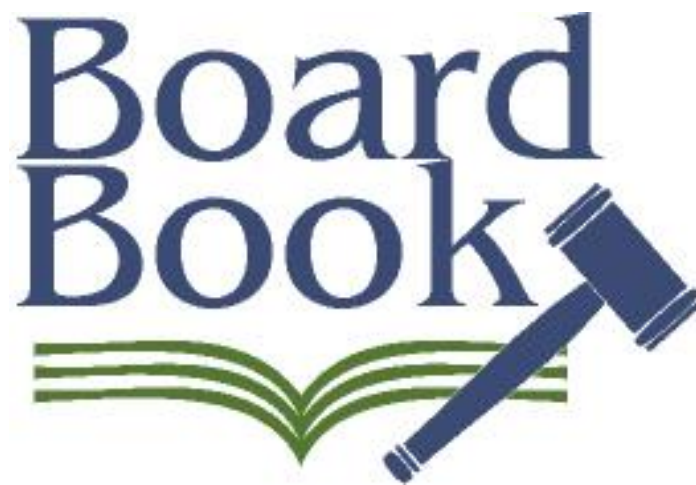


Intermediate District 287

Responsive. Innovative. Solutions.



Intermediate District 287

Regular Meeting

Thursday, March 24, 2016 6:30 PM

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS

GENERAL MEETING OF THE BOARD

Thursday, March 24, 2016

6:30 PM @ District Service Center Board Room

AGENDA

	<u>Page #</u>
1. CALL TO ORDER (Action)	
2. APPROVAL OF GENERAL MEETING AGENDA (Action)	
3. OPEN FORUM (Information)	
4. APPROVAL OF CONSENT AGENDA (Action)	
4. 1. General Board Meeting Minutes from March 10, 2016	4
4. 2. Routine Human Resources Activities for March 24, 2016	6
4. 3. New Student Information System (SIS) Contract	8
4. 4. Upper Midwest Optical Golf Day (UMOGD) – Sight Preservation Foundation Grant	10
5. SHARE THE SUCCESS & RECOGNITION - (20 minutes) (Information)	
5. 1. Above & Beyond Winner Rosie Palan (2nd quarter)	
5. 2. Above & Beyond Winner Emily Axtmann (3rd quarter)	
5. 3. South Education Center (SEC) Rock ‘n Roll Video	
5. 4. Jessica Weng, Honors Mentor Connection Student	
5. 5. March 24th Kudos!	11
6. SUPERINTENDENT'S REPORT - (20 minutes)	
6. 1. Approval of 2016-2017 District 287 Calendar (Action)	12
The calendar for the 2016-2017 school year will be shared & the Board will be asked to approve it.	
6. 2. Strategies for Instructional Staff Shortages (Action)	14
Michelle Axell, Director of Human Resources, will present a proposal for signing bonuses for high-quality candidates in hard-to-fill positions and request the Board's approval.	
6. 3. Legislative Update (Information)	
7. INSTRUCTIONAL REPORT - (15 minutes) (Information)	
7. 1. Innovation in 287 Presentation	16
Chad Maxa, Executive Director of Technology & Innovation and Mr. Jon Voss, Director of Teaching and Learning will present the new Innovation Report Card and a video on one of our key innovations.	
8. BUSINESS SERVICES & LABOR RELATIONS REPORT - (40 minutes)	
8. 1. Facilities Report (Information)	
8. 1. 1. Long-Term Facility Planning (First Read)	17
Mae Hawkins, Executive Director of Business Services will review and discuss the updated Long-Term Facility Planning documents and the Board will provide feedback.	
8. 2. Financial Report (Action)	
8. 2. 1. Approval of Routine Monthly Finance Report	18
Mae Hawkins, Executive Director of Business Services will provide an overview of the February 2016 monthly finance reports and the Board will be asked to approve it.	
8. 3. Human Resource Report - None	

9. BOARD BUSINESS - (15 minutes)

(Information)

9. 1. Policy Review & Revision - None

9. 2. Update of the Memorandum of Agreement (MOA) Revision Process 30
Anne Becker, General Counsel, will present an update on progress toward approval of the revised MOA.

9. 3. Closed Session

The School Board may hold a closed meeting pursuant to Minn. Stat. §13D.05, subd. 3(b) to consult with its attorney regarding preliminary charges against one or more employees.

9. 4. Board Reports

9. 4. 1. Chair Report

9. 4. 2. March 15th Local 2209/Board Breakfast Update

9. 4. 3. AMSD Report (Ann Bremer)

9. 4. 3. 1. March 2016 AMSD Newsletter 31

9. 5. District News

9. 5. 1. School Board Planning Calendar 35

9. 5. 2. March 24, 2016 Board Event Calendar 37

9. 6. Once Around the Table

10. ADJOURNMENT

DISTRICT 287 REGULAR BOARD MEETING
Intermediate District 287
March 10, 2016
MINUTES

1. CALL TO ORDER

Chair Carol Bomben called the regular meeting to order at 6:31 PM in the District Service Center Board Room. A quorum was declared with the following members in attendance:

286	Brooklyn Center	Jeffrey Palm
272	Eden Prairie	Carol Bomben
273	Edina	Regina Neville
270	Hopkins	Laura Ronbeck
276	Minnetonka	Karen Filla
278	Orono	Michèle Kunz
279	Osseo	Dean Henke
280	Richfield	Nancy Rowley
281	Robbinsdale	Sherry Tyrrell
283	St. Louis Park	Nancy Gores
284	Wayzata	Andrea Cuene
277	Westonka	Ann Bremer

Absent:

Guests:

287 Administration: Sandra Lewandowski, Anne Becker, Rachel Hicks, Tina Houck, Chad Maxa, Jennifer Nelson, Elisabeth Rogers, Jon Voss, and Wauneen Mgeni

287 Staff Members: Lea Dahl, Michelle Humphrey, Doug Booth, and Greg Krohn

2. APPROVAL OF GENERAL MEETING AGENDA

The general meeting agenda was presented for approval. *Motion by Ann Bremer, seconded by Michèle Kunz, to approve the meeting agenda. All in favor. Motion carried unanimously.*

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 minutes from February 25, 2016. Board member Tyrrell noted a typo in her name; correction made at the meeting. *Motion by Carol Bomben, seconded by Ann Bremer, to approve the Consent Agenda as presented. Motion carried.*

5. SHARE THE SUCCESS & RECOGNITIONS

Superintendent Lewandowski introduced Ms. Lea Dahl, Area Learning Center (ALC) Principal and Ms. Michelle Humphrey, North Education Center Assistant Principal. They briefly presented an overview of Advancement Via Individual Determination (AVID). AVID's mission is to close the achievement gap by preparing all students for college readiness and success in a global society. AVID provides a framework for learning that is in alignment with the 287 Strategic Plan and Goals. AVID district-wide strategies will help Intermediate District 287 to further its ability to prepare all students for college, career and life. The Board heard from [AVID staff](#), [AVID parent letter](#), a former [AVID student](#), and [AVID administrator](#) via video.

Sandy announced that Ms. Pam Betty a special education teacher at North Education Center has been selected as a semifinalist for 2016 Minnesota Teacher of the Year.

Sandy announced that 287 Partners with Cultural Jambalaya to provide cultural education resources to more than 200 school districts! View the [press release](#).

6. SUPERINTENDENT'S REPORT

Superintendent Lewandowski introduced Ms. Elisabeth Lodge Rogers, Executive Director of Student Services and Educational Programs. Elisabeth presented an update on the progress toward instructional results. The Results focus on Innovative Instruction, Student Success, and Collaborative Curricula. School Improvement Plan Leadership teams met in August and worked together to develop School Improvement Plans (SIP) with specific results tied to the three result areas, a summary document "[What Board Members Need to Know about Progress toward Instructional Results](#)" was presented.

Sandy presented and recommended approval of the revised 2016-2017 District Organizational Chart. *Motion by Nancy Rowley, seconded by Michèle Kunz, to approve the revised 2016-2017 District Organizational Chart as presented. All in favor. Motion carried unanimously.*

Superintendent Lewandowski introduced Mr. Chad Maxa, Executive Director of Technology & Innovation presented an update on the [Operational District Results](#). The operational leaders’ Professional Learning Community (PLC) is comprised of the leaders from each operational department, which includes Communications, Facilities, Finance, Food Service, Human Resources, Information Technology (IT), Student Information Services (SIS) and Transportation. Their goal is to support principals and their staff through improved communications and relationships, improving our systems and processes, and by providing just-in-time customized training to meet their unique needs in support of the Strategic Plan. A summary document “[What Board Members Should Know About The Operational Leaders PLC Results](#)” was presented.

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS

Financial Report – None

Facilities Report

Superintendent Lewandowski presented a summary document “*What the Board Needs to Know About the 2016-2018 Facilities Study*”. Ann Bremer expressed her opinion that a board sub-committee was very useful in the large South Education Center and North Education Center projects. She cautioned administration about proceeding without such a dedicated board committee. Sandy agreed that such a board committee had been very useful and as we proceed, a sub-committee can certainly be an option.

Human Resources Report – None

9. BOARD BUSINESS

Policy Review & Revision

Ms. Anne Becker, General Counsel, presented for a second read and recommended approval of the Health & Safety Policy. *Motion by Nancy Rowley, seconded by Sherry Tyrrell, to approve the Health & Safety Policy as presented. All in favor. Motion carried unanimously.*

Chair Report

Superintendent Lewandowski and Anne Becker, General Counsel, briefly presented an update on the progress toward approval of the Memorandum of Agreement (MOA).

Board Chair Bomben, Board member Ronbeck, Kunz, and Cuene updated the Board on the February 23 Local 2209/ Board Breakfast.

AMSD Report

Board Vice-Chair Bremer briefly updated the Board on the March 4 AMSD meeting.

Once Around the Table

10. ADJOURNMENT

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

The next general meeting will be held on March 24, 2016, at 6:30 PM in the DSC Board Room.

Submitted by
Wauneen Mgeni
Secretary to the Board

Signed: Chair _____

Clerk _____

Date _____

Date _____

**ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287
SCHOOL BOARD – March 24, 2016**

1. New Hires:

A. Additional Positions due to Increased Enrollment

- Weady Sorbo, Education Assistant at North Education Center, effective February 10, 2016 – Step 3, Lane 5 BA - .875 FTE.
- Bridget Bengtson, Education Assistant at North Education Center, effective February 29, 2016 – Step 2, Lane 7 BA +20 credits - .875 FTE.

B. Replacement for Transfers

- Abel Torrez, Facilities Maintenance Worker at North Education Center for **P. Larson**, effective February 22, 2016 – Step 3, Grade IV – 1.0 FTE 12 month.

C. Replacement for Separations

- Denise Halter, Clerical SIS at DSC, for **M. Moon**, effective February 23, 2016, - Step 3, Grade V – 1.0 FTE 12 month.
- Stephanie DeLoach, (current Education Assistant) Clerical at West Education Center, for **M. Estrada**, effective February 24, 2016, - Step 3, Grade V – 1.0 FTE 12 month.
- Shamaria Russell, Education Assistant at North Education Center, for **S. Bullhead**, effective February 2, 2016 – Step 2, Lane 2 +15 credits - .875 FTE.

D. New Position

-

2. Temporary Hires/Assignments:

A. Assignments

- Nathaniel Garpue, Education Assistant at North Education Center, effective March 28, 2016 - Step 8, Lane 3, 30 Credits - .875 FTE.

B. Northern Star Online/Independent Study Program

- Elizabeth Mulville, Instructor Science, effective February 1, 2016 through June 30, 2016.

C. Substitutes

-

D. Termination of Temporary Hire

-

3. Extended Leaves of Absence:

- Kahlil Young, Education Assistant for Northern Star Online program, .5 FTE effective February 16, 2016 through June 10, 2016.

4. Separations:

A. Dismissal

-

B. Resignation

- Stephanie DeLoach, Education Assistant at West Education Center, to accept a clerical position effective February 23, 2016.
- Michelle Shanley, Instructor for the Visually Impaired for Itinerant Services, effective June 30, 2016.
- Michelle S Anderson, School Psychologist at South Education Center, effective April 21, 2016.

C. Retirement (Regular/Disability)

- Philip Balow, Adaptive PE Instructor at North Education Center, effective June 10, 2016.
- Lynn Bathke Bowman, Physical Therapist for Itinerant Services, effective June 10, 2016.
- Anne Keeffe, Instructor DCD/SP at Edgewood Education Center, effective September 9, 2016.
- Nancy Kracl, Instructor Visually Impaired for Itinerant Services, effective September 29, 2016.
- Sheila Lackey, EBD Instructor at Northwest Tech Center, effective June 10, 2016.

5. Other:

-

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INTER-OFFICE MEMORANDUM

Date: March 24, 2016

To: Sandra Lewandowski, Superintendent

From: Mae L. Hawkins, Executive Director of Business Services

Re: Recommendation for Board Approval of a Licensing Agreement for Student Information System

The SIS Selection Team is recommending the Synergy Student Information System an Edupoint product as the next software to meet the current and future needs of Intermediate District 287 for the students, parents, staff, and member district stakeholders. Board approval of the Licensing and Training Agreements with TIES for the Edupoint Synergy Software Applications not to exceed \$26,000 for the 2016-2017 school year.

Background Information:

A Big Thank You to the SIS Selection Team for their great work! The team members were:

STAFF	ROLE	SITE
Nathan Armour	Teacher	WEC
Paul Eastwold	Principal	Gateway, Career & Tech
Tova Eggerstedt	Clerical	SEC
Mona Hoskins	State Reporting Specialist/Supervisor	DSC
Darla Jackson	Program Facilitator/Due Process	NWTC
Kristen Karlson	Counselor	NEC
Karen McDonough	Data Technician	Edgewood/DSC
Annie Mitty	Psychologist	Care & Treatment
Donna Moe	Asst. Director Research/Evaluation/Assessment	DSC
Mary Moon	Data Analysis	DSC
Susan Nokelby	Nurse	WEC
Linda Seifried	Social Worker	Districtwide
Elizabeth Stettner	Administrative Assistant	Care & Treatment
Chad Maxa	Exec. Director Technology and Innovation	DSC

Mae Hawkins	Exec. Director Business Services	DSC
Sandy Gaulke	Sr. Manager, Student Information Systems	DSC

The team came to this recommendation by performing the following:

- Determined and reviewed all MN Dept. of Education approved Student Information Systems
- Viewed web-ex presentations from different vendor software
- Recorded their findings and shared them with all other members.
- Survey of what software systems Member Districts were using
- Invited top 3 vendors to do on-site demonstrations of their products
- Designed a matrix for vendors to use, to show their capabilities of meeting District 287's needs
- Designed a scoring system to use during vendor demonstrations to record the team's thoughts
- Three vendor demonstrations were completed
- Additional follow up or clarifying questions were collected
- Scores were tallied - Synergy being the top score at 116 to 108 points for Infinite Campus

Since the scores were 8 points apart between two vendors, leadership determined further follow up was needed.

- Further follow up questions were answered from each vendor
- References were gained from a total of 8 outside districts of varying use/implementation stages were completed. Of these districts, 2 were member districts, 1 was another Intermediate District, and 1 was a Spec. Ed. Consortium.

The additional findings corroborated the team's results. Here were a few of them:

- Better match to District 287's needs for tuition billing
- Ability to build on District 287's Strategic Plan work around data sharing. The work already completed around SIP(School Improvement Plan) as well as other entities will not be lost
- Research/Evaluation/Assessment data from state and other testing entities still readily available
- Customizable add in fields that can be built by District 287 I.T. staff and are reportable on, as soon as data is entered into them. No additional tool needed.
- Mobile Applications fulfill most 287's needs
- MARSS and State reporting is more streamlined
- TIES many training options remain available
- Intermediate District 287's Document Management System remains connected to the Student Information System (thousands of documents already stored are not orphaned)
- Costs are similar per year. More features/training are available in Synergy for the base cost.
- Moodle Integration is available in both systems.
- More historical records will be available during and after conversion.
- TIES will take care of the conversion of data from legacy system to new system. Saving District 287 staff time and money.

The SIS Selection Team recommends that Intermediate District 287 initiate an agreement with TIES/EduPoint to bring Synergy in as the next Student Information System for the District.

Upon approval, leadership will work with TIES/EduPoint to determine conversion and implementation timeline.

Intermediate District 287

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INTER-OFFICE MEMORANDUM

Date: March 24, 2016

To: Sandra Lewandowski, Superintendent

From: Mae L. Hawkins, Executive Director of Business Services

Re: **Recommendation for Board Acceptance of the Upper Midwest Optical Golf Day (UMOGD) – Sight Preservation Foundation Grant**

Intermediate District 287 has been awarded \$20,000.00 from the Upper Midwest Optical Golf Day - Sight Preservation Foundation. This grant was awarded to the Blind Visually Impaired program to purchase (4) HandiTech Basic Braille Display systems with Bluetooth Interface, Cosmo Electronic Braille, and HandiTech Braille Star 40-cell braille display with Bluetooth Interface. This technology will allow our blind students who are braille readers to develop better literacy skills by incorporating the use of braille technology. An electronic braille has a light touch that will encourage beginning braille readers to write in braille. The use of Braille is integral to the success of blind students when learning to read, write, and spell.

287 KUDOS!

March 24, 2016
Success & Recognition



Intermediate District 287

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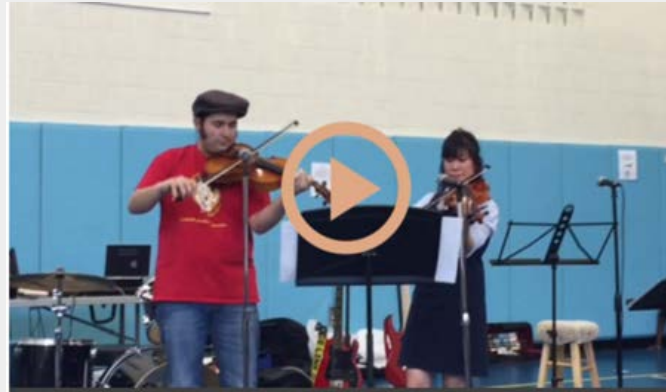
District287.org

Emily Axtmann Named Above & Beyond Winner

We're excited to announce that Emily Axtmann is the 3rd quarter Above and Beyond winner! Emily is an NEC teacher who is known for her innovative classroom design, cutting edge lessons and deep, meaningful connections she makes with students and staff. She is extremely dedicated, innovative and demonstrates exceptional teamwork skills!

SEC Students Rocked the House!

Our SEC Rock 'n Roll performers rocked it! It takes guts to perform live in front of 100 people! See 10 seconds from every act! (<https://www.facebook.com/district287/videos>)



April Recognition Days

Intermediate District 287 proudly recognises:

- **National Autism Awareness Month**
- **National School Leadership Week** (April 17-23)
- **Public School Volunteer Week** (April 18-22)

INTERMEDIATE DISTRICT 287
PLYMOUTH, MINNESOTA
BOARD OF EDUCATION

Regular Meeting – March 24, 2016

AGENDA SECTION: SUPERINTENDENT'S REPORT

ITEM: 2016-2017 District 287 School Calendar

PRESENTED BY: Superintendent Lewandowski

1. Background Information

Approval of 2016-2017 District 287 School Calendar

The District calendar is built to align with the majority of member districts whenever possible.

- The basic work year is 171 student contact days and 12 staff development days.
- The staff development days correspond with curriculum group meetings and quarter end dates.

Eliminating the late start days this school year was met with overwhelming appreciation from staff, member districts, families and students; therefore the proposed 2016-2017 calendar does not contain any late start days.

- The April 7 non-student contact/staff development day may be used to make-up instructional time if necessary due to a closing earlier in the year.

2. Fiscal Impact/Funding Source: None

3. RECOMMENDED ACTION: The Board approve the proposed Intermediate District 287 2016-2017 School Calendar.

Motion by: _____ Yes ____ Passed ____

Second by: _____ Yes ____ Failed ____

Abstentions: _____

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.

1820 Xenium Lane North, Plymouth, MN 55441

763-559-3535

Intermediate District 287

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2016-2017 School Calendar

-  Holiday-No Student/ No Staff (All)
-  First and Last Day for 10 Month Clerical
-  New Instructional Staff Academy
-  Staff Development- No Students
-  Staff Development -No Students/Make-up Day
-  No Students/No 2209 Staff
-  First and Last Day of School for Students
-  Curriculum Groups - 8-11:00 am

JULY				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29
July 4 - Holiday – No Students/No Staff (All)				

AUGUST				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		
August 16 – First Day for 10 Month Clerical August 23-26 – New Instructional Staff Academy August 29-31 – Staff Development – No Students				

SEPTEMBER				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30
September 1-2 - Staff Development – No Students September 5 - Holiday – No Students/No Staff (All) September 6 - First Day of School for Students/ Start of 1st Quarter September 29 – Staff Development – No Students				

OCTOBER				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				
October 20-21 - No Students/No 2209 Staff				

NOVEMBER				
M	T	W	Th	F
1	2	3	4	
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		
November 10 – End of 1st Quarter November 11 - Staff Development – No Students November 14- Start of 2nd Quarter November 23 - No Students/No 2209 Staff November 24-25 –Holiday-No Students/No Staff (All)				

DECEMBER				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30
December 1 – Staff Development – No Students December 23 & 26-Holiday-No Students/No Staff (All) December 23-30 -Winter Break/No Students/ No 2209 Staff December 30 - Holiday – No Students/No Staff (All)				

JANUARY				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			
January 2 - Holiday/No Students/No Staff (All) January 16 - Holiday – No Students/No Staff (All) January 26 – End of 2nd Quarter January 27 – Staff Development – No Students January 30 – Start of 3rd Quarter				

FEBRUARY				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28			
February 20 - Holiday – No Students/ No Staff (All)				

MARCH				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31
March 2 – Staff Development – No Students March 27-31 - Spring Break/No Students/ No 2209 Staff				

APRIL				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
April 6 – End of 3rd Quarter April 7 - Staff Development -No Students/Make-up Day April 10 – Start of 4th Quarter April 14 - Holiday – No Students/No Staff (All)				

MAY				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		
May 29 - Holiday - No Students/No Staff (All)				

JUNE				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30
June 8 - Last Day of School for Students/ End of 4th Quarter June 9 - Staff Development – No Students June 15 – Last Day for 10 Month Clerical				

INTERMEDIATE DISTRICT 287
PLYMOUTH, MINNESOTA
BOARD OF EDUCATION

Regular Meeting – March 24, 2016

AGENDA SECTION: BOARD BUSINESS

ITEM: Strategies for Instructional Staff Shortages

PRESENTED BY: Superintendent Lewandowski

1. Background Information

New Hires for 2016-2017 School Year

Staffing each school building and classroom with an effective instructor is the most important function of a school district. This year, Human Resources (HR) has focused its efforts on developing, documenting and ensuring a new hiring process for the 2016-2017 school year. HR staff and instructional leaders are recruiting candidates now so as to offer these candidates employment in a timely manner.

Human Resources is recommending that the Board approve the payment of a signing and retention bonus to all newly-hired, full-time (.8 FTE or higher) qualified candidates providing instruction or support to students in high-need content areas and high-demand support areas. A signing bonus will help in recruitment efforts to fill these positions with high-quality, high-performing instructional staff.

2. Fiscal Impact/Funding Source: Human Resource

RECOMMENDED ACTION: The Board approves the payment of a signing and retention bonus to all newly-hired, full-time (.8 FTE or higher) qualified candidates.

3.

High Need Content Areas	Math Teacher		Science Teacher	Special Education Teacher with ASD Licensure	\$3,000
High Demand Support Areas	Interpreters	School Nurse	School Psychologist	Speech & Language Pathologists	\$3,000
Student Teachers	Who are working toward their first license and participate in both the student teaching experience and the Student Teacher Academy, be paid during their student teaching experience and receive a one-time stipend of				\$500

Motion by: _____ Yes ____ Passed ____

Second by: _____ Yes ____ Failed ____

Abstentions: _____

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.

Intermediate District 287

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INTER-OFFICE MEMORANDUM

TO: Sandy Lewandowski, Superintendent

FROM: Michelle Axell, Director of Human Resources

DATE: March 17, 2016

Re: Focus on Attracting Top Talent to Intermediate District 287

New Hires for 2016-2017 School Year

Staffing each school building and classroom with an effective instructor is the most important function of a school district. Doing so requires strategic personnel policies and innovative practices. This year, Human Resources has focused its efforts on developing, documenting and ensuring a new hiring process for the 2016-2017 school year. HR staff and instructional leaders are recruiting candidates now so as to offer these candidates employment in a timely manner.

Human Resources is recommending that the Board approve the payment of a signing and retention bonus to all newly-hired, full-time (.8 FTE or higher) qualified candidates providing instruction or support to students in high-need content areas and high-demand support areas. A signing bonus will help in recruitment efforts to fill these positions with high-quality, high-performing instructional staff. As we have often said, your students deserve rock stars!

Human Resources recommends signing bonuses for SY16-17 as indicated below:

High Need Content Areas	Math Teacher		Science Teacher	Special Education Teacher with ASD Licensure	\$3,000
High Demand Support Areas	Interpreters	School Nurse	School Psychologist	Speech & Language Pathologists	\$3,000

Student Teacher Academy Participants

Human Resources, in conjunction with instructional administrators is proposing a new program that addresses the District's medium- and long-term needs for high-quality teachers. This program, called the Student Teacher Academy, will benefit current student teachers, encourage future student teachers, and increase our retention of those high-performing non-licensed staff interested in becoming teachers with licensure in our highest-demand areas.

The proposed Academy would serve a cohort of student teachers who will ultimately be a part of our instructional staff. We feel that student teachers offer a tremendous opportunity to build our teacher pipeline. Student teachers have always been a critical part of our recruitment process and we would like to be more strategic in how we attract, interview, hire and retain them. Our intent is to work directly with higher education institutions which offer teacher training programs, and encourage them to send student teachers to our schools for their student teaching experience and the proposed Student Teacher Academy.

Human Resources is recommending student teachers who are working toward their first license and participate in both the student teaching experience and the Student Teacher Academy, be paid during their student teaching experience and receive a one-time stipend of \$500.

District 287

Innovation



2015-16

District 287 uses a team of Innovation Coaches—highly creative and energetic educators with a portion of their day set aside for innovation work—to spark innovation that helps students learn better and help staff work more efficiently. Now in its sixth year, the initiative has resulted in more than 100 new projects implemented each year.

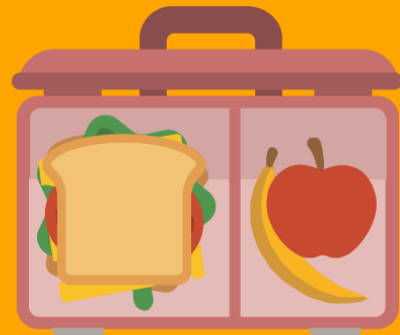
112

Number of Innovation projects implemented in the first six months of the 2015-16 school year.



Project

Kidpack Program



120

Number of hungry children from 12 programs who go home every weekend with backpacks full of healthy food through our Kidpack Program.

Culture of Innovation



866

Number of innovation conversations on the District 287 Innovation Forum



5819

Number of innovation posts on the District 287 Innovation Forum



New Ventures: Special Education App Development



3

Apps produced and available on iTunes



85.3k

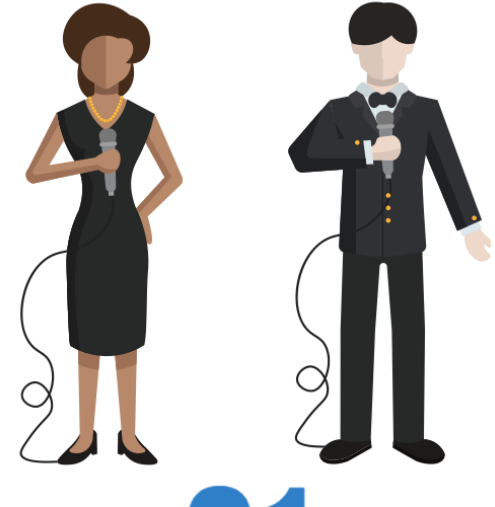
App Downloads on iTunes



2

Apps currently in production

Diffusion



21

Number of local, state, and national presentations given by Innovation Coaches in the 2014-15 school year.

Savings

Keep Certified



300

Estimated number of hours saved annually by shifting to Keep Certified in 2016, a digital system for managing teacher relicensure.

Minnesota Partnership for Collaborative Curriculum

1

Largest Public School Grass-Roots Collaboration in the United States

202

Participating Districts

30

Courses Complete or Being Piloted



A state-wide collaborative effort to build free and open courses for Minnesota students in grades 3-12 for each of the four core subject areas: math, science, social studies, and language arts.

Personalized Learning



273

Semester Courses & Digital Resources in the Curriculum Hub



120

Digital semester courses requested in the first half of the 2015-16 school year



64

Professional Development Courses & Modules in our PD Hub

Project

Techno-Seniors



24

Number of hours of technology instruction given by North Education Center seniors to senior citizens at the nearby assisted living facility.

Under Construction



Number of projects in development as of March 2016



Dedicated MakerSpace environment at North Education Center



Evacuation Procedures Training & Curriculum for Schools with Special Needs Students



Student Banking System at Edgewood Education Center



School Wide Student-Led EdCamp Conference at Headway Academy



SCRUM/Agile Development Integration for Improved Project Implementation



Virtual Reality Glasses for Anxiety Relief Meditation at Prairie Care Hospitals

Intermediate District 287
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1820 Xenium Lane North • Plymouth, MN 55441 USA
www.district287.org • 763-559-3535

Intermediate District 287 LONG-TERM FACILITY PLANNING

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. ~~The Mission of Intermediate District 287, as a proactive partner with member school districts, is to creatively meet the diverse and changing needs of those districts and their learners through collaboratively delivered, high-quality services.~~

Committee Goal: Identify a long-term facility planning strategy, which best meets the mission of Intermediate District 287.

DIRECTIONAL STATEMENTS

The long-term facility planning strategy should:

1. Prioritize and recognize the unique educational needs/styles of our learners in an age-appropriate setting.
2. Plan for a quality educational environment equal to the educational facilities of our member districts.
3. Recognize that our campus based career-technical programming should align with [HTC academicWorld's Best Workforce](#) plan.
4. Recognize the need for a central location for some populations, but geographically similar locations for member district ease of access.
5. Recognize the unique transportation costs and transportation needs of all member districts and their students.
6. Recognize that as new facilities are needed, the priority should be given to larger education centers where there is the ability to divide into distinct and segregated learning environments.
7. Work to obtain space in member district locations when possible.
8. Recognize the need for collaboration with member district superintendents and business departments to assure long-term revenue/expenditure implications.
9. Recognize the increasing regional need to co-locate support service partners such as county provided human services, corrections/police liaison officers, and community mental health agencies.
10. Establish parameters for leasing or buying both commercial and member district owned space.
11. Incorporate state and federal guidelines for unique populations.
12. ~~Recognize the long-term commitment to HTC as indicated in the Joint Powers Act.~~

Presented to Superintendent's Advisory Council:

Approved by the School Board on:

INTERMEDIATE DISTRICT 287
PLYMOUTH, MINNESOTA
BOARD OF EDUCATION

Regular Meeting – March 24, 2016

AGENDA SECTION: BUSINESS SERVICES REPORT

ITEM: Approval of Routine Monthly Finance Report

PRESENTED BY: Mae L. Hawkins, Executive Director of Business Services

1. Background Information

The February Budget vs. Actual Reports are presented for Board information and review. These reports indicate that year-to-date revenue in all funds total \$56,619,348 or 58.6% of the Revised Revenue Budget of \$96,606,120. The District's monthly revenue will continue to be based upon the cash payments we receive from MDE Special Education Uniform Tuition system and other state aids. Revenue will be made whole at the end of each fiscal year as we calculate all of our receivables and recognize the revenue receivable as part of the audit.

Year-to-date expenditures in all funds total \$55,057,500, or 57.5% of the Revised Expenditure Budget of \$95,730,013.

DDA

Attachments

2. Fiscal Impact/Funding Source: None

3. RECOMMENDED ACTION: The Board approve the Finance & Donation Report items as presented.

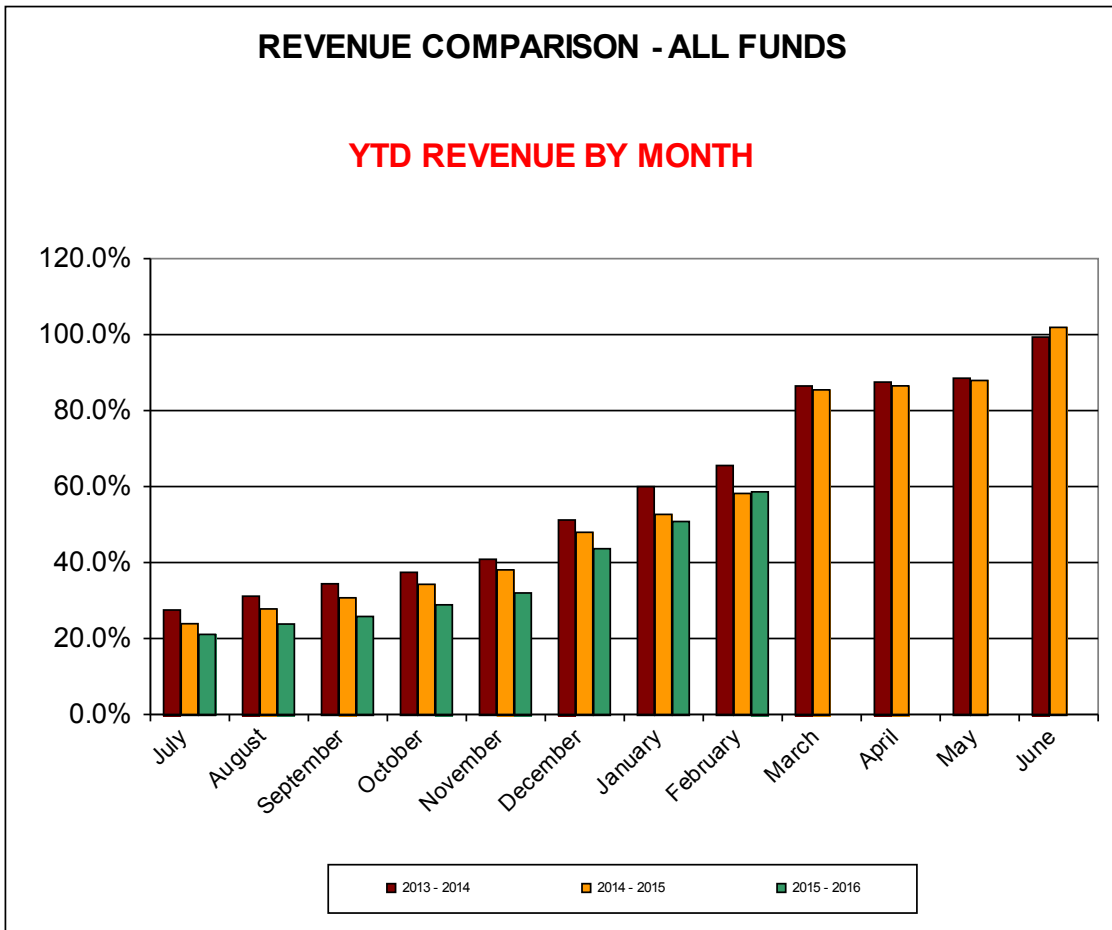
Motion by: _____ Yes ____ Passed ____

Second by: _____ Yes ____ Failed ____

Abstentions: _____

DISTRICT 287
REVENUE COMPARISON

Month	2013 - 2014		2014 - 2015		2015 - 2016	
	\$	%	\$	%	\$	%
	Amount	of Budget	Amount	of Budget	Amount	of Budget
July	23,266,115	27.5%	20,284,604	23.9%	20,378,472	21.1%
August	3,076,425	31.1%	3,296,130	27.8%	2,631,390	23.8%
September	2,766,649	34.4%	2,486,874	30.7%	1,909,306	25.8%
October	2,558,934	37.4%	3,017,044	34.3%	2,986,373	28.9%
November	2,904,928	40.9%	3,240,902	38.1%	3,005,312	32.0%
December	8,740,826	51.2%	8,380,131	48.0%	11,245,464	43.6%
January	7,444,596	60.0%	4,014,753	52.7%	6,925,064	50.8%
February	4,699,240	65.6%	4,675,723	58.2%	7,537,967	58.6%
March	17,705,512	86.5%	23,146,696	85.5%		
April	882,851	87.5%	872,787	86.5%		
May	867,293	88.5%	1,225,771	88.0%		
June	9,140,621	99.4%	11,843,255	101.9%		
TOTAL	84,053,988	99.4%	86,484,671	101.9%	56,619,348	58.6%
BUDGET	84,601,954		84,865,422		96,606,120	



REPORT: EXPREV 000006 REVENUE SUMMARY BY FUND - Board Report
 STATEMENT OF REVENUE
 DIST 0287 Intermediate District 287

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ACCOUNTING PERIOD 02/01/16 TO 02/29/16

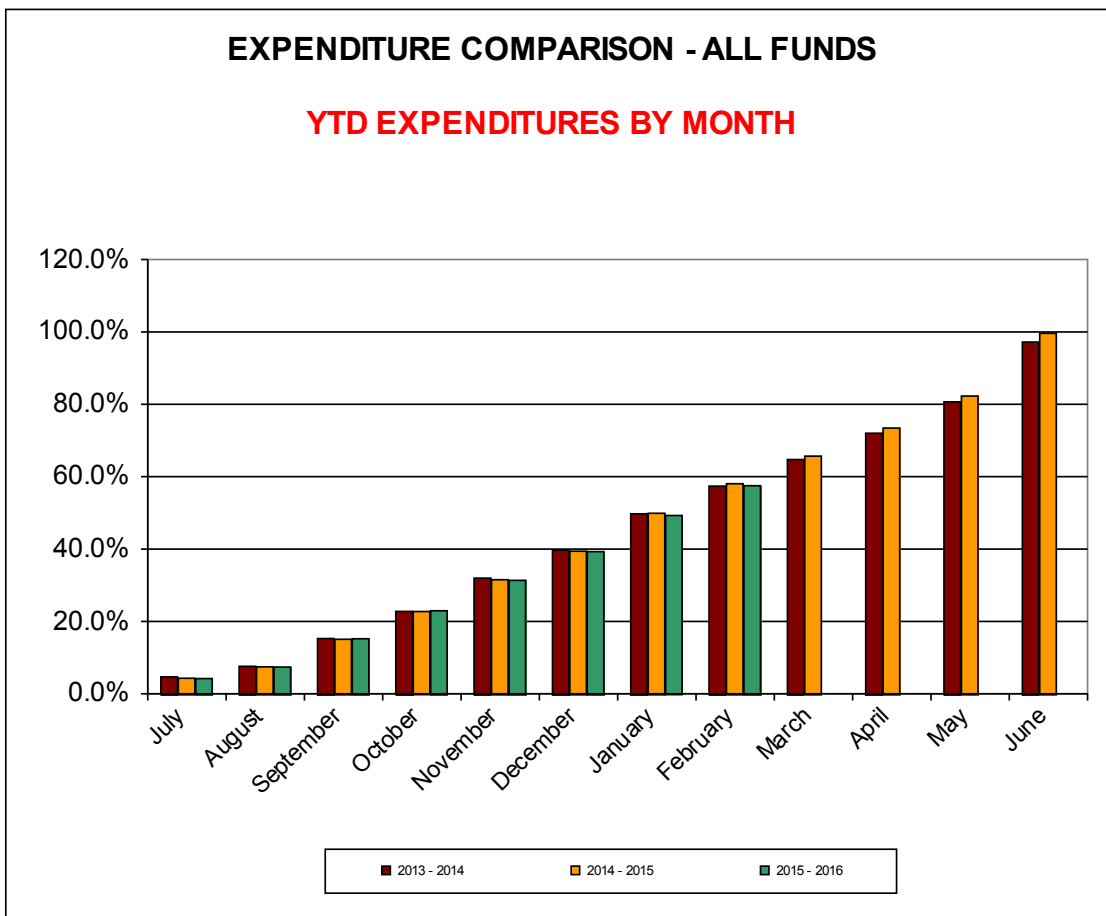
ACCT STATUS: All Account Statuses
 ZERO BALANCES: Suppress Zero Balances
 SORTED BY: ACCOUNT FD
 SUBTOTALLED BY: ACCOUNT FD
 SERIES TOTALS: <None Selected>
 PAGE BREAK ON: <None Selected>

ACCOUNT RANGES: 01 TO 99-999
 INCLUDE/EXCLUDES: EXL FD 09 09 EXL FD 11 11

FD 01	PRIOR YEAR ACTUAL	< - - - - - REVISED BUDGET	02/01/16 02/29/16	- FISCAL YEAR 201507 RECEIVED THRU 02/29/16	- - - - - REMAINING ON 02/29/16	> PERCENT REMAINING
01 GENERAL FUND	17,777,359.19	17,709,344	33,775.14	8,669,677.10	9,039,666.90	51.04 %
02 FOOD SERVICE FUND	777,191.43	768,487	13,389.29	167,909.04	600,577.96	78.15 %
04 COMMUNITY SERVICE FUND	152,563.94	179,297	7,562.25	46,228.11	133,068.89	74.21 %
07 DEBT SERVICE FUND	5,321,360.99	5,357,622	18,322.65	1,614,245.59	3,743,376.41	69.87 %
08 TRUST FUND	523,661.30	522,996	37,066.80	317,153.63	205,842.37	39.35 %
10 SCHOLARSHIP FUND	3,274.81	0	0.00	1,850.00	1,850.00-	0.00 %
12 ALC-ACADEMIC	9,680,850.40	9,073,172	1,047,999.39	4,152,543.29	4,920,628.71	54.23 %
13 CAREER & TECH	1,232,307.31	1,169,150	0.00	861,230.10	307,919.90	26.33 %
14 SPECIAL EDUCATION	50,428,730.31	51,188,552	5,194,975.47	33,900,679.55	17,287,872.45	33.77 %
20 INTERNAL SERVICE FUND - DENTAL	558,134.67	540,000	112,977.14	360,464.56	179,535.44	33.24 %
21 INTERNAL SERVICE FUND - HEALTH	0.00	10,069,900	1,059,979.55	6,509,889.38	3,560,010.62	35.35 %
41 DONATIONS	4,108.55-	0	0.00	0.00	0.00	0.00 %
51 STUDENT CLUBS	33,344.93	27,600	11,919.58	17,477.35	10,122.65	36.67 %
*** REPORT TOTALS:	86,484,670.73	96,606,120	7,537,967.26	56,619,347.70	39,986,772.30	41.39 %

DISTRICT 287
EXPENDITURE COMPARISON

Month	2013 - 2014		2014 - 2015		2015 - 2016	
	\$	%	\$	%	\$	%
	Amount	of Budget	Amount	of Budget	Amount	of Budget
July	3,962,038	4.7%	3,601,915	4.3%	4,043,775	4.2%
August	2,486,804	7.6%	2,637,832	7.4%	3,043,894	7.4%
September	6,489,103	15.3%	6,385,388	15.1%	7,479,224	15.2%
October	6,365,911	22.8%	6,438,125	22.7%	7,410,809	23.0%
November	7,781,071	32.0%	7,361,288	31.5%	8,038,585	31.4%
December	6,551,462	39.7%	6,626,717	39.4%	7,601,203	39.3%
January	8,521,477	49.7%	8,778,883	49.9%	9,558,718	49.3%
February	6,477,527	57.4%	6,840,106	58.1%	7,881,292	57.5%
March	6,241,384	64.7%	6,389,294	65.7%		
April	6,167,270	72.0%	6,520,531	73.5%		
May	7,333,498	80.7%	7,400,192	82.3%		
June	14,005,680	97.2%	14,548,028	99.6%		
TOTAL	82,383,226	97.2%	83,528,297	99.6%	55,057,500	57.5%
BUDGET	84,760,037		83,839,420		95,730,013	



REPORT: EXPREV 000007 EXPENDITURE SUMMARY BY FUND - Board Rept
 STATEMENT OF EXPENDITURES
 DIST 0287 Intermediate District 287 ACCOUNTING PERIOD 02/01/16 TO 02/29/16

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ACCT STATUS: All Account Statuses ACCOUNT RANGES: 01 TO 99-999
 ZERO BALANCES: Suppress Zero Balances INCLUDE/EXCLUDES: EXL FD 09 09 EXL FD 11 11
 SORTED BY: ACCOUNT FD
 SUBTOTALLED BY: ACCOUNT FD
 SERIES TOTALS: <None Selected>
 PAGE BREAK ON: <None Selected>

FD 01	PRIOR YEAR ACTUAL	< - - - REVISED BUDGET	02/01/16 02/29/16	- - - EXPENDED THRU 02/29/16	FISCAL YEAR 201507 ENCUMBERED THRU 02/29/16	- - - REMAINING ON 02/29/16	> PERCENT REMAINING
01 GENERAL FUND	17,477,615.46	18,768,037	1,046,661.40	10,739,049.13	1,837,076.01	6,191,911.86	32.99 %
02 FOOD SERVICE	777,191.43	768,487	65,670.02	414,825.80	159,657.46	194,003.74	25.24 %
04 COMMUNITY SERVICE FUND	152,563.94	179,297	10,333.33	103,385.64	256.30	75,655.06	42.19 %
07 DEBT SERVICE FUND	3,974,512.45	3,970,458	413,595.00	3,973,987.96		3,529.96-	0.08-%
08 TRUST FUND	536,559.99	522,996	37,066.80	298,565.67		224,430.33	42.91 %
10 SCHOLARSHIP FUND	21,274.78	24,000	0.00	2,537.63		21,462.37	89.42 %
12 ALC-ACADEMIC	9,863,608.77	9,276,123	731,428.72	5,165,557.47	447,880.23	3,662,685.30	39.48 %
13 CAREER & TECH	1,211,784.61	1,169,150	92,417.61	605,332.33	13,427.87	550,389.80	47.07 %
14 SPECIAL EDUCATION	48,946,255.27	51,033,481	4,459,774.61	28,320,597.05	1,148,215.00	21,564,668.95	42.25 %
20 INTERNAL SERVICE FUND	537,857.45	496,000	89,558.27	304,743.72		191,256.28	38.55 %
21 SELF HEALTH INSURANCE	0.00	9,488,519	934,574.02	5,117,996.24	4,157,589.38	212,933.38	2.24 %
51 STUDENT CLUBS	29,073.32	33,465	212.69	10,921.32		22,543.68	67.36 %
*** REPORT TOTALS:	83,528,297.47	95,730,013	7,881,292.47	55,057,499.96	7,764,102.25	32,908,410.79	34.37 %

Intermediate District 287

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INTER-OFFICE MEMORANDUM

DATE: **March 14, 2016**

TO: Members of the School Board

FROM: Mae L. Hawkins, Executive Director of Business Services

RE: **Cash Report - February** Claims, Payroll, Receipts, and Investments

A. Recommendation: Request the Board approve payment of the items listed below:

- | | |
|---|---------------------------------|
| 1. Claim payments for: February 2016 | Totaling \$ <u>4,167,975.52</u> |
| a) Check #'s 500608 - 500847 | |
| and Wire Transfers - #'s 2683 - 2697, 3118, 70018821 - 70019007, 80001154 - 80001175 | |
| and P-Card Purchases - #'s 90000560 - 90000579 | |
| 2. Payroll for: February 2016 | Totaling \$ <u>2,522,874.30</u> |
| a) Check #'s n/a | |
| b) Direct Deposit #'s 297685 - 298686, 298687 - 299686 | |
| and Wire Transfers - #'s n/a | |
| 3. Receipts for: February 2016 | Totaling \$ <u>6,782,276.70</u> |
| a) Receipt #'s 138961 - 139192 | |
| 4. Investments at end of month | Totaling \$ <u>3,518,123.68</u> |

Claims/Expenditures, wire transfers, P-Card purchases, payroll, receipts and investments have been prepared under the direction of Dave Anderson and is presented for approval by the School Board. Dave and I would be glad to answer any questions.

INTERMEDIATE DISTRICT 287
INVESTMENTS ON HAND
FEBRUARY 2016

INV NBR	INSTITUTION	INV TYPE	RATE OF RETURN (%)	PURCHASE DATE	MATURITY DATE	AMOUNT INVESTED
	PMA- MNTRUST INVESTMENT SHARES PORTFOLIO					558.83
	PMA- MNTRUST SAVINGS DEPOSIT ACCOUNT	SDA	0.040	02/01/16	02/29/16	3,517,564.85
	TOTAL PMA- MNTRUST INVESTMENTS ON BOOKS					<u>3,518,123.68</u>

ACTIVITY DETAIL:

INVESTMENTS ON OUR BOOK AT END OF PRIOR MONTH	3,517,564.85
CURRENT MONTH ACTIVITY	
DEPOSITS	
WITHDRAWALS	
INTEREST EARNED- RECORDED	558.83
INTEREST EARNED- NOT RECORDED BY MONTH-END	-
TOTAL INVESTMENTS AT END OF MONTH & UN-RECORDED INTEREST	<u>3,518,123.68</u>

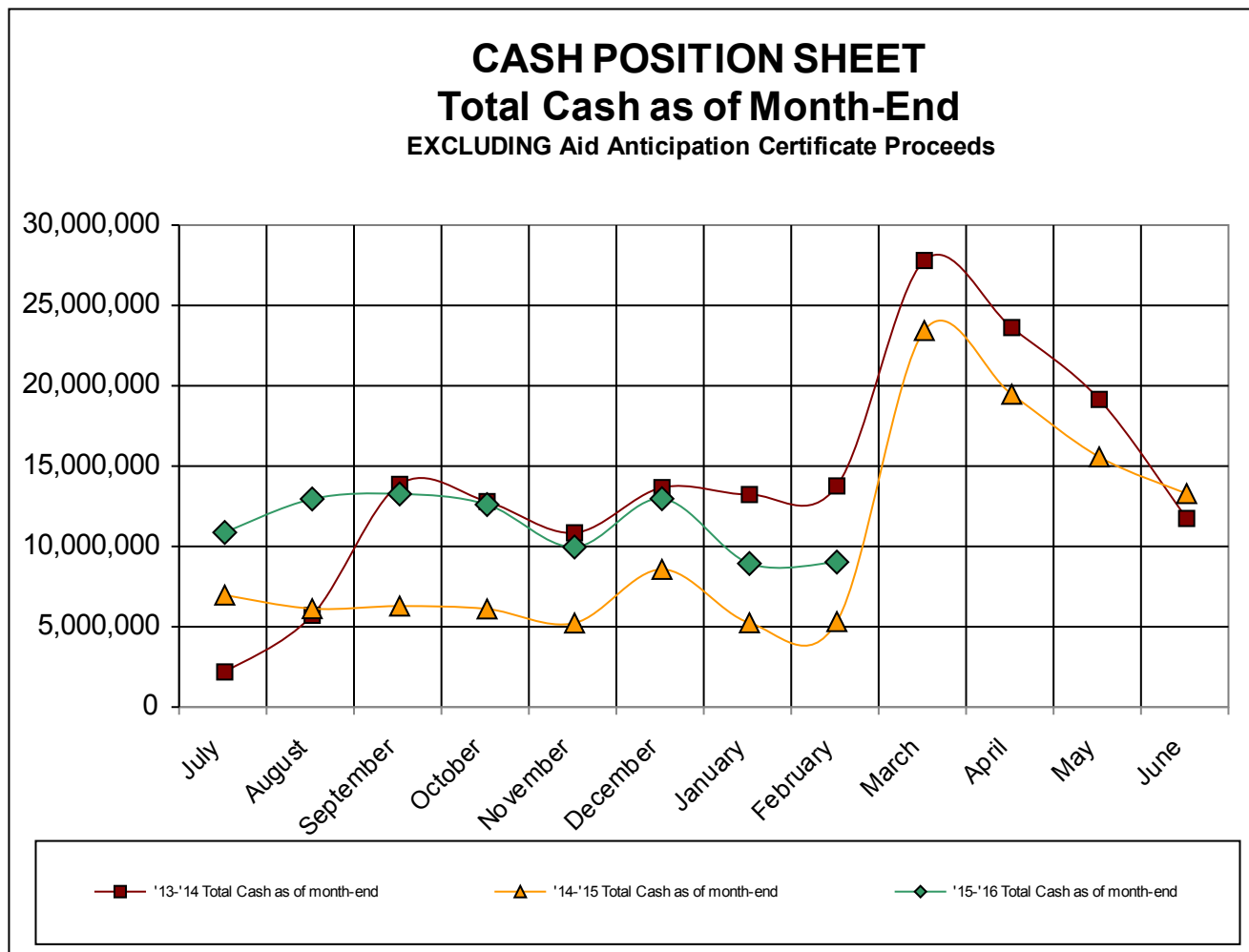
Intermediate District 287

Cash Position Sheet- Monthly Total Net Cash- All Accounts

- EXCLUDING Aid Anticipation Certif. Proceeds

<u>Date</u>	<u>'13-'14 Total Cash as of month-end</u>	<u>'14-'15 Total Cash as of month-end</u>	<u>'15-'16 Total Cash as of month-end</u>
July	2,191,127 ¹	6,975,746	10,874,357
August	5,718,061 ¹	6,126,182	12,957,525
September	13,862,706	6,288,912	13,272,863
October	12,796,587	6,111,818	12,606,016
November	10,848,256	5,234,858	9,967,552
December	13,665,705	8,574,866	12,975,710
January	13,229,251	5,249,429	8,941,620
February	13,767,789	5,322,861	9,032,093
March	27,803,669	23,439,811	
April	23,625,636	19,473,405	
May	19,151,688	15,576,013	
June	11,744,521	13,291,819	

¹ excludes Aid Anticipation Certif. proceeds of \$9,900,000.00 in Aug. 2012, paid back in Sept. 2013



INTERMEDIATE DISTRICT 287
FEBRUARY 2016 ACTIVITY

ELECTRONIC TRANSFERS IN:

DATE	AGENCY	TO	EF#	AMOUNT	DESCRIPTION
2/4/2016	DHS-MMIS	MSDLAF	139161	787.50	MN STATE-MMB THIRD PARTY BILLING
2/5/2016	HENN TECH	MSDLAF	139162	7.00	MN STATE-MMB HENN TECH COLL SPIRAL BINDING
2/9/2016	ANOKA CO	MSDLAF	139168	1,025.76	MEC2 NECA
2/11/2016	EDUC-STATE AID	MSDLAF	139163	3,740,243.44	01S360 SPECIAL ED-ST AID FY15-16
	EDUC-ST AID	MSDLAF	139163	61,987.90	GENERAL ED AID FY15-16
2/12/2016	HENN CO HSPHD	MSDLAF	139169	41,133.97	MEC2 SECA
	HENN CO HSPHD	MSDLAF	139170	7,801.51	MEC2 NECA
2/16/2016	HENN CO HSPHD	MSDLAF	139171	31,122.93	MEC2 NECA
	HENN CO HSPHD	MSDLAF	139172	616.40	MEC2 NECA
2/22/2016	EDUC-VENDOR PYMNTS	MSDLAF	139164	470,080.86	SFY15 FED FUNDS SPED TUITION
2/23/2016	DHS-MMIS	MSDLAF	139165	401,284.66	MN STATE-MMB THIRD PARTY BILLING
2/24/2016	EDUC-FNS	MSDLAF	139166	38.45	02F705 ST BRKFST WEC DEC 15
	EDUC-FNS	MSDLAF	139166	1,550.00	02F701 FED FREE LUNCH WEC DEC 15
	EDUC-FNS	MSDLAF	139166	92.04	02S300 ST LUNCHES WEC DEC 15
	EDUC-FNS	MSDLAF	139166	211.42	02F701 FED REG LUNCH WEC DEC15
	EDUC-FNS	MSDLAF	139166	40.92	02F701 FED HHFKA LUNCH WEC DEC 15
	EDUC-FNS	MSDLAF	139166	637.96	02F705 FED BRKFST WEC DEC 15
2/25/2016	EDUC-STATE AID	MSDLAF	139167	77,484.88	GENERAL ED AID FY15-16
2/26/2016	HENN CO HSPHD	MSDLAF	139173	206.98	MEC2 NECA
	MERCHANT BK CD	MSDLAF	139175	-50.00	287 CONFERENCE CENTER BKCD SVS
2/29/2016	SQUARE-INC	MSDLAF	139176	767.12	SEC COMMON GROUNDS FEB 2016
	ELAVON	MSDLAF	139177	3,635.00	PAYPAM FEBRUARY 2016
	PAYPAL	MSDLAF	139178	391,675.16	PAYPAL FEBRUARY 2016
MTD TOTALS				5,232,381.86	

WIRE TRANSFERS OUT:

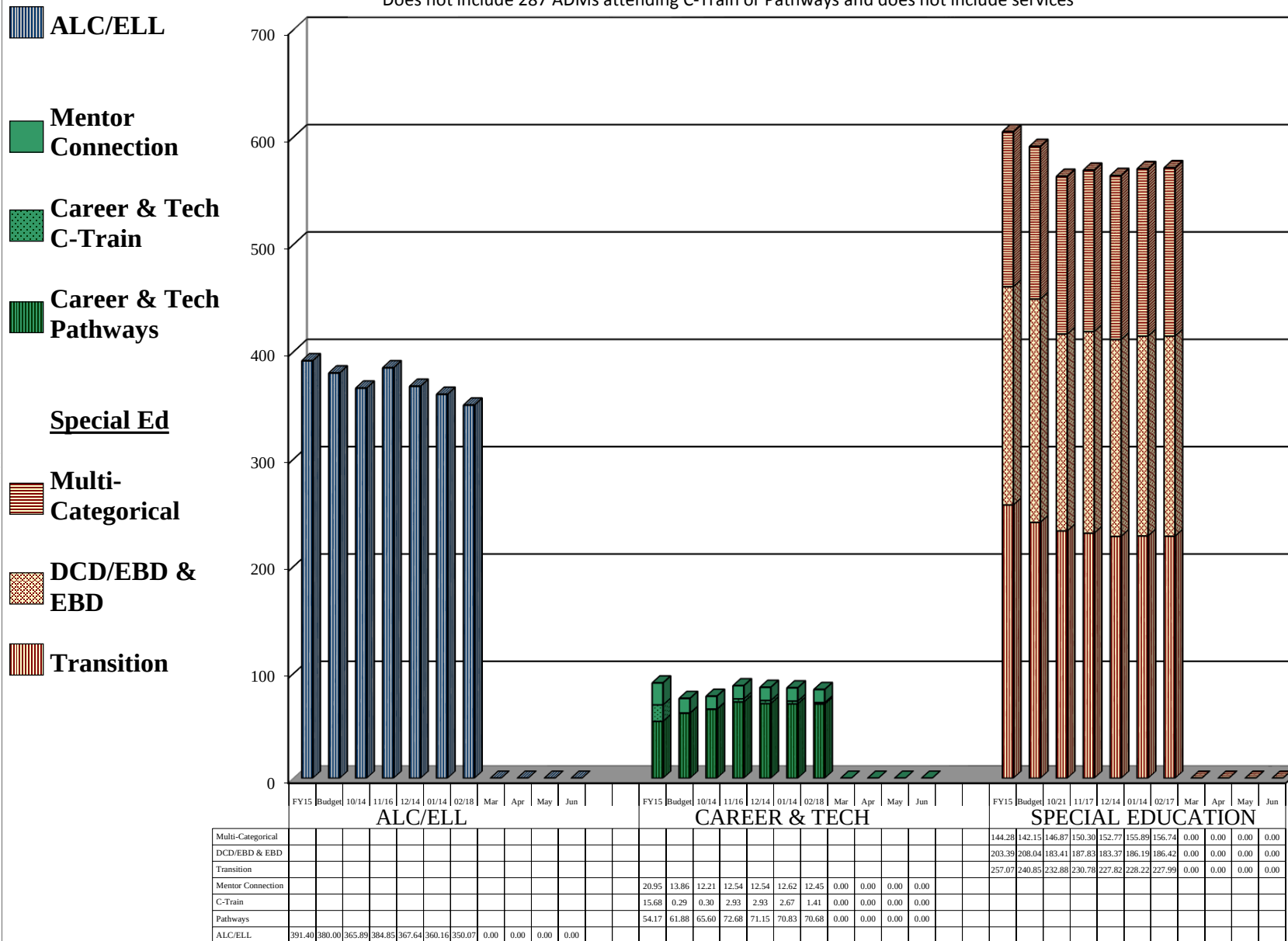
DATE	FROM	AGENCY	WIRE #	AMOUNT	DESCRIPTION
2/4/2016	MSDLAF	HEALTH PARTNERS	2683	125,889.75	HAI CLAIMS 2/4/16
	MSDLAF	WELLS FARGO	2684	37,847.35	WELLS FARGO BROKERAGE LOAN PAYMENT
	MSDLAF	WELLS FARGO	2685	354,325.00	WELLS FARGO BROKERAGE LOAN PAYMENT
2/5/2016	MSDLAF	BANK OF MONTREAL	90000560 - 90000579	59,390.98	P-CARD PD JANUARY 16 BK FEBRUARY 16
2/9/2016	MSDLAF	US BANK	70018821 - 70018859	4,286.41	DIRECT DEPOSIT EMPLOYEE EXPENSES FY15-16
2/11/2016	MSDLAF	MN DEPT OF REV	2686	223.00	MN STATE TAXES
2/12/2016	MSDLAF	EBC	80001154	21,294.03	EMPLOYEE & EMPLOYER 403B
	MSDLAF	MSRS	80001155	1,897.67	MN STATE RETIREMENT SYSTEM - VEBA
	MSDLAF	PERA	80001156	59,549.08	PUBLIC EMPLOYEES RETIREMENT ASSN
	MSDLAF	TRA	80001157	87,001.75	TEACHERS RETIREMENT ASSN
	MSDLAF	US BANK	80001158	146,531.13	FEDERAL TAXES
	MSDLAF	EBC	80001159	56,926.00	EMPLOYEE & EMPLOYER 403B

INTERMEDIATE DISTRICT 287

FEBRUARY 2016 ACTIVITY

	MSDLAF	MN DEPT OF REV	80001160	595.31	MN DEPT OF REVENUE-WAGE LEVY'S
	MSDLAF	MN DEPT OF REVENUE	80001161	76,146.80	STATE WITHHOLDING TAXES
	MSDLAF	PERA	80001162	51,608.83	PUBLIC EMPLOYEES RETIREMENT ASSN
	MSDLAF	TRA	80001163	87,001.75	TEACHERS RETIREMENT ASSN
	MSDLAF	US BANK	80001164	333,628.92	FEDERAL TAXES
2/15/2016	MSDLAF	US BANK	297685 - 298686	1,262,355.08	DIRECT DEPOSIT PAYROLL REG
2/18/2016	MSDLAF	HEALTH PARTNERS	2687	2,353.98	HPAI CLAIMS 2/11/16
	MSDLAF	HEALTH PARTNERS	2688	145,477.03	HPAI CLAIMS 2/18/16
	MSDLAF	HEALTH PARTNERS	2689	160,527.09	HPAI CLAIMS 2/27/16
	MSDLAF	EBC	2690	75,981.42	EBC WIRE TR
	MSDLAF	MSRS	2691	49,231.19	MSRS WIRE TR
2/23/2016	MSDLAF	BANK OF MONTREAL	2692	53,670.50	A/P P-CARD PD JANUARY 16 BK FEBRUARY 16
2/24/2016	MSDLAF	US BANK	70018860 - 70019007	15,788.10	DIRECT DEPOSIT EMPLOYEE EXPENSES FY15-16
2/25/2016	MSDLAF	HEALTH PARTNERS	2693	179,152.49	HPAI CLAIMS 2/29/16
2/27/2016	MSDLAF	US BANK	2694	243.09	ARP FEES VOUCHER ACCT FEB16
	MSDLAF	US BANK	2695	63.30	BK CD SVS
	MSDLAF	CHS	2696	37,066.80	CORPORATE HEALTH SYSTEMS
	MSDLAF	HEALTH PARTNERS	2697	88,724.72	HPAI CLAIMS 2/29/16
2/29/2016	MSDLAF	EBC	80001165	21,210.69	EMPLOYEE & EMPLOYER 403B
	MSDLAF	MSRS	80001166	1,897.67	MN STATE RETIREMENT SYSTEM - VEBA
	MSDLAF	PERA	80001167	59,579.95	PUBLIC EMPLOYEES RETIREMENT ASSN
	MSDLAF	TRA	80001168	87,418.45	TEACHERS RETIREMENT ASSN
	MSDLAF	US BANK	80001169	146,931.47	FEDERAL TAXES
	MSDLAF	EBC	80001170	57,116.00	EMPLOYEE & EMPLOYER 403B
	MSDLAF	MN DEPT OF REV	80001171	595.31	MN DEPT OF REVENUE-WAGE LEVY'S
	MSDLAF	MN DEPT OF REVENUE	80001172	76,610.09	STATE WITHHOLDING TAXES
	MSDLAF	PERA	80001173	51,635.62	PUBLIC EMPLOYEES RETIREMENT ASSN
	MSDLAF	TRA	80001174	87,418.45	TEACHERS RETIREMENT ASSN
	MSDLAF	US BANK	80001175	335,198.16	FEDERAL TAXES
	MSDLAF	US BANK	3118	185.51	ARP FEES RECEIPT ACCT JAN16
	MSDLAF	US BANK	298687 - 299686	1,260,519.22	DIRECT DEPOSIT PAYROLL REG
MTD TOTALS				5,761,095.14	

Does not include 287 ADMs attending C-Train or Pathways and does not include services



DONATIONS
INTERMEDIATE DISTRICT 287
2015-2016

February 2016

DON. DATE	DESCRIPTION	VIN#	EST VALUE	DONOR	SS# OR FED ID#	CAMPUS	PROGRAM
1/29/16	CHECK		\$ 200.00	BROOKLYN PARK LIONS CLUB		EDGEWOOD	STUDENT CLUB
2/4/16	OFFICE SUPPLIES		\$ 50.00	CUNDIFF, JOAN		DSC	WSSS
2/10/16	CHECK		\$ 50.00	HOAGIES FAMILY RESTAURANT		EDGEWOOD	STUDENT CLUB
2/10/16	CHECK		\$ 200.00	HUTCHINSON HEALTH		DSC	DESTINATION IMAGINATION
2/23/16	CHECK		\$ 190.20	K FOUNDATION-GIVE MN.ORG		NECA	STUDENT CLUB
2/10/16	CHECK		\$ 100.00	ROBBINSDALE LIONS		EDGEWOOD	STUDENT CLUB
2/12/16	SPEECH GENERATING SPEECH DEVICE W/ MOUNTING ACCCES.		\$ 5,984.00	ROCKLER, LENORE		DSC	ITINERANT
2/17/16	CHECK		\$ 203.14	TARGET TAKE CHARGE OF EDUCATION		WEC	STUDENT CLUB
2/18/16	CHECK		\$ 58.77	TARGET TAKE CHARGE OF EDUCATION		NEC	STUDENT CLUB
2/23/16	CHECK		\$ 507.25	TARGET TAKE CHARGE OF EDUCATION		NECA	STUDENT CLUB
2/11/16	CHECK		\$ 67.31	WELLS FARGO MATCHING GIFT		NWTC	VECTOR
			\$ 7,610.67				

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

INTEROFFICE MEMORANDUM

Date: March 22, 2016

To: Intermediate District 287 School Board

From: Anne C. Becker, General Counsel

Re: **Update on Memorandum of Agreement (MOA) Revision Process**

On March 7, Sandy, Mae and I met with school board members from Orono to discuss proposed changes to the current draft of the new MOA. As a result of an ongoing dialogue with the local board members, many of the original suggestions were determined to be unnecessary. Other proposed revisions strengthened the Agreement and/or clarified its terms and will be recommended for adoption.

At the same time, the Hopkins District sought a legal opinion on the proposed new MOA. Knowing that other local boards might have other suggestions for change, Sandy invited Superintendents to submit any proposed revisions to the draft of the new MOA. Osseo's General Counsel has provided that board's proposed revisions. Sandy, Mae and I will be meeting with Richfield Superintendent Unowsky shortly before the Board meeting to discuss his suggestions for change.

Once all member district boards have had an opportunity to weigh in on the proposed amendments to the MOA, Sandy and I will recommend adoption of all changes which strengthen and/or otherwise improve the Agreement. Following the Board's consideration of the changes, a new MOA draft will be prepared.

A 287 Board member or members will then have the option to propose a new revised MOA for consideration by member district school boards. The process that began in January with the current draft of the new MOA will begin again with the revised MOA.

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AMSD Shares Platform with Metro Legislators

March 18, 2016 Executive/Legislative Committee Meeting

7:30 a.m.
Lexington Room,
TIES Conference Center
St. Paul

April 15, 2016 Board of Directors Meeting

7:00 a.m.
Grand Hall,
TIES Conference Center
St. Paul

April 29, 2016 Executive/Legislative Committee Meeting

7:30 a.m.
Lexington Room,
TIES Conference Center
St. Paul

May 6, 2016 Board of Directors Meeting

7:00 a.m.
Grand Hall,
TIES Conference Center
St. Paul

Over 150 educators, legislators, legislative staff and education advocates attended AMSD's Annual Legislative Session Preview on March 4. The annual preview provides an opportunity to share AMSD's legislative platform, as well as highlight some of the needs and challenges facing metropolitan school districts. AMSD superintendents Kate Maguire, Osseo, Joe Gothard, Burnsville-Eagan-Savage and Christine Osorio, North St. Paul-Maplewood-Oakdale offered presentations on the following education policy and fiscal issues.

Teacher Shortage

Superintendent Maguire reviewed the student demographics in her district and compared the racial composition of students and staff noting the urgent need to recruit more teachers of color. She shared the steps her district has taken to attract and retain teachers including creating paid internships, Educator Rising clubs, college student recruitment, transforming staff development and enhancing family and student engagement. Superintendent Maguire also noted that AMSD's legislative platform urges state policymakers to create incentives and alternatives to attract, develop and retain teachers, particularly teachers of color and teachers in shortage areas.

Special Education Cross-Subsidy

Superintendent Gothard provided an overview of the dramatic change in student demographics in the Burnsville-Eagan-Savage School District 191 over the last 10 years. District 191 has



Pictured left to right, Senator Chuck Wiger, Senator Richard Cohen, Representative Jim Knoblach and Representative Jenifer Loon share an overview of the upcoming session at the AMSD Legislative Preview.

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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

The latest state economic forecast lowered the projected budget surplus from \$1.2 billion to \$900 million causing state policymakers to lower expectations for new spending or tax reductions. School board members and administrators can appreciate the cautious approach given that the projected surplus ignores some significant unfunded mandates such as special education. The latest special education cross-subsidy report from the Minnesota Department of Education shows that school districts had to re-direct over \$600 million in general education funds to cover under-funded special education programs in FY 2014. For some AMSD members, the cost is more than \$1000 per pupil to cover the cross-subsidy. Even with the lower projected surplus, state policymakers should make progress toward addressing the growing cross-subsidy. In addition, lawmakers could greatly stabilize Minnesota's education funding system by adopting one initiative with no fiscal impact for the state: allowing locally-elected school boards to renew an existing operating referendum. AMSD members stand ready to work with the Governor and legislators on these and other important education issues during the 2016 session.

Rebecca Gagnon, school board member from Minneapolis Public Schools, is chair of AMSD.

Member Feature

Mindfulness Lessons Connect, Empower Students in Elk River Area Schools

Mary T. Schmitz doesn't see herself as innovative. She's not one to boast, anyway. But ask if she thinks what she does is groundbreaking or game-changing, and she'll deflect the attention to her "kids."

Bringing mindfulness to hundreds of students every week through her job as Mindful Education Specialist in ISD 728 – Elk River Area Schools – is groundbreaking, whether she admits it or not.

Schmitz, or "T" as her kids call her, is making inroads throughout every level of education. Whether it's a session of yoga with middle school students in Rogers; a short, calming meditation session with third-graders in Otsego; or a meeting with students and parents after a crisis situation in Zimmerman; Schmitz is an essential piece of the ISD 728 curriculum now.



Mary T. Schmitz addresses an eighth grade AVID group at Rogers Middle School at the start of the new trimester during the 2015-2016 school year. Schmitz is a mindful education specialist with ISD 728, the only one of her kind within a Minnesota school district.

Schmitz, who has been working with students for more than 25 years and 22 years in ISD 728, started as an outpatient mental health coordinator that was contracted into local schools. Recently, as the movement of mindfulness – sessions that help students, staff and even administrators – began to gain steam throughout the country, Schmitz used a multitude of grant money to work her way into more and more ISD 728 schools. Now, in her first year as part of the specialist team, she is in schools each and everyday, working to bring mindfulness around the district.

"We've seen a lot of changes over the years," Schmitz said. "The growth of the district – just the number of people in each school – that's a major change for kids and teachers. Technology. Changes in our communities. System changes throughout the district. But when you look at the practices we can bring to serve mental health needs, behavioral needs, everyday needs of students – those haven't changed much. Mindfulness is the art, really, of making children aware of their actions, their feelings and their overall physical body as it pertains to learning. It's all connected," Schmitz said. A mindful student can control their body, be attentive and keep those emotions in check during lessons and throughout the school day. And those that need assistance doing that can turn to mindful practices, such as deep breathing, small exercises or simply closing their eyes and taking a "mental vacation" for a moment.



Mary T. Schmitz, mindful education specialist with ISD 728, strikes a tree pose as she conducts a short yoga session with students from Roger Middle School.

Take, for example, her session at Rogers Middle School. Sitting with a class of AVID (Advancement Via Individual Determination) program eight-graders, she introduces yoga poses after a brief session focused on breathing. The students learn "tree" pose, and "the crow." These are tactics that have been around for, literally, centuries.

Yet, the reason for bringing this into school settings is relatively new. Students who were "active" in class, or even "disruptive" with behavior, were medicated or sent to planning rooms. Now, before classes even begin for the day, a focus is placed on movement that is constructive and affirming. The breathing tactics can help a student at any time during the day. The movement can get out those "morning wiggles" before a teacher is writing her attendance notes in the books.

"You want to focus on putting students in a position to succeed," said Community Engagement Director Charlie Blesener, who has been with ISD 728 for longer than Schmitz has. Using techniques found in mindfulness, which Schmitz is implementing and even innovating on her own, is key to making a connection.

"It fits in with our core values at a lot of different levels," Blesener said. "And what she's doing isn't just helping kids. It's helping staff at every building, too."

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Mindful Education Specialist Impacting Elk River Area Schools

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That's something Schmitz is aiming to do with purpose. Not only are the stress sources on children changing with modern technology, but teachers are under the gun more and more as well. Technology means more connectivity, and it can be hard for a teacher to step away from his or her duties, even when at home.

"You're always on," Schmitz said. "When do you unplug and find that space for yourself. If we don't do it with them, they're not going to do it. And they can benefit from the meditation and movement so much. So you'll often see the teacher doing it right along with the students in her class."

Such was the case at Hassan Elementary, where "T" was greeted with hugs and high-fives from a pair of classrooms on a Monday after a short break. Schmitz asked about some kids' favorite for the Super Bowl coming up, or if they got a chance to enjoy some of the new snow. But in moments, the crowd settled into a circle, and kids were quiet as they focused on Schmitz's quiet instructions.

In the corner, each teacher could be seen doing the same.

"These are skills they – kids and teachers – can use in real life and in real time. If they're at home and they're in a stressful situation, they can use these to learn and grow as people. They can calm themselves, cope with stress and anxiety and focus on the moment," she said.

Cued up in Crisis Situations

Over the past few years, ISD 728 has also turned to "Mary T." in crisis situations.

When a student at Parker Elementary was lost in a fire early in the 2015-2016 school year, Schmitz was on hand for staff and students throughout the day after the tragedy occurred.

The same happened after a car accident in Zimmerman tragically took a student's life the prior school year.

"You can bring mindfulness to that sort of setting and meet kids' needs. You can meet with staff, and with teachers, and decide what the right response is," she said. "Every situation is different. Every moment has a chance for us to learn."

This month's member spotlight was submitted by Mike Schoemer, Communications Specialist, Elk River Area School District.



An eighth grade student from Rogers Middle School's AVID program begins small group discussion with one of Mary T. Schmitz's many props.

AMSD Members: Anoka-Hennepin School District, Bloomington Public Schools, Board of School Administrators (Associate Member), Brooklyn Center Community Schools, Burnsville-Eagan-Savage, Columbia Heights Public Schools, East Metro Integration District (Associate Member), Eastern Carver County Schools, Eden Prairie Schools, Edina Public Schools, Elk River Area School District, Farmington Area Public Schools, Fridley Public Schools, Hopkins Public Schools, Intermediate School District 287, Intermediate School District 917 (Associate Member), Inver Grove Heights Community Schools, Lakeville Area Public Schools, Mahtomedi Public Schools, Metro ECSU (Associate Member), Minneapolis Public Schools, Minnetonka Public Schools, Mounds View Public Schools, North St. Paul-Maplewood-Oakdale School District, Northeast Metro Intermediate School District 916, Northwest Suburban Integration District (Associate Member), Orono Schools, Osseo Area Schools, Prior Lake-Savage Area Schools, Richfield Public Schools, Robbinsdale Area Schools, Rochester Public Schools; Rockford Area Schools, Rosemount-Apple Valley-Eagan Public Schools, Roseville Area Schools, Shakopee Public Schools, South St. Paul Public Schools, South Washington County Schools, SouthWest Metro Educational Cooperative (Associate Member), Spring Lake Park Schools, St. Anthony-New Brighton Independent School District, St. Cloud Area Schools, St. Louis Park Public Schools, St. Paul Public Schools, Stillwater Area Public Schools, TIES (Associate Member), Wayzata Public Schools, West Metro Education Program, West St. Paul-Mendota Heights-Eagan Area Schools and White Bear Lake Area Schools.

AMSD Superintendents Share Key Legislative Priorities

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experienced significant growth in student diversity, students eligible for free or reduced price lunch as well as special education students. Supt. Gothard highlighted the significant growth of the special education cross-subsidy, which exceeded \$9 million in FY 2014. The combined special education cross-subsidy, for AMSD member school districts was more than \$385 million. AMSD's platform calls on the Governor and legislators to reduce the special education cross-subsidy by 25 percent in the 2016 session.



From left to right: Superintendent Kate Maguire, Osseo Area Schools, Superintendent Joe Gothard, Burnsville-Eagan-Savage and Superintendent Christine Osorio, North St. Paul-Maplewood-Oakdale.

Referendum Equalization

Superintendent Christine Osorio, North St. Paul-Maplewood-Oakdale, also provided an overview of the rapidly changing demographics in her school district. She shared that North St. Paul-Maplewood-Oakdale had experienced two unsuccessful referendum elections last fall forcing the district to make \$8 million in budget adjustments in the current school year. Superintendent Osorio noted that school districts rely on revenue received from voter-approved referenda to provide basic educational programs and services for their students. She noted that the wide disparities in property tax wealth among school districts create inequities for both taxpayers and students. Superintendent Osorio highlighted AMSD's platform position to increase equalization levels for the operating and debt service levies in the Omnibus Tax Bill during the 2016 session.



Charlene Briner, chief of staff, Minnesota Department of Education provided an update at the AMSD Session Preview.

The program also included an update from Charlene Briner, chief of staff at the Minnesota Department of Education and a legislative panel consisting of Representative Jenifer Loon, Representative Jim Knoblach, Senator Richard Cohen and Senator Chuck Wiger. The legislators shared a brief overview of their goals and expectations for the 2016 session and noted that the recent state budget forecast had lowered the projected surplus from \$1.2 billion to \$900 million.

AMSD's 2016 Legislative Platform is available [here](#).

Materials from AMSD's 2016 Legislative Preview are available [here](#).



The Session Preview provided a great opportunity for AMSD members and metro legislators to discuss some of the important education issues that will come up during the 2016 legislative session.

School Board Planning Calendar

January 2016 – December 2016

1 st Meeting of the Month		2 nd Meeting of the Month	
START TIME 6:30 PM			
JANUARY 14, 2016 CANCELED for MSBA			
JANUARY 28, 2016 Organizational Meeting			
Election of Board Officers Financial Report December Oath of Office		Financial Report November FY15 Audit Status of Revised MOU	
Superintendent Mid-Year Evaluation Procedure TOC - Substitute Staffing Solution: Consent Agenda and What the Board Needs to Know (Strategy 3 Update) Discussion with Board on Effective Communications with Member Districts: Guiding questions			
FEBRUARY 11, 2016 Data Portability Project: Final Report from Work-group. MOU will be moved forward to member districts Proposed new Para-to-Teacher Program plan. Q-Comp Application Update Strategy 1 & 3 Presentations Uber Goal Report		FEBRUARY 25, 2016 2-3 ALC students and parents will give a short board presentation about their experiences at W-ALT, NECA, Gateway and SECA Approval of revised Administrative Organizational Plan Approval of the Legislative Platform Financial Report January FY17 Budget Assumption/Program Withdrawal Report FY16 Budget Revision Local 2209 Survey Results Round 2 New Policy -First Read Facilities Bucket Staff Reduction ULA Resolution for upcoming year Strategy 2 & Measurement Implementation Team Update	
MARCH 10, 2016 AVID, Mid-Year update on Big 3 Results: Student Presentation Operational Results Report		MARCH 24, 2016 Consent Agenda: Approval of Contract for New SIS System Financial Report February Innovation in 287 Presentation Kudos-Rosie Palan will attend this board meeting! Proposed District 287 School Calendar 2016-2017 Focused Recruitment and Growth Efforts: ❖ Proposed Signing Bonus and Higher Ed Partnerships	
APRIL 14, 2016 Consent Agenda: Recommended Insurance rates for 16-17 Consent Agenda: Transportation contracts Facilities Report Parameters for SEIU Local 284 Negotiations Share The Success & Recognitions: Alisa Anderson & 4 CIP Students from NEC			
MAY 12, 2016 Financial Report March Implementation of the Strategic Plan (CPT mtg 4-21-16) SCSU Timeline and Budget Plan Superintendent Evaluation		MAY 26, 2016 2015-16 School Improvement Plans Results Curriculum & Instruction Policy Bucket Scheduled Review - 1st read Financial Report April Probationary Licensed, and Non-Licensed Non-Renewal Resolutions	

1st Meeting of the Month	2nd Meeting of the Month
JUNE 9, 2016 Annual Food Service Program Resolution Curriculum & Instruction Policy Bucket - 2 nd read Food Service Report Health & Safety Approval Long Term Facilities Maintenance Revenue Plan Approval Strategic Plan Superintendents Evaluation Update	JUNE 23, 2016 2016-17 Original Budget Approval Financial Report May Non-Licensed Permanent Employment Status Position Elimination Resolutions
AUGUST 25, 2016 Financial Report June & July Information on Alternative Teacher Pay Application Superintendent Uber Goals What the Board Needs to Know about number of Graduates 2015-2016 What Board Members Need to Know About “2016-17 Back to School Start-Up”	
SEPTEMBER 8, 2016	SEPTEMBER 22, 2016 Cultural Competency Work Financial Report August Operational Results Report
OCTOBER 13, 2015 Communication with Local School Boards-How to Connect More Effectively Learning Walks/Coaching/DSC Presence in Buildings Student Rights & Responsibilities Policy Bucket	OCTOBER 27, 2015 Financial Report September What the Board Needs to Know about Emergency and Crisis Plans for 2016-17
NOVEMBER 10, 2016 <i>(Only one Board meeting this month!)</i> World’s Best Work Force Report	
DECEMBER 8, 2016 <i>(Only one Board meeting this month!)</i> Financial Report October Legislative Platform Prior Year Finance Review	

INTERMEDIATE DISTRICT 287

March 24, 2016

SCHOOL BOARD CALENDAR

March 2016				
24	Thursday	General Board Meeting	6:30PM	Board Rm
April 2016				
07	Thursday	Zero Alcohol for Nine Months Campaign North Education Center Family Night	5:30PM	NEC
14	Thursday	Zero Alcohol for Nine Months Campaign South Education Center Family Night	4:30PM	SEC
14	Thursday	General Board Meeting	6:30PM	Board Rm
15	Friday	Zero Alcohol for Nine Months Campaign South Education Center Family Fun Day	12:00PM	WEC
May 2016				
12	Thursday	General Board Meeting	6:30PM	Board Rm
26	Thursday	Retirement Celebration	4:30PM	DSC Rm 318
26	Thursday	General Board Meeting	6:30PM	Board Rm
June 2016				
02	Thursday	Gateway to College Graduation Ceremony	11:00AM	HTC
08	Wednesday	FOCUS Graduation	9:00AM	SEC – Gym
08	Wednesday	NWTC InVest/Venture High School Graduation	9:30AM	NWTC 2 nd Flr
08	Wednesday	SUN Graduation	10:00AM	SEC – Gym
08	Wednesday	North Education Center Elementary Graduation	10:30AM	NEC
08	Wednesday	VECTOR & InVEST Graduation	11:30AM	SEC – Gym
08	Wednesday	NWTC VECTOR/InVest/Venture Transition Program Graduation (Richard Emory Auditorium)	12:30PM	HTC Brklyn Prk
08	Wednesday	SUN Transition and PHASE Graduation	1:00PM	SEC – Gym
08	Wednesday	North Education Center Graduation	1:00PM	NEC
08	Wednesday	North Education Center Academy Graduation	6:00PM	NEC
08	Wednesday	West Education Center Graduation\W-ALT	4:00PM	WEC
08	Wednesday	South Education Center Academy Graduation	6:00PM	SEC
09	Thursday	Edgewood Education Center	10:00AM	Gym
09	Thursday	General Board Meeting	6:30PM	Board Rm
09	Thursday	Headway Academy North	TBD	TBD
09	Thursday	Headway Academy South	TBD	TBD
09	Thursday	Epsilon	TBD	TBD
23	Thursday	General Board Meeting	6:30PM	Board Rm
July 2016				
No Meeting				
August 2016				
25	Thursday	General Board Meeting	6:30PM	Board Rm
September 2016				
08	Thursday	General Board Meeting	6:30PM	Board Rm
22	Thursday	General Board Meeting	6:30PM	Board Rm

October 2016					
13	Thursday	General Board Meeting	6:30PM	Board Rm	
27	Thursday	General Board Meeting	6:30PM	Board Rm	

November 2016					
10	Thursday	General Board Meeting	6:30PM	Board Rm	

December 2016					
08	Thursday	General Board Meeting	6:30PM	Board Rm	

◆ General Board Meeting – Date Change

◆ New Event

◆ Event Date Change