenda • 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. <p>Special Presentation -Data (PowerBI) Presentation (Ben)</p> <p>Under HR Report: What the Board Needs to Know: HR Planning for the upcoming hiring season: Michelle Axell, Director of Human Resources will share the recruitment & hiring outlook for 2022-2023.</p> <p>Annual Presentation Chair Report</p> <ul style="list-style-type: none"> • Trauma Sensitive Organization Ben M <p>FY22 Budget Revision - annual report (action item)</p>

MARCH 10, 2022

Equity (60 min) | Equity Work Session

Kudos & Recognition

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

- Confidentiality Commitments

Special Presentation

Annual Presentation

- Approval of revised Administrative Organizational Plan (recurring)
- FY23 Budget Assumption/Program Withdrawal Report - Annual Report (Action item)
- 2022-2023 School Calendar Approval (recurring)
- Approval of On-site Solar Contracts for Ann Bremer Education Center, North Education Center, District Service Center and West Education Center. (Rich Ragatz from Ideal Energies will share a presentation prior to board approval.)

MARCH 24, 2022

Kudos & Recognition

- Above & Beyond: North Education Center

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

- Financial Report February - consent agenda
- Verbal update: Expansion of Furthering Your Education program (The Transforming Teaching & Learning (TTL) Scholarship)
- What the Board Needs to Know about [Operational Results \(recurring\)](#) (video)
- Approval of Contracts:
- FY23 - Food Services Prime Vendor Contract (consent agenda)
- Approval of the RFQ Transportation Contracts
- Facilities - Long Term Facilities Maintenance Plan Approval - (Action item)

Special Presentation - Data Dashboard?

Annual Presentation - none

Chair Report

HR Report: Approval of 2022-2023 District 287 School Calendar (Action)

Michelle Axell, Director of Human Resources, will present the proposed calendar for the 2022-2023 school year and the Board will be asked to approve it.

APRIL 14, 2022

Kudos & Recognition/Spotlight

- Above & Beyond: Northern Star Online
- Gateway to College award?

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

- HR Report: Discontinuing Educational Programs and Positions/Staff Reduction ULA Resolution (only if necessary)
- Organizational Chart Approval

Special Presentation - none

Annual Presentation -

- Chair Report

MAY 12, 2022

RETIREMENT EVENT
5:00 PM - 6:30 PM

Kudos & Recognition

- Itinerant

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

- Superintendent Evaluation Closed Session (carry over)

Special Presentation - none

Annual Presentation - none

- Financial Report March - Quarterly update (Action)

Chair Report

MAY 26, 2022

Kudos & Recognition

Above & Beyond: South Education Center

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

- Superintendent's Evaluation Update (10 min)
- Approval of Computer Refresh (carry over)
- Financial Report April- consent agenda

Special Presentation - none

Annual Presentation -

- Probationary Licensed, and Non-Licensed Non-Renewal Resolutions (recurring)
- Learning Conversations, Superintendent Luncheon Recap

JUNE 9, 2022

Kudos & Recognition/Spotlight

- 2022 Graduation video

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

Jaynie Leung FY 23 Lease Agreement
Approval of HTC Lease Agreement
Approval of HTC PSEO 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 23, 2022

Kudos & Recognition/Spotlight

Above & Beyond: West Education Center

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**
- 2022-23 Original Budget Approval - Annual Report **Action Item**
- Approval of 2022-23 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
April 14, 2022
SCHOOL BOARD CALENDAR

April 2022

12	Tuesday	Get on the Bus	8:00 AM	DSC
14	Thursday	General Board Meeting	6:30 PM	DSC
26	Tuesday	Local 2209/Board Breakfast	7:00 AM	DSC- Rm31

May 2022

12	Thursday	General Board Meeting	6:30 PM	DSC
26	Thursday	2022 District 287 Retirees Celebration	5:30 PM	DSC
26	Thursday	General Board Meeting	6:30 PM	DSC

June 2022

07	Tuesday	Ann Bremer Education Center Transition Graduation	9:00 AM	ABEC
07	Tuesday	Ann Bremer Education Center High School Graduation	10:30 AM	ABEC
07	Tuesday	Headway Academy South Graduation	TBD	TBD
07	Tuesday	North Education Center/Academy Graduation	6:00 PM	NEC
08	Wednesday	Headway Academy North Graduation	TBD	TBD
08	Wednesday	South Education Center CIP & FOCUS Graduation	11:00 AM	SEC
08	Wednesday	South Education Center/SUN/Intersect/Phase Transition Graduation	1:00 PM	SEC
08	Wednesday	South Education Center SECA & InVEST High Graduation	6:00 PM	SEC
08	Wednesday	Henn Tech College - Transition Graduation	9:00 AM	HTC
08	Wednesday	Henn Tech College – Gateway to College Graduation	11:00 AM	HTC
08	Wednesday	West Education Center High School Graduation	2:00 PM	WEC
08	Wednesday	West Education Center – W-Alt Graduation	3:00 PM	WEC
09	Thursday	General Board Meeting	6:30 PM	DSC
23	Thursday	General Board Meeting	6:30 PM	DSC

- ◆ General Board Meeting – Date Change
- ◆ New Event
- ◆ Event Date Change

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Get on the Bus & Local 2209 Breakfast Schedule 2021-2022

Get on the Bus

Tuesday, April 12th
West Education Center
Bus leaves 287 DSC @ 8:30 AM

Michèle Kunz

Regina Neville

Anne Casey

Marcy Doud

Janie Shaw

Sarah Johansen

Local 2209/Board Breakfast 7:00 AM

Tuesday, April 26th
District Service Center
(3rd Floor – Room 316)

Michèle Kunz

Marcy Doud