Regular, Working and Closed

Tuesday, December 17, 2024 7:00 PM
SANB School Board Regular Meeting, Media Center, 3303 33rd Ave NE, Entry available at door #16, St. Anthony, MN 55418

1.
2. **Call to order Regular School Board Meeting**
   Ben Phillip, School Board Chair (2 minutes)
3.
4. **Approval of Agenda**
   Ben Phillip, School Board Chair (2 minutes)
5.
6. **Updates from local representatives**
   Senator Mary Kunesh and Representative Sandra Feist
7.
8. **Communications break**
9.
10. **Approval of Consent Agenda**
    Ben Phillip, School Board Chair (2 minutes)
11.
12. **Minutes from November 12, 2024 Professional Development Meeting**
    Ben Phillip, School Board Chair (2 minutes)
13.
14. **Minutes from December 3, 2024 Board Meeting**
    Ben Phillip, School Board Chair (2 minutes)
15.
16. **(Action Item) Audit Approval**
    Bonnie Schwieger, ABDO (20 minutes)
17.
18. **Adjourn Regular School Board Meeting**
    Ben Phillip, School Board Chair (2 minutes)
19.
20. **Call to order Work Session**
    Ben Phillip, School Board Chair (2 minutes)
21.
22. **SAMS Eagle Bluff Report**
    Allie Guidish, Math Teacher, St. Anthony Middle School (20 minutes)
23.
24. **Q-Comp Update**
    Nancy Terry and Heather Berndt (15 minutes)
25.
26. **Human Resources Report**
    Dr. Tim Anderson, Executive Director, HR and Operations (20 minutes)
27.
28. **Superintendent Report**
    Dr. Renee Corneille, Superintendent (10 minutes)
29.
30. **School Board Member at Meet and Confer mtgs. (15 minutes)**
    Ben Phillip, School Board Chair
31.
32. **Organization meeting discussion**
    Ben Phillip, School Board Chair (15 minutes)
33.

34. Board Member Reports

35. ---

36. Adjourn Work Session
Ben Phillip, School Board Chair (2 minutes)

37. ---

38. Call to Order Closed Session in compliance with Minnesota Statute 13D.05 196 Subd. 3(a).
Ben Phillip, School Board Chair (2 minutes)

39. ---

40. Superintendent Mid-Year Review
Ben Phillip, School Board Chair (10 minutes)

41. ---

42. Adjourn Closed Session
Ben Phillip, School Board Chair (2 minutes)

2025 Legislative Platform

ST. ANTHONY - NEW BRIGHTON SCHOOLS | *WE ARE EVER BRIGHTER*

Investments for the Future

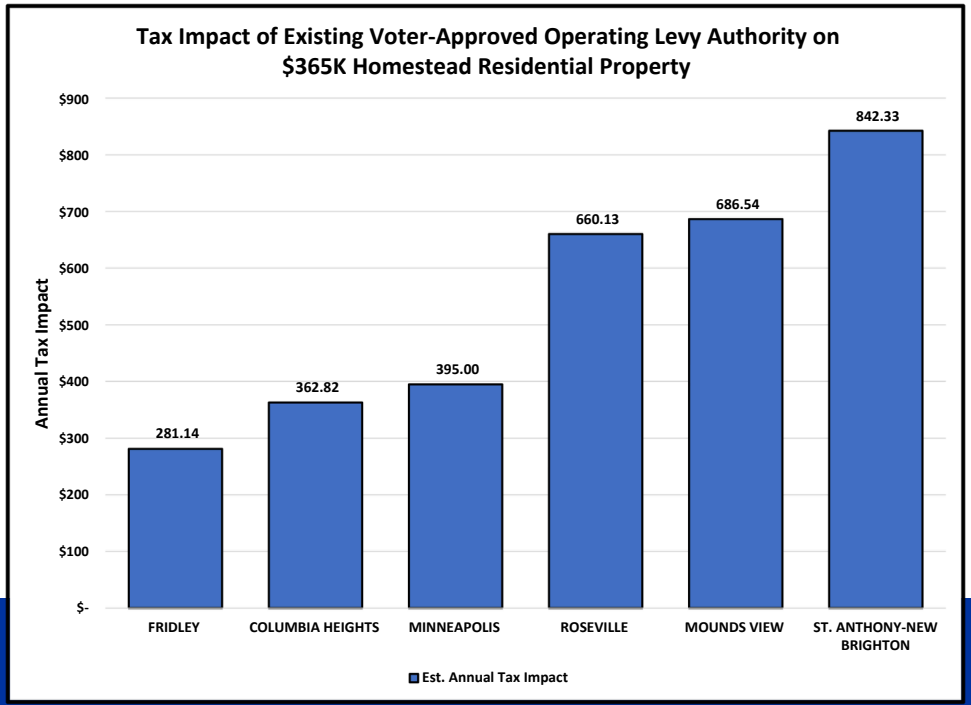
- **Increase funding on the general education formula and remove/raise cap on inflation.**
- Referendum equalization between districts and between state and local is uneven and inequitable. **All education funding should be equalized to ensure comparable taxpayer effort.**
- American Indian Funding - **remove the minimum number of students to receive aid to close the unfunded mandate gap.**
- **Expand use for Long-Term Facilities Maintenance.**

SANB is committed to the success of all learners. We will engage, inspire and support each learner through innovation and collaboration. Support from our state legislature is critical in realizing this vision.



Neither ISD 282, nor its neighbor districts shown in the graph to the right receive state aid under the current operating levy equalization formula

Local taxpayers pick up 100% of the tax effort for voter-approved operating levy



Scan the QR code to view tax impact breakdown

Note, est. tax impact is prior to fiscal disparity levy offset.

Policy Improvements

- Allow school boards authority to transform and innovate our high schools for the future by **providing flexibility in how schools define "instructional hours."**
- **Eliminate state statute requiring three day notice** for remote school board meeting access
- Allow school boards to **publish school board meeting minutes on the official district website** to reduce expenses.
- Allow students to **take milk for lunch without charging for a full meal.**





Success Metrics

What success looks like at St. Anthony-New Brighton Schools

St. Anthony-New Brighton defines success as a student who has acquired both the *academic skills* and *life skills* to *positively contribute* to *society*. They have a *love for learning* and are able to meet the *social-emotional needs* of themselves and others. A successful student becomes a *thriving citizen*.

Student Wellness	Academic Skills & Love of Learning	Positive Contributor & Thriving Citizen
Students holistically develop an adaptive skill-set that includes empathy, self-advocacy, teamwork, communication, inclusion and interpersonal abilities, and coping skills to thrive in a constantly changing world. Students are equipped to navigate demands and opportunities they encounter, enabling them to enjoy meaningful, productive, healthy lives.	Students think critically and apply their acquired knowledge and skills to solve problems. Even when confronted with challenges, students have the capacity, motivation, and persistence to acquire new knowledge and skills, creatively seek out solutions, and confidently take action.	Students understand their brilliance as well as their rights and responsibilities as an individual, and as a member of society. Students can reflect on the needs of a diverse community, activating their resourcefulness, intellect, and skills to positively and authentically contribute to and serve their community.



Scan the QR code to learn how we nurture the brilliance of every child.

St. Anthony New Brighton will provide an inclusive educational environment so each student knows they belong; this will provide students the support they need to be successful.

Association of Metropolitan School Districts

LEGISLATIVE PLATFORM

2025

Keeping Students at the Center

Public education is foundational to Minnesota's future prosperity.

Our ability to compete in the global economy is directly tied to our success in closing the significant racial and socioeconomic disparities in our educational outcomes. All students, and all Minnesotans, will benefit when each and every student has access to an equitable and excellent education.

The AMSD Board of Directors has identified the following priorities to help stabilize school budgets and create more equitable academic opportunities for all students.





ABOUT AMSD

The Association of Metropolitan School Districts represents 47 K-12 school districts and six intermediate / cooperative districts. AMSD member school districts enroll more than one-half of all public school students in Minnesota, with the mission to lead the transformation of public education.

AMSD stands ready to assist state policymakers by providing current research and data to help them make informed decisions.

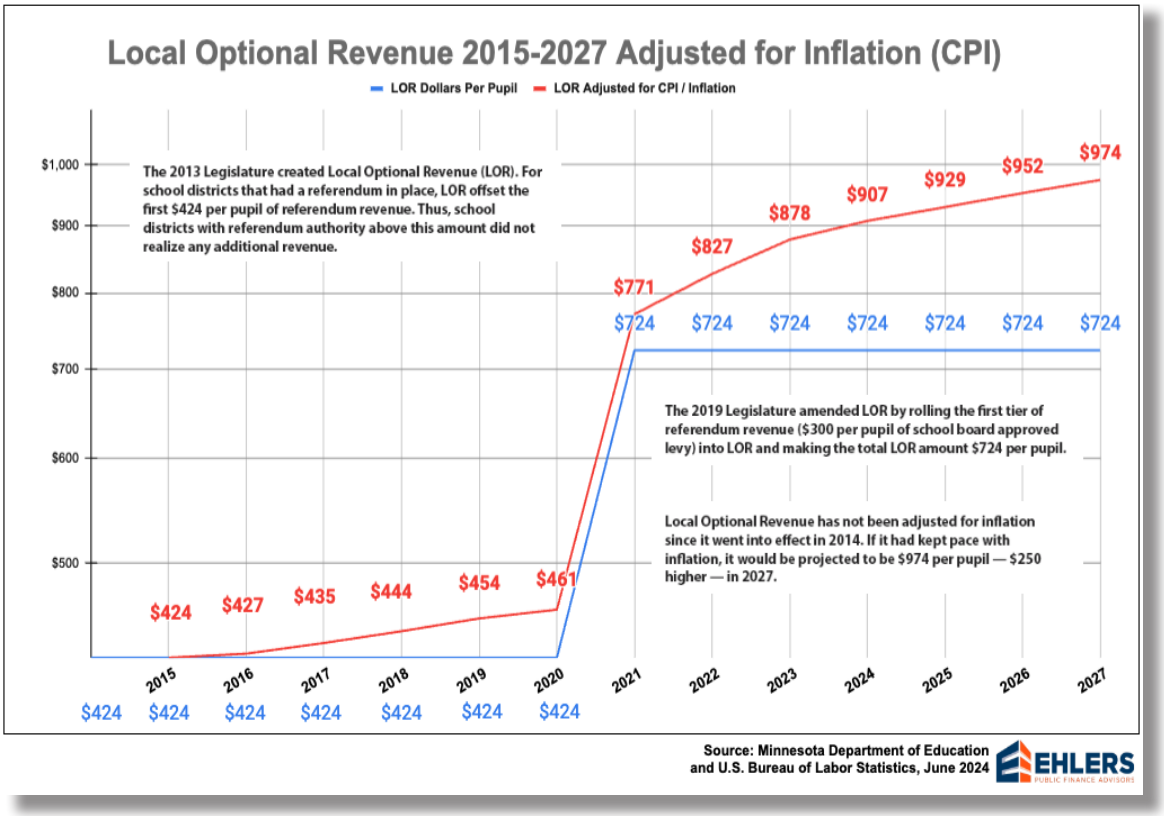
AMSD

Association of Metropolitan School Districts

FUNDING PRIORITIES

A stable and equitable system must provide the resources necessary to meet state mandates and recognize real inflationary cost pressures. AMSD member school districts are facing major budget shortfalls in the wake of rising costs and expansive new requirements and expectations for our schools.

To help stabilize school budgets and mitigate significant staff layoffs, the Governor and Legislature should:



- Increase the formula allowance by 3 percent over current law for FY26 and FY27;
- Increase Local Optional Revenue from $724 to $974 per pupil to recover ground lost to inflation since the program was established in 2014 and link it to the formula;
- Provide funding to cover the state mandated costs of the Minnesota Unemployment Insurance and Paid Leave programs;
- Provide additional funding for teacher training and curriculum to ensure a successful implementation of the Read Act;
- Stabilize the compensatory funding formula by including additional criteria to identify families and students eligible for compensatory services;
- Increase the allowance for the Extended Time program so school districts can extend the school day, week and/or year to help all students succeed;
- Reduce the cross-subsidies in the special education and English learner programs;
- Strengthen programs such as the Grow Your Own and teacher apprenticeship programs to recruit and retain teachers of color and teachers in shortage areas, and maintain and expand pathways to teacher licensure; and
- Increase equalization of the operating referendum, local optional, and debt service levies in the omnibus tax bill to reduce taxpayer and education funding disparities.

AMSD

Association of Metropolitan School Districts

ENHANCE STUDENT-CENTERED LEARNING

State policymakers should expand student-centered learning opportunities to allow school districts to create meaningful and personalized experiences that prepare students for future success. Specifically, the Governor and Legislature should:



- Broaden the definition of hours of instruction to allow students to earn credit for learning wherever it occurs;
- Create a legislative working group to study existing barriers to student-centered learning and craft recommendations for improvement;
- Replace the high school MCA exams with a nationally recognized college entrance exam; and
- Direct the Minnesota Department of Education to appoint a working group to build on the Future Assessment Design Working Group recommendations from 2017 and leverage existing state expertise, including researchers, practitioners, and stakeholders, to develop an assessment system that better supports student-centered learning.



ENSURE SAFE SCHOOLS FOR STUDENTS AND STAFF

To protect public assets and ensure safe and secure learning environments for students and staff, state policymakers should:

- Increase the per pupil allocation for the Long-Term Facilities Maintenance (LTFM), Operating Capital, and Lease Levy programs to recover ground lost to inflation since 2014 and expand the allowable uses of LTFM revenue to include security modifications and additions for instructional space;
- Allow limited removal time from class within Non-Exclusionary Discipline (NED) to enable schools to plan effective reentry supports and interventions to ensure safe classrooms; and
- Increase the Safe Schools Levy.

Association of Metropolitan School Districts

MEMBER DISTRICTS

Anoka Hennepin Schools • Bloomington Public Schools • Brooklyn Center Community Schools • BrightWorks • Buffalo-Hanover-Montrose Schools • Burnsville-Eagan-Savage School District • Centennial School District • Columbia Heights Public Schools • Duluth Public Schools • Eastern Carver County Schools • Eden Prairie Schools • Edina Public Schools • Elk River Area Schools • Farmington Area Public Schools • Fridley Public Schools • Hastings School District • Hopkins Public Schools • Intermediate School District 287 • Intermediate School District 917 • Inver Grove Heights Schools • Lakeville Area Public Schools • Mahtomedi Public Schools • Mankato Area Public Schools • Minneapolis Public Schools • Minnetonka Public Schools • Mounds View Public Schools • Northeast Metro Intermediate School District 916 • North St. Paul-Maplewood-Oakdale School District • Northwest Suburban Integration School District • 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 Intermediate District • Spring Lake Park Schools • St. Anthony-New Brighton School District • St. Cloud School District • St. Louis Park Public Schools • St. Michael-Albertville Schools • St. Paul Public Schools • Stillwater Area Public Schools • Wayzata Public Schools • West St. Paul-Mendota Heights-Eagan School District • Westonka Public Schools • White Bear Lake Schools

RESTORE MANAGERIAL RIGHTS AND ENHANCE LOCAL CONTROL

School districts need time to implement the new programs and requirements adopted during the last biennium. AMSD urges state policymakers to refrain from enacting any new mandates and:

- Repeal the requirement that locally elected school boards negotiate e-learning days, student testing, and student-to-staff ratios;
- Allow locally elected school boards to renew an existing capital project levy at the same rate after a public hearing;
- Require any individual submitting a data request to identify themself and the organization they represent and allow districts to recover the rapidly escalating costs, including legal costs, associated with these requests;
- Allow school boards to establish the school calendar that best meets the needs of their students, staff, and community;
- Allow school districts to publish official proceedings on the district website in lieu of publishing them in a newspaper; and
- Eliminate the state requirement of a three day notice for remote school board meeting access.



STAY CONNECTED WITH AMSD

Website: www.amsd.org
X: @amsdmn
Facebook: www.facebook.com/AMSDMN

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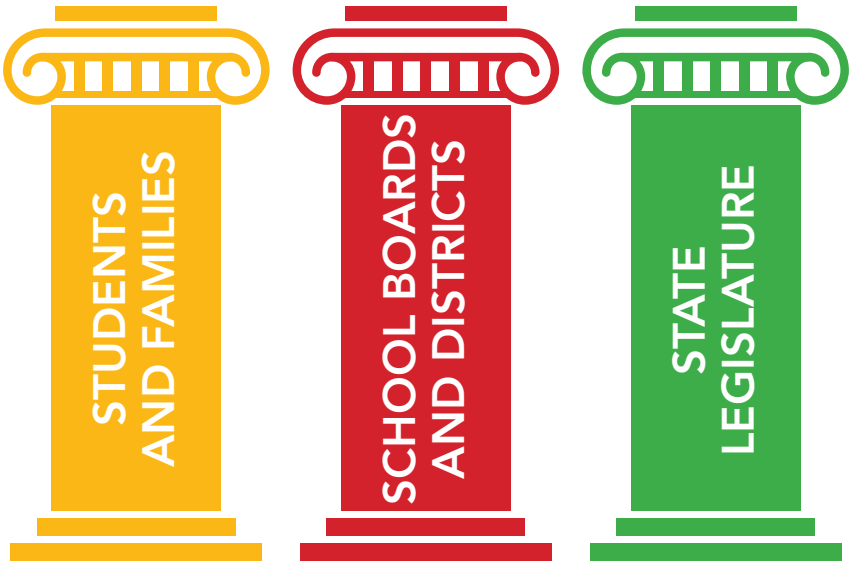
  Lori Grivna
  lori@amundsonstrategies.com

LEGISLATIVE PLATFORM FOR 2025

Pillars to Strong Minnesota Public Schools

Public education is one of the fundamental pillars of a thriving community and state. Every day, our schools open their doors to a diverse body of students with unique dreams, goals and aspirations. In these classrooms, students develop essential skills in - reading, math, writing, critical thinking and civic engagement – tools that prepare them for success in an increasingly complex world whether their path leads to college, careers or community service.

Public education is an important investment in our students and in the future of our state. It is our school districts' duty to prepare students for a multi-cultural world and workplace.



The difficult reality is our Minnesota public schools are underfunded. Despite recent funding, districts continue to experience budget shortfalls that lead them to go to the taxpayers for operating levies, tap into budget reserves, and unfortunately, make cuts that negatively impact student learning. Now is the time to build on the past progress and address funding gaps worsened by inflation, new requirements, declining enrollment and the expiration of federal funds.

The Minnesota School Boards Association (MSBA) is a statewide advocate for public education, representing 331 school districts and over 2,450 elected school board members. Our school boards serve a diverse body of nearly 870,000 students in districts ranging in size from fewer than 100 students to over 38,000.

38.6%
students of color

42.4%
low-income

1.2%
homeless

9.7%
English learners

18.5%
special education

MSBA Funding Priorities for 2025

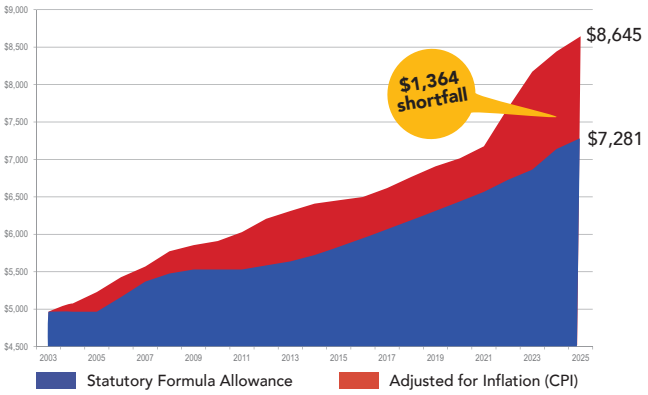
Increase the General Education Formula

An increase in the general education formula benefits all districts, including other formulas – English learner (EL), compensatory, declining enrollment, sparsity, and transportation sparsity.

Our school districts require an additional 3 percent (approximately $673 million for the biennium) to address the rising costs of basic school operations (energy, transportation, insurance, curriculum, food, wages and benefits).

Without inflationary dollars since 2003, districts have lost the buying power of the formula, creating a shortfall of $1,364 per pupil. Increased dollars on the general education formula would provide all schools with approximately $223/$227 per pupil FY26/FY27.

Inflationary Shortfall of the General Education Formula Allowance, 2003-2025



Compensatory Funding Formula

Ensure school districts are held harmless in compensatory funding allocations while expanding the criteria beyond direct certification and free and reduced-price lunch forms. Incorporate additional measures to better identify and address students' needs for services.

Long-term Facilities Maintenance Revenue (LTFM)

Remove the cap on LTFM, allowing all districts, not just a handful, to access funding for essential facilities maintenance based on a 10-year plan, approved by the school board and the Commissioner. If the cap is not lifted, we ask that roofs, pavement and security be added as allowable expenditures. This will provide fair and adequate resources for all schools to maintain safe and functional school facilities – a fundamental expectation of the public.

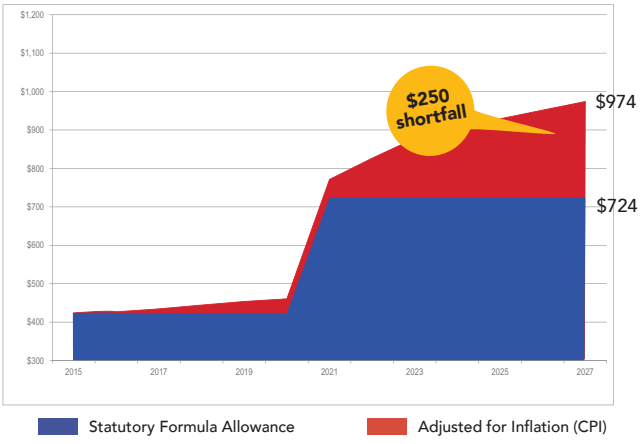
Funding for New Benefits

Fully fund the new Paid Leave statewide initiative. Fully fund summer unemployment insurance for non-licensed staff or repeal the law. Maintain ESST as a separate benefit to uphold its intended purpose while allowing for reasonable employer safeguards.

Local Optional Revenue Levy Adjustment (LOR)

Increase the LOR school board levy authority from $724 per student to $974 per student to adjust for inflation beginning with its inception. The additional $250 per pupil would significantly reduce financial burdens for districts.

Inflationary Shortfall of the Local Optional Revenue (LOR) Allowance, 2015-2027



MSBA Policy Priorities for 2025

Local School Board Authority
Maintain local decision-making. Review, modify, or repeal existing unfunded mandates where possible. Resist any new mandates. Allow school boards greater flexibility to: transfer fund balances, expand uses of Fund 2 dollars, continue the substitute teacher pilot program but eliminate the $200 minimum pay, modify the qualifications for student support personnel aid, and/or broaden the classification of Type III vehicles.

Restore Managerial Rights
Repeal the requirement that local school boards negotiate "adult to student ratios" in classrooms, "student testing" and "student to personnel ratios" as terms and conditions in collective bargaining. Reinstate the "number of personnel" in matters of inherent managerial policy.

Capital Projects Levy
Grant school boards the authority to renew a capital projects levy one time, enabling stability in funding for equipment, facilities, supplies and technology related initiatives. This request is modeled after the 2023 operating referendum renewal.

Data Requests
Amend Minnesota Government Data Practices Act to authorize school districts to assess and recover actual costs of searching and retrieving government data if the requesting individual abandons or fails to inspect the data once it has been prepared.

Open Meeting Law
Eliminate the three-day notice requirement for remote meetings to allow board members to participate in meetings remotely in case someone is sick or can't attend in person after the three-day posting.

School Attendance Initiatives
Launch a statewide campaign to promote and engage families and students in the benefits of consistent school attendance. Extend the enrollment drop period for student absences from 15 days to at least 20 days, facilitating continued support for students facing barriers to attendance.

Standardized Testing for High School Students
Minnesota should transition from the high school Minnesota Comprehensive Assessment (MCA) to the widely accepted, nationally recognized ACT, aligning assessments more closely with career and college readiness. The ACT not only helps students see the direct connection between their efforts in high school and future career paths, but it opens doors to those who may not have considered post-secondary education a path forward.

Broaden Definition of Instructional Hours
To better prepare students for future careers and post-secondary options, we must broaden the definition of instructional hours. This change would allow students to access more electives and courses that aligns with students' interests and career goals.

Recent legislative changes in credit requirements for graduation limit the valuable career pathways to meaningful coursework. By offering more flexibility in instructional hours, we can provide a wider range of electives and hands-on learning experiences that support students' individual paths, whether toward college or vocational careers. This approach ensures students earn credit for their efforts and schools receive funding for offering meaningful educational opportunities.

Voluntary Pilot Program for Extended School Year
Allow school districts to voluntarily explore extending the school year, aimed at improving student achievement and addressing workforce challenges.

Stabilize Workforce
Support policies to address the shortage of staff by reducing barriers to licensing and hiring.

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

SCHOOL BOARD CONSENT AGENDA
December 17, 2024

PRESENTER(S): School Board Chair

1. Personnel

Hire(s)

Last Name	First Name	Position	School	Date Effective
Chandler	Maggie	Facilities Coordinator	Community Services	December 9, 2024

Resignation(s)

Last Name	First Name	Position	School	Date Effective
Yousuf	Sana	Paraeducator	Village Kids Wilshire Park	December 18, 2024
Vye	Kathy	Food Service	SAM/SAVHS	December 3, 2024

Retirement(s)

Last Name	First Name	Position	School	Date Effective

LOA requests:

Last Name	First Name	Position	School	Date Effective
Bryant	Emillia	Nutrition Services	Wilshire Park	December 9, 2024 - April 30, 2025

c. Payment of Bills Checks Paid - 2024-11-18

01: General Fund	$222,339.50
02: Food Service Fund	$42,076.91
03 Transportation Fund	$152,512.39
04: Community Serv Fund	$11,356.49
05: Capital Expenditure Fund	$13,176.58
07: Trust Fund	$508.04
09: Student Activities	$5,765.72
Total: $	$447,735.63

November 12, 2024 at 6:00 PM

Professional Development

Tuesday, November 12, 2024

SANB Media Center
3303 33rd Avenue NE
Entry: Door #16
6:00 pm

Members Present: Chair: Ben Phillip, Laurel Hood, Laura Oksnevad:, Dr. Cassandra Palmer, Michael Overman, and Dr. PJ Striker

Staff Present: Superintendent Dr. Renee Corneille, Guests: Dr. Tim Anderson, Executive Director of Human Resources and Operations, Dr. Tamika Fuller, Director of Effective Instruction and staff members

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Call to order, Professional Development Session
Ben Phillip, Board Chair
6:00 pm meeting called to order

The group discussed Effective Learning with Dr. Tamika Fuller and Dr. Tim Anderson, Executive Director of Human Resources and Operations presenting to the team. Following the presentations, the School Board had a guided tour of Dr. Fuller's Effective Instruction Office.

Dr. Tamika Fuller, Director of Effective Instruction
Dr. Tim Anderson, Executive Director of Human Resources and Operations

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Chair Phillip provided a brief demonstration of Artificial Intelligence (AI).

Professional Development meeting was adjourned at 9:25 pm

Ben Phillip, Board Chair

St. Anthony – New Brighton School District ISD 282
Regular Meeting –Tuesday, December 3, 2024

MINUTES

Members Present: Board Chair: Ben Phillip, Laura Oksnevad, Mike Overman, Cassandra Palmer; and PJ Striker. Members absent: Laurel Hood

Staff Present: Superintendent Dr. Renee Corneille; Executive Director of Operations Dr. Tim Anderson and presenters.

TRUTH IN TAXATION PRESENTATION

Jason Mutzenberger, CESO presented 2024 Payable 2025 Truth in Taxation 6:00-6:30 pm

LISTENING SESSION

A Listening Session was held at 6:30 pm and ended at 6:50 pm.

REGULAR MEETING CALL TO ORDER

The Regular Meeting was called to order at 7:00 p.m. by Board Chair Ben Phillip.

APPROVAL OF THE AGENDA

A motion was made by Mike Overman and seconded by Dr. PJ Striker to approve the December 3, 2024 agenda, as presented. The motion carried 5/0.

MINUTES

A motion was made by Laura Oksnevad and seconded by Dr. Cassandra Palmer to approve the minutes from the November 19, 2024 School Board Meeting as presented. The motion carried 5/0

APPROVAL OF AMENDED CONSENT AGENDA

A motion was made by Dr. Cassandra Palmer and seconded by Mike Overman to approve the December 3, 2024 Consent Agenda, as presented. The motion carries 5/0.

APPROVE AND CERTIFY THE LEVY

The Levy was presented to the Board by Jason Mutzenberger, SFO, CESO.

A motion to approve the Levy was made by Laura Oksnevad and seconded by Dr. PJ Striker. Roll call: Director Oksnevad, aye; Dr. PJ Striker, aye; Dr. Palmer, aye; Director Overman; Chair Phillip, aye. Motion carried 5/0.

SUPERINTENDENT REPORT

Dr. Renee Corneille presented on the school district's achievements, events and stories of students and staff.

LEGISLATIVE PLATFORM

Presented by Laura Oksnevad. Recommendation is to approve as presented.

A motion made to approve by Mike Overman and seconded by Dr. PJ Striker. The motion carried 5/0.

APPROVE COMPULSORY ATTENDANCE REPORT

Superintendent Dr. Renee Corneille presented the Compulsory Attendance Report.

A motion was made by Dr. Cassandra Palmer and seconded by Michael Overman to approve the Compulsory Compliance Data Report for ISD282, as presented. The motion carries 5/0.

RESOLUTION REGARDING WEIGHTED GRADES AT SAVHS

Weighted grades resolution presented to the Board. Consensus is to move the final read to 1/7/2025.

Motion made by Laura Oksnevad and seconded by Dr. Cassandra Palmer. Motion carried 5/0. Roll call: Director Oksnevad, aye; Dr. PJ Striker, aye; Dr. Palmer, aye; Director Overman; Chair Phillip, aye. Motion carried 5/0.

COMMUNICATIONS REPORT

Wendy Webster, Director of Community Services & Communications and Jada Richards, Communications Coordinator presented.

SECOND READING POLICY 606.5 LIBRARY MATERIALS

Dr. Palmer presented 2nd reading, Policies 606.5 Library Materials. The consensus is to move the final read to the January 7, 2025 School Board Meeting.

EFFECTIVE INSTRUCTION

An Effective Instruction Report update was presented by Dr. Tamika Fuller, Director of Effective Instruction and Beth Rehfuss, SAVEA Union President.

MID-YEAR SUPERINTENDENT REVIEW

In preparation for the December 17, 2024 Superintendent Evaluation closed session, all School Board members will receive the current evaluation tool for notes.

SCHOOL BOARD MEMBER UPDATES

School board members shared their recent activities.

Meeting adjourned at 8:53 pm.

Signed: Cassandra Palmer - School Board Clerk
Attest: Sally Sawyer

Abdo

Lighting the path forward

Independent School District No. 282

FY 2024
Financial Statement Audit



Introduction

- Audit Opinion and Responsibility
- General Fund Results
- Other Governmental Funds
- Key Performance Indicators



Audit Results

Auditor's Opinion



Unmodified opinion

Minnesota Legal Compliance



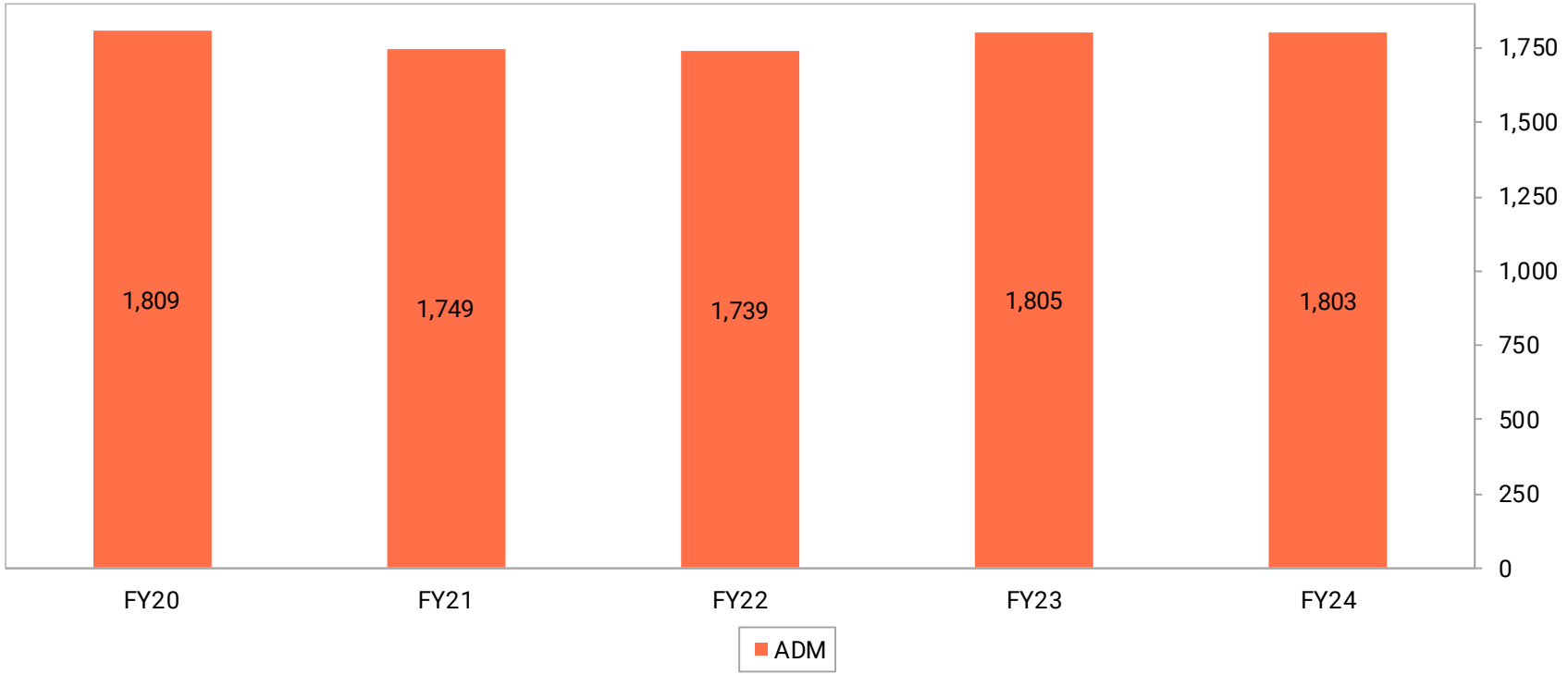
No instances of noncompliance

Single Audit Report

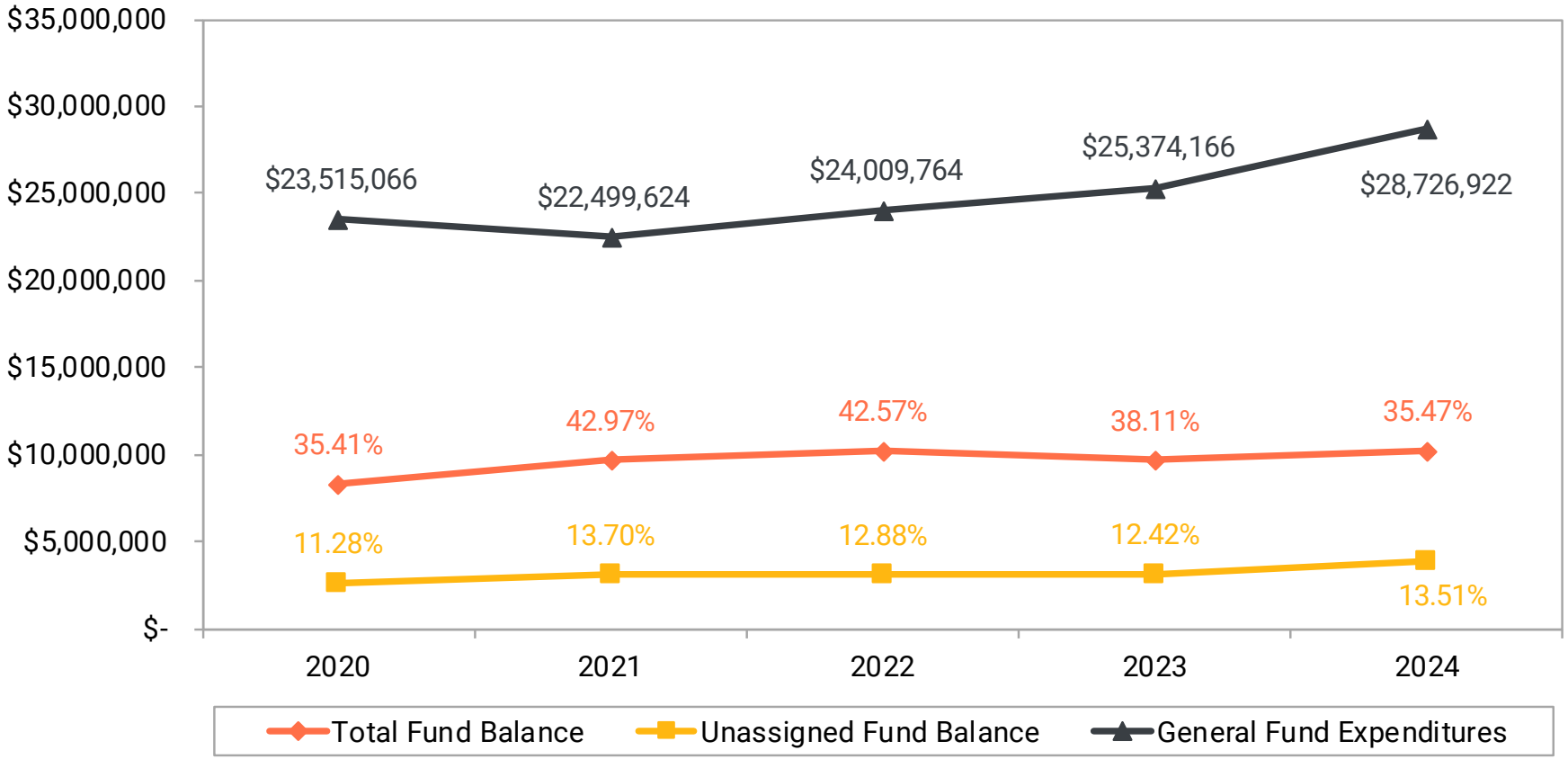


No findings

Average Daily Membership Trend



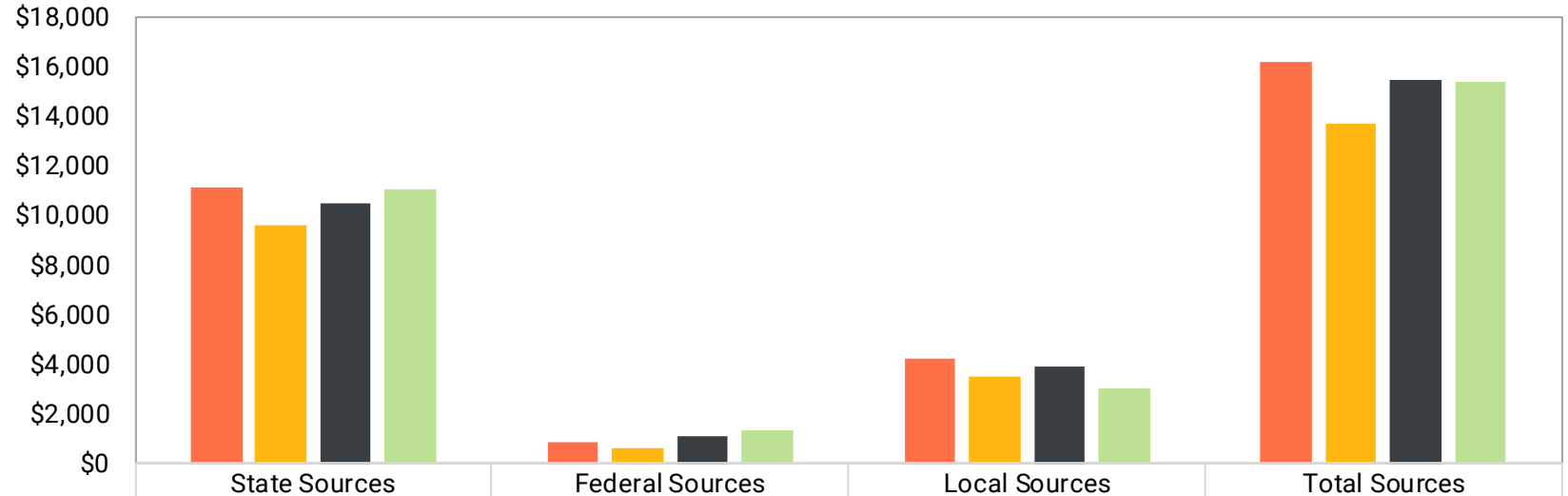
General Fund Balances



General Fund Budget to Actual

	Final Budgeted Amounts	Actual Amounts	Variance With Final Budget
Revenues	$ 27,925,056	$ 29,243,260	$ 1,318,204
Expenditures	28,550,796	28,726,922	(176,126)
Excess (Deficiency) of Revenues Over (Under) Expenditures	(625,740)	516,338	1,142,078
Other Financing Sources			
Insurance recovery	1,195	1,195	-
Transfers in	77,650	-	(77,650)
Total Other Financing Sources	78,845	1,195	(77,650)
Net Change in Fund Balances	(546,895)	517,533	1,064,428
Fund Balances, July 1	9,670,477	9,670,477	-
Fund Balances, June 30	$ 9,123,582	$ 10,188,010	$ 1,064,428

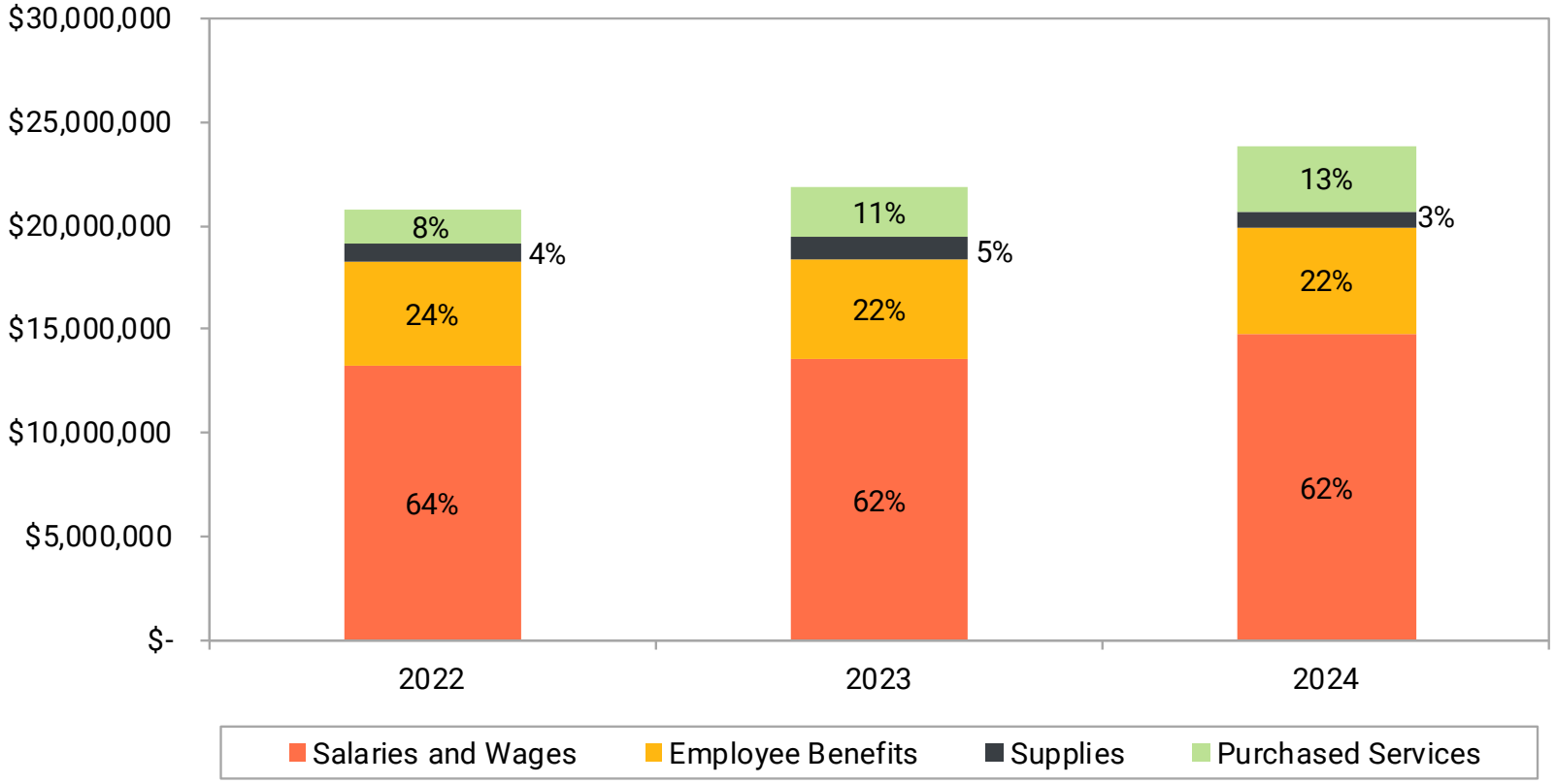
General Fund Revenues per ADM



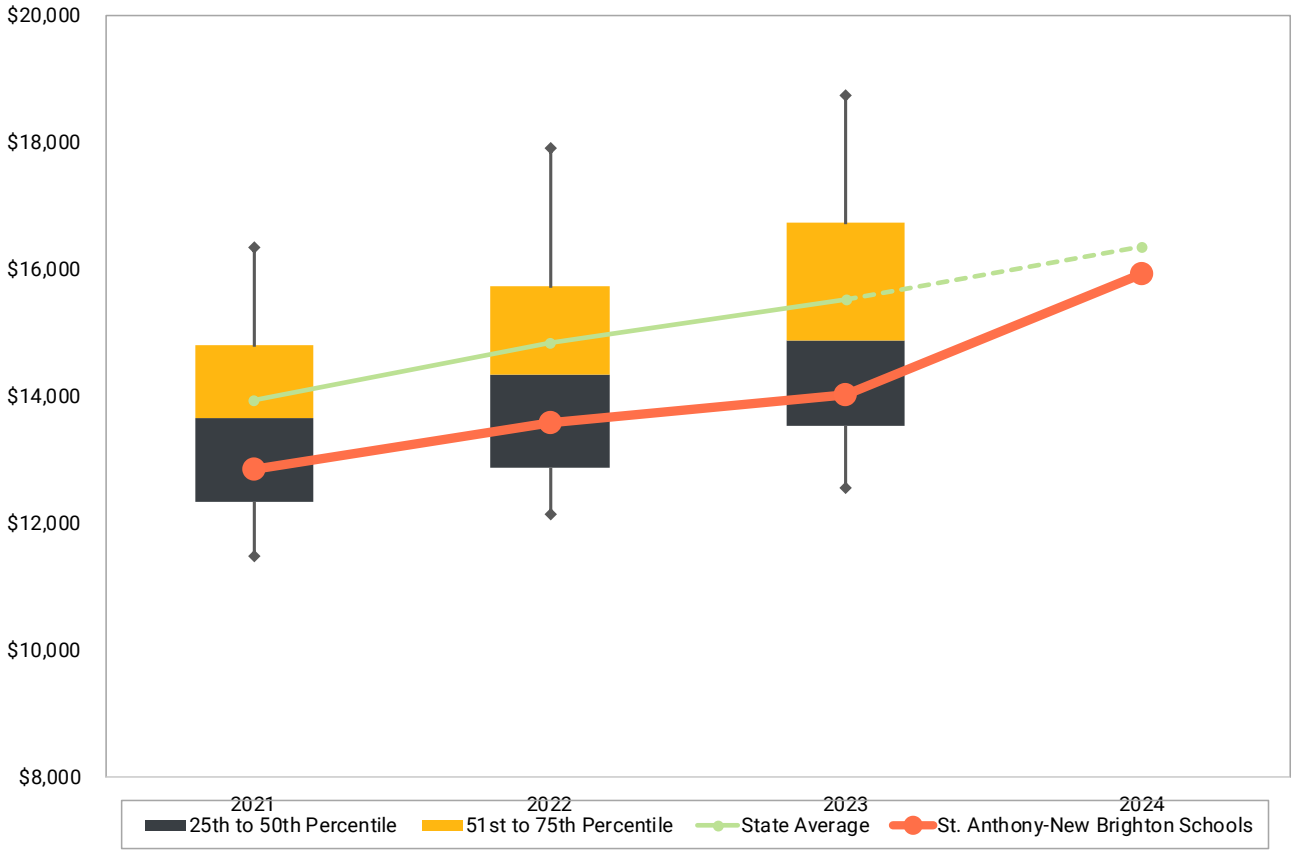
	State Sources	Federal Sources	Local Sources	Total Sources
2024 St. Anthony-New Brighton Schools	$11,112	$848	$4,258	$16,219
2023 St. Anthony-New Brighton Schools	$9,649	$585	$3,520	$13,753
2023 Region 11*	$10,484	$1,073	$3,941	$15,498
2023 Statewide Average*	$11,029	$1,345	$3,019	$15,393

* Information obtained from School District Profile reports published by the MDE

General Fund Current Expenditures by Object Code



General Fund Expenditures per ADM



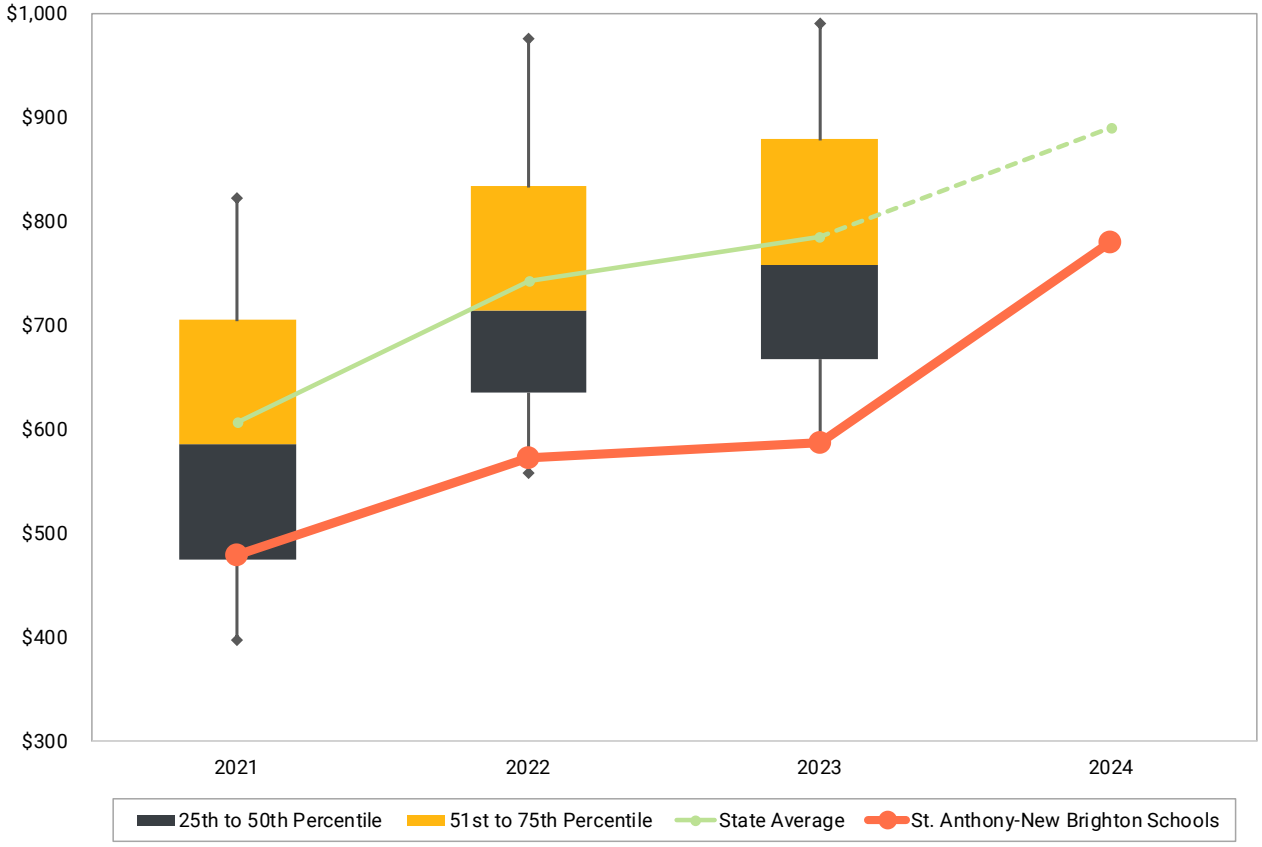
* Percentile data and state average obtained from School District Profile reports published by the MDE

Food Service Fund Budget to Actual

	Final Budgeted Amounts	Actual Amounts	Variance With Final Budget
Revenues	$ 1,236,410	$ 1,363,145	$ 126,735
Expenditures	1,181,470	1,405,581	(224,111)
Excess (deficiency) of revenues over (under) expenditures	54,940	(42,436)	(97,376)
Other financing sources			
Sale of capital assets	6,600	6,600	-
Net Change in Fund Balances	61,540	(35,836)	(97,376)
Fund Balances, July 1	481,133	481,133	-
Fund Balances, June 30	$ 542,673	$ 445,297	$ (97,376)

Food Service Fund

Expenditures per ADM Comparison



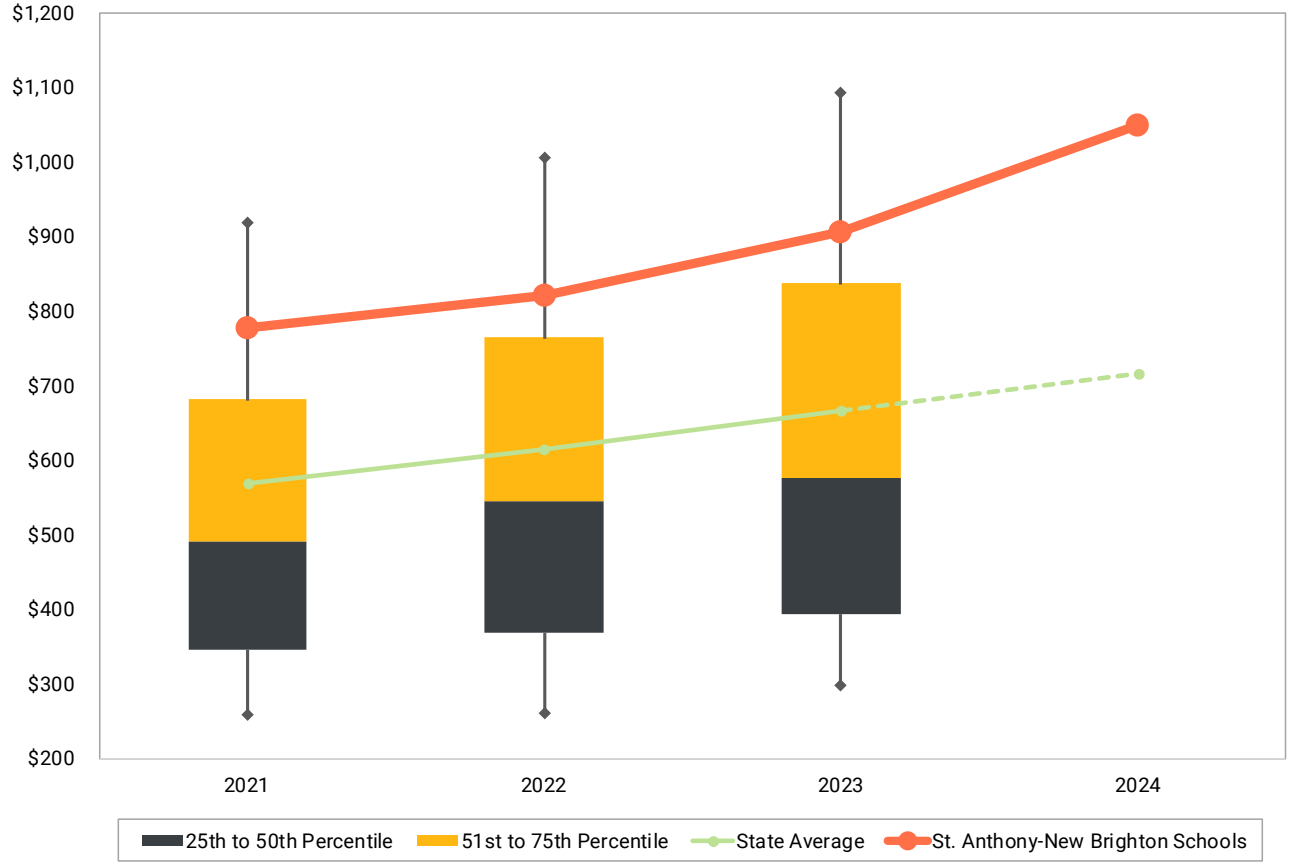
* Percentile data and state average obtained from School District Profile reports published by the MDE

Community Service Fund Budget to Actual

	Final Budgeted Amounts	Actual Amounts	Variance With Final Budget
Revenues	$ 1,660,834	$ 1,907,798	$ 246,964
Expenditures	1,628,974	1,893,377	(264,403)
Net Change in Fund Balances	31,860	14,421	(17,439)
Fund Balances, July 1	1,243,068	1,243,068	-
Fund Balances, June 30	$ 1,274,928	$ 1,257,489	$ (17,439)

Community Service Fund

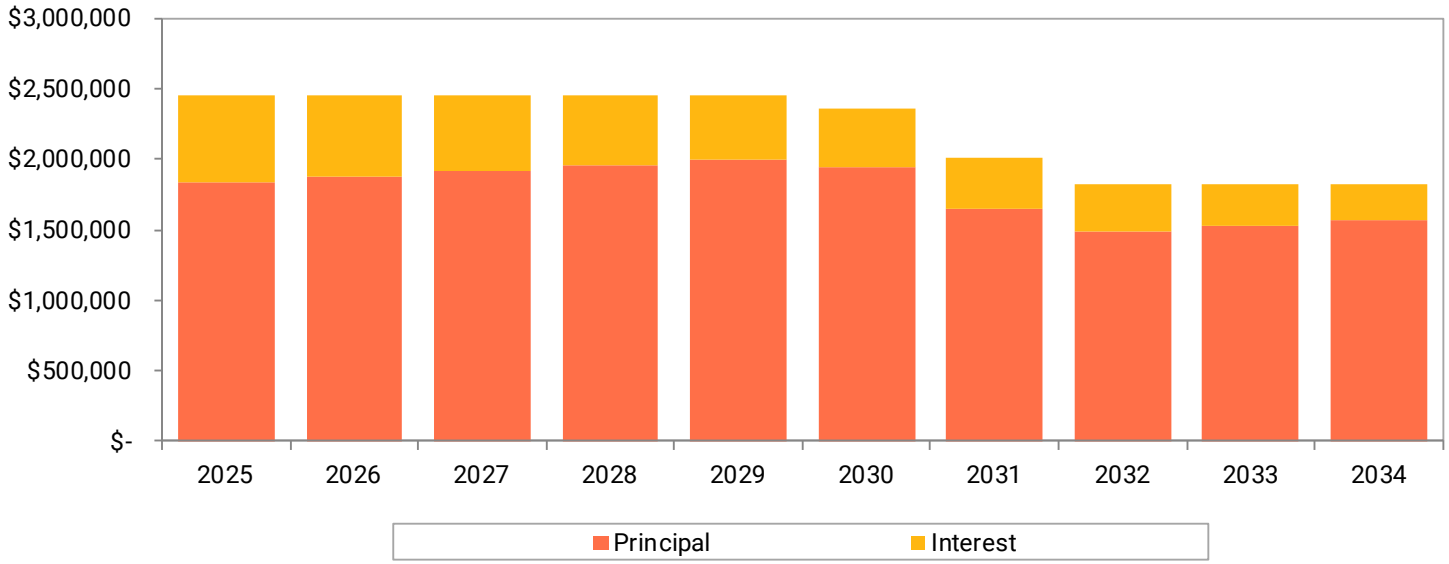
Expenditures per ADM Comparison



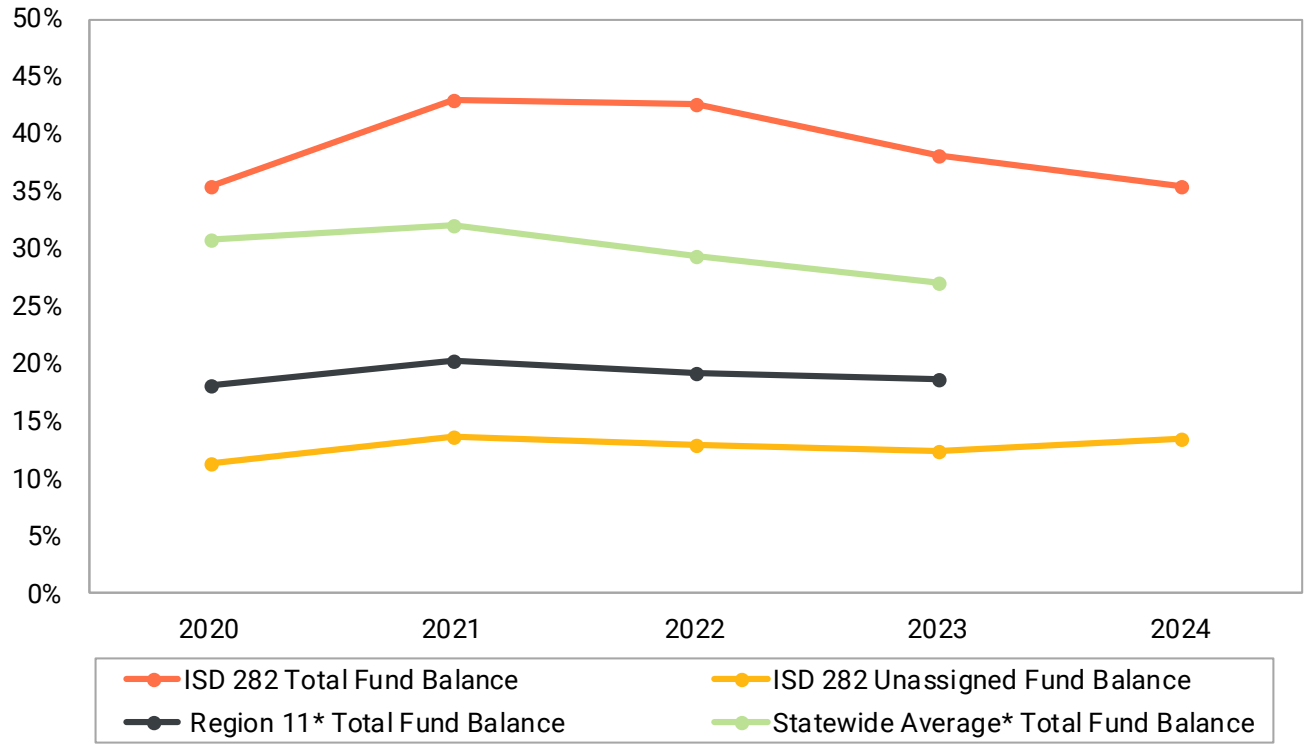
* Percentile data and state average obtained from School District Profile reports published by the MDE

Debt Service Fund

Debt Description	Balance at Year End	Maturity Date
G.O. Alternative Facility Refunding Bonds 2015A	$ 4,320,000	2029
G.O. Alternative Facility Refunding Bonds 2016A	5,375,000	2031
G.O. School Building Bonds 2017A	10,000,000	2038
Certificates of Participation, Series 2020A	1,210,000	2031
G.O. Crossover Refunding 2021A	3,100,000	2037
G.O. Capital Facilities Bond, 2020B	500,000	2029
Total Bonds Outstanding	$ 24,505,000	
Total Remaining Interest Payments	$ 4,874,484	



General Fund Total Fund Balances as a Percentage of Expenditures

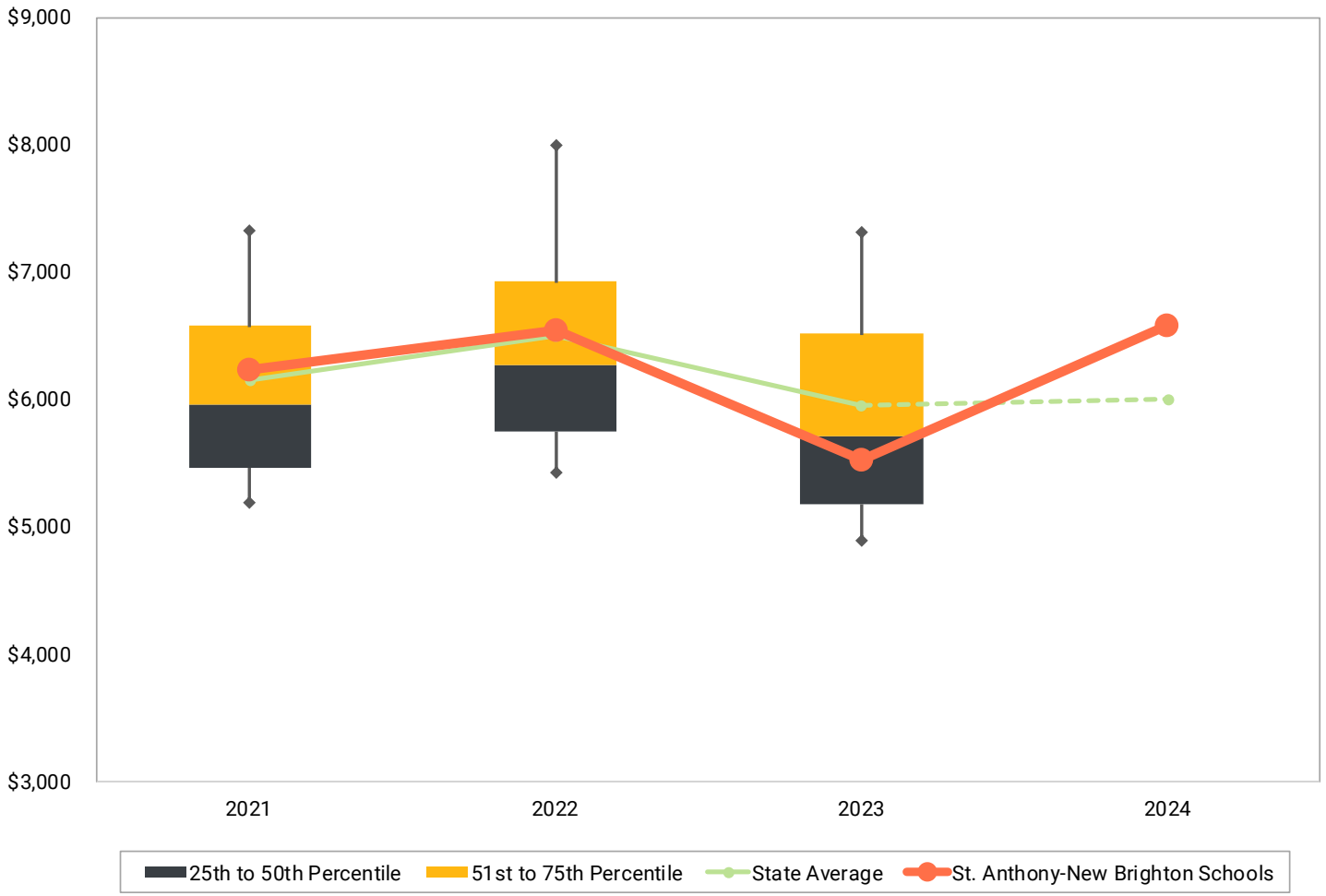


* Information obtained from School District Profile reports published by the MDE

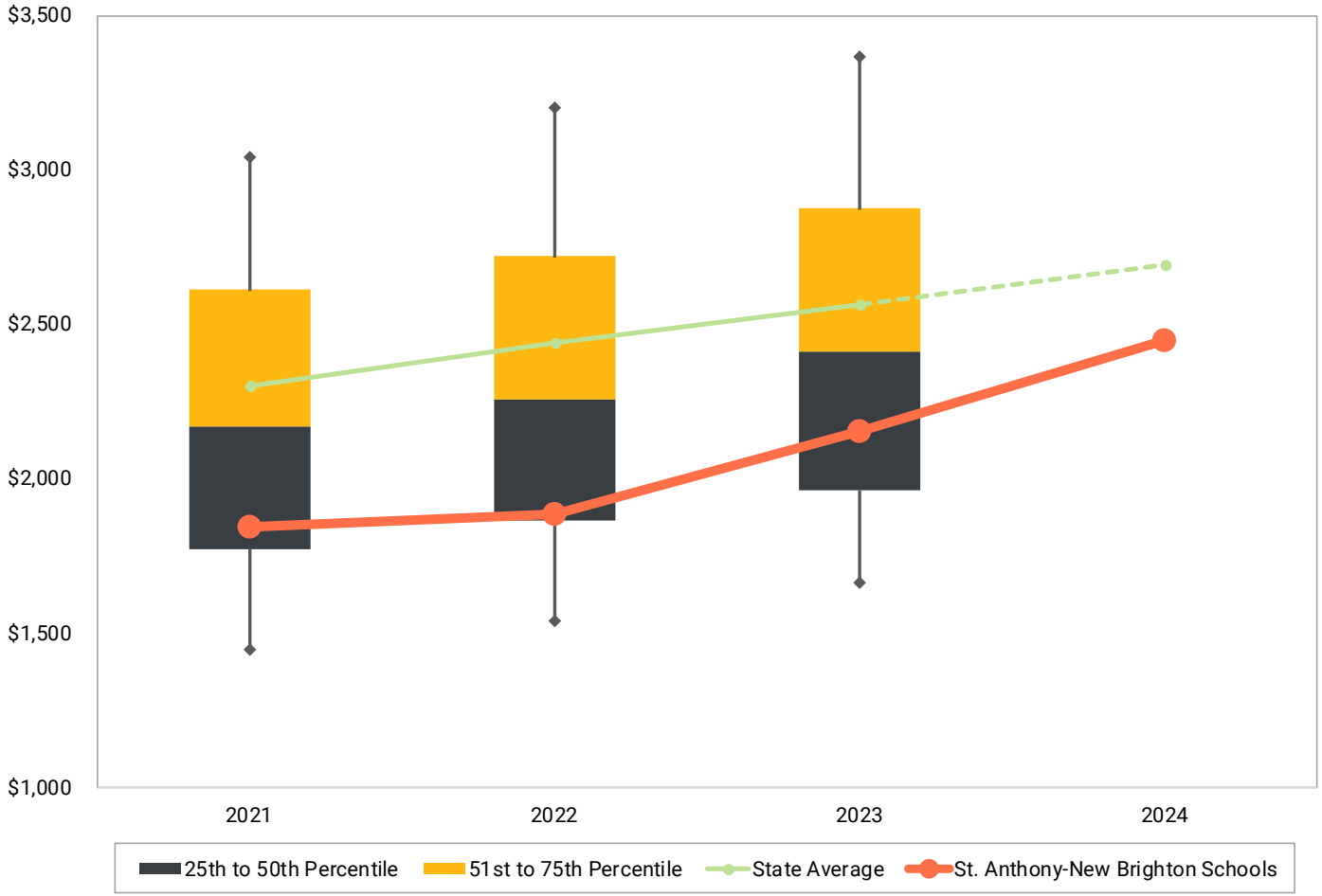
Key Performance Indicators

Elementary and Secondary Regular Instruction per ADM

Key Performance Indicators



* Percentile data and state average obtained from School District Profile reports published by the MDE



* Percentile data and state average obtained from School District Profile reports published by the MDE

Special Education Expenditures per ADM

Key Performance Indicators

Your Abdo Team



Andy Berg, CPA

Partner

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Bonnie Schwieger, CPA

Partner

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Alex Trippel, CPA

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St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

EAGLE BLUFF 2024

Created by: Willow, Vivien, and Henry

GPS Pathfinders

What we learned:

- We learned how to use a GPS
- We learned how to move through varying terrains
- We learned how to persevere

What we liked:

- We liked being in nature and being active
- We liked learning more about each other
- We liked experiencing new things

How we Grew:

- We grew by facing challenges and surpassing obstacles
- We grew by learning how to set a goal and focus
- We grew by building trust in our comrades



Beautiful day for GPS tracking!







Peter ☺



- What we learned:
  - About reptiles and snakes
  - How to safely traverse the high ropes course
  - About ziplines and how to be safe

- What we liked:
  - Very friendly
  - Kind
  - Helped us learn
  - Encouraged us



Archery/Group Challenges



What We Learned:

- How to do archery
- How to work with people we don’t know very well
- How to step outside your comfort zone

What we liked:

- The class itself
- The teacher
- The challenges we were tasked with

How We Grew:

- By learning to trust our classmates
- How to problem solve as a group
- How to see things differently

Group Challenges Pictures





Survival

- What we learned:
  - How to build fires and shelters in winter
  - How to work with our peers
  - Communication
  - How to have a balanced group
  - How to stay engaged for a long period of time
- What we liked:
  - Being in nature
  - Activities
  - Learning new skills
- How we grew:
  - What it takes to survive
  - How to use materials available to us well
  - How to work with people under pressure





Survival Pictures:



High Ropes Course

What we learned:

- We learned how to become more in tune with our bodies
- How to not let our fears control us
- We learned how to encourage our peers to try new things

What we liked:

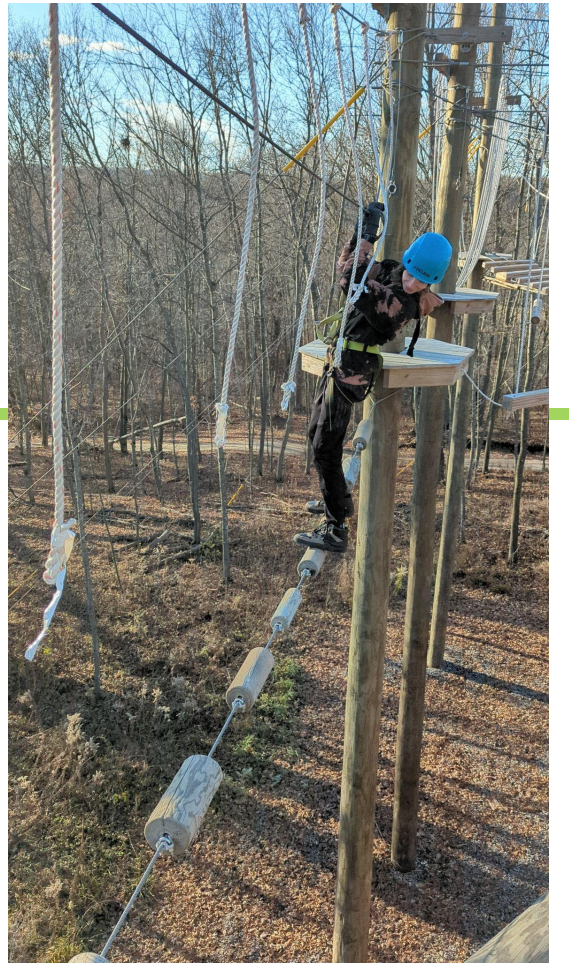
- The thrill of falling and knowing you wouldn't die
- The view from up in the treetops

How we grew:

- We grew past our fears
- We grew by challenge and trial by fire (not literal fire, just the phrase)
- We learned the importance of being prepared









Our favorite memories

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Q-Comp Update

Heather Berndt, District-Wide Q-Comp Advisor
& Nancy Terry, CORE Colleague Coordinator

What is Q-Comp?

Teacher Practice (CORE)

Student Achievement Goal

Site Based Goal

Teacher Practice

Per the Q-Comp MOU:

- $1870 will be awarded to each teacher who successfully completes the required observations/evaluations/Points of Contact. “Successful observations/evaluations” is defined as at least 80% of the Developing and Proficient boxes checked on the McREL Rubric. Staff must also demonstrate growth on their personal growth goal.

Teacher Practice

CORE (Community Of Reflective Educators)

- Teachers meet with their CORE Colleague throughout the year. These meetings are used for guided reflection on their personal goal.
  - New for 2024-25: all teachers (including new teachers) work with a CORE colleague
  - New for the 2024-25 school year was a CORE handbook for all colleagues and educators which included all requirements / required forms
- Teachers can participate in additional professional development based on their individualized CORE goal.
- Teachers can meet with other teachers who have similar goals throughout the year.

Teacher Practice

Admin review the following McRel standards with staff:

Non-Continuing Contract McREL:

District Essential Goals:

- 2A: Teachers provide an environment in which each child has a positive, nurturing relationship with caring adults.
- 3B: Teachers know the content appropriate to their teaching specialty.
- 4B: Teachers plan instruction appropriate for their students.
- 4C: Teachers use a variety of instructional methods
- 4H: Teachers use a variety of methods to assess what each student has learned.

Continuing Contract McREL:

District Essential Goals

- 4E: Teachers help students develop critical thinking and problem solving skills
- 5A: Teachers analyze student learning
- 5B: Teachers link professional growth to their professional goals
- 5C: Teachers function effectively in a complex, dynamic environment
- 2B: Teachers embrace diversity in the school community and in the world

Student Achievement

Per the Q-Comp MOU:

- $220 will be awarded to each teacher for demonstrated achievement gains in individual teacher-constructed classroom goals.

Student Achievement

- Goal is set by each individual teacher.
  - Can use a standardized assessment tool
    - Fastbridge
    - MCA
    - ACT
  - Can use SMART (specific, measurable, achievable, relevant, time-bound) goal appropriate to their content area

Site Based Goals

Per the Q-Comp MOU (2024-2026):

- $110 will be awarded to each teacher for student achievement gains at a site that meets the site annual student achievement goal.

Site Based Goals

- Goal is set by each site (WP, SAMS, SAVHS)
- Building admin and their leadership teams determine the goals based on previous data

Q-Comp Goals 2023-24

Teacher Practice

Per the Q-Comp MOU:

- $1870 will be awarded to each teacher who successfully completes the required observations/evaluations/Points of Contact. “Successful observations/evaluations” is defined as at least 80% of the Developing and Proficient boxes checked on the McREL Rubric. Staff must also demonstrate growth on their individual goal.

100% of staff met this goal for the 2023-24 school year

Student Achievement

Per the Q-Comp MOU:

- $220 will be awarded to each teacher for demonstrated achievement gains in individual teacher-constructed classroom goals.

96% of staff met this goal for the 2023-24 school year

2023-24 Site Based Goals

Per the Q-Comp MOU:

- $1 will be awarded to each teacher for student achievement gains at a site that meets the site annual student achievement goal.

Wilshire Park Site Goal: The percentage of all students enrolled in grades 3-5 at Wilshire Park Elementary for at least half a school year who are proficient on the Reading MCA test will increase from 60.1% to 65.1% by the end of the 2023-24 school year. **Goal Met.**

SAMS Site Goal: The percentage of all students enrolled in grades 6-8 at St. Anthony Middle School for at least half a school year who are proficient on the MCA Math test will increase from 41.67% in 2023 to 43.67% in 2024. **Goal Met.**

SAVHS Site Goal: The composite score as measured by ACT will increase from 21.6 in 2023 to 22.6 in 2024.
Goal not Met.

Q-Comp Goals 2024-25

Teacher Practice

CORE colleagues reported that:

39% of educators have an Effective Instruction related personal growth goal.

10% of educators have a World Savvy related personal growth goal.

16% of educators have a SAVVAS related personal growth goal.

30% of educators have a data related personal growth goal.

Many educators have personal growth goals that fall into multiple areas (ex: Effective Instruction and SAVVAS).

Site Based Goals

Wilshire Park Site Goal: The percentage of all students enrolled in grades 3-5 at Wilshire Park Elementary for at least half a school year who are proficient on the MCA reading test will increase from 56.7% in 2024 to 60% by the end of the 2024-25 school year.

SAMS Site Goal: The percentage of all students enrolled in grades 6-8 at St. Anthony Middle School for at least half a school year who are proficient on the MCA Reading test will increase from 56% in 2024 to 60% in 2025.

SAVHS Site Goal: The composite score as measured by ACT will increase from 21.6 in 2024 to 22.0 in 2025.

Questions?

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Overall Human Resources Update
from Dr. Tim Anderson
Executive Director HR and Operations of St. Anthony - New Brighton

On a rotational basis, district leaders will update the board about functions of the district.

We recognize that attracting and retaining high-quality staff is essential to achieving our district's mission of providing an excellent education for every student. A positive employee experience is key to this effort, fostering a sense of belonging and empowering our staff to contribute their best work. This report reflects our commitment to continuous improvement in support of our employees, especially our newest team members.

I. New Staff Onboarding and Support

It was a joy to welcome 17 new licensed staff members and 2 non-licensed staff members to our district on August 21st. The day was filled with opportunities for connection, learning, and a comprehensive introduction to the SANB community.

- Highlights of New Teacher Week:
    - Superintendent Corneille shared the inspiring history of SANB.
    - Dr. Urdahl led a session focused on purpose and mission.
    - The Effective Instruction team outlined district goals.
    - Executive Director Fagerland provided an overview of student services.
    - The World Savvy team highlighted their integral role in our schools.
    - Director Wendy Webster provided a guided tour of our district.

Strengthening Our Foundation:

To further enhance our onboarding process, we initiated a pilot program with our new licensed staff using a feedback survey. This feedback will be invaluable as we continue to refine our onboarding practices. Sample questions we asked include the following:

- What was the main reason that prompted you to seek employment at St. Anthony?
- How satisfied were you with orientation and onboarding to your job:
- How satisfied were you with the leadership and communication provided to you?

To make this data easily accessible and engaging, with the help of AI (Claude) I've created this interactive website that summarizes the key findings from the survey. This site will allow us to explore the data in a dynamic way and identify areas where we can enhance our support for new staff members.

II. HR Coordinator Transition

As many of you know, we recently experienced the resignation of our HR Coordinator, Kim Lannier. We are incredibly grateful for Kim's dedicated service to the district and wish her all the best in her future endeavors. She will be missed!

- Process Moving Forward:
    - We have actively sought to fill this vital role through a robust recruitment process, utilizing platforms like Indeed, LinkedIn, and Frontline.
    - We have received a good pool of applicants and are conducting screening interviews. Full interviews will follow, including representation from SEIU and teacher groups. I would like to take this opportunity to thank the members of our hiring team: Joan Nelson (teacher representative), JT Davies (SEIU representative), Taylor Freund, April Hindi, and myself.
    - In response to evolving district needs, we are incorporating operational responsibilities into this position to enhance efficiency and support.

Our Collective Focus: As we engage with each candidate, let's keep in mind the key qualities we're seeking:

- HR Expertise: A strong foundation in human resources principles and practices.
- Operational Efficiency: The ability to manage tasks and resources effectively.
- Communication Prowess: Excellent interpersonal and communication skills.
- Problem-Solving Acumen: The ability to analyze situations and find solutions.
- Cultural Alignment: A commitment to our district's values and mission.

To help us explore these areas, I've compiled a set of questions organized by category:

- HR Administration Questions

- Operations Management Questions
- Communication and Interpersonal Skills Questions
- Cultural Fit Questions

Addressing the Transition:

- To ensure a smooth transition, we have partnered with CESO to provide 20 hours per week of interim support, with a bridge contract for 1-2 days a week.
- I am also pleased to introduce Ally Olinger and Sara Riegel, who will be providing temporary assistance. (Bios and schedules to be provided.)

III. Strategic HR Initiatives

I am eager to continue structuring and executing our HR functions in a strategic manner, aligning our work with the district's mission and vision. This includes:

- Cultivating a Positive Employee Experience: We will actively seek ways to nurture a sense of belonging, provide support, and foster productive engagement for all staff members.
- Enhancing Communication and Collaboration: We will prioritize clear and consistent communication, creating opportunities for feedback and collaboration across all levels of the district.
- Supporting Professional Growth: We will continue to invest in professional development opportunities for our staff, empowering them to excel in their roles and contribute to our collective success.

IV. Contract Negotiations

We are currently engaged in contract negotiations with our support staff. We deeply value the contributions of our support staff and are committed to a collaborative process that honors their dedication and hard work. We are actively listening to their hopes and priorities for this contract. At the same time, we must also work within our zone of possible agreement (ZOPA), balancing these aspirations with our community expectations and Board of Education parameters. We are confident that by working together, we can reach an agreement that is beneficial for all.

V. Looking Ahead

I am excited about the work ahead for the Human Resources department. We will continue to:

- Gather Feedback: We will utilize surveys, focus groups, and other methods to gather ongoing feedback from staff to ensure we are meeting their needs.

- Analyze Data: We will analyze data from various sources, including exit interviews and employee surveys, to identify trends and areas for improvement.
- Implement Improvements: We will actively implement improvements to our processes and programs based on data analysis and feedback.

Conclusion

Before I close, I want to express my sincere gratitude to the Board of Education for your dedication and unwavering support. Your commitment to continuous improvement and your efforts in helping us build capacity are instrumental in our ability to effectively support our staff. This, in turn, allows our staff to focus on what matters most: providing an excellent education for every student in our system.

Ever brighter,

Dr. Tim Anderson Executive Director HR and Operations St. Anthony - New Brighton School District

Name of Employee:_____
Date:_____

Question	What Was Heard	Action Taken	Date Completed or Next Follow-Up
How do we compare with what we said in the interview process?			
How is it going? What's working well?			
Have there been any individuals who have been helpful to you?			
Based on your prior work, what ideas for improvement do you have?			
Is there any reason that you feel this is not the right place for you?			
How might I be helpful to you?			

- Review data from entrance surveys
    - Did we put this into our reportShare with Board/SoS?
    - Claude generated website

December 17, 2024

Superintendent Report

- Student-Centered Learning
- Negotiations
- AI Training
- Strategy Sessions & Mentorship
- MSHSL
- Buy Nothing Toy Store

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Student-Centered Learning

- Instructional hours legislation
- AMSD
- Engage MN





Negotiations

Meetings with Dr. Tim Anderson

- Clerical
- Paraprofessional Unit

AI Training Last Week

- Teachers
- Board Member
- Admin
- Clerical group

Robbinsdale & Mentorship

Strategy Session w/Robbinsdale

- Working with their team to help brainstorm restructuring options
- Tim, Hope, and I met with their district admin to support them.

Mentorship

- Superintendent Shadow
- Hope - Supt. License Panel last week (success)
- Three additional interns getting hours with me for their Supt. License

MN State High School League

- Board Meeting
- Eligibility Committee
- Report to MASA

Buy Nothing Toy Store

- BNTS was a great success thanks to ECFE Teacher Anne-Marie and parent volunteers.
- 3,000+ Toys, Books, and Games donated
- 150 patrons, even a person from Duluth, MN who heard about the event on Facebook.
- 30 volunteers helped sort items and direct shoppers.

Buy Nothing Toy Store









INDEPENDENT SCHOOL DISTRICT 282, ST. ANTHONY-NEW BRIGHTON
RESOLUTION SUPPORTING A COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

WHEREAS, we ground our work in audacious love for the children of our district and community while aspiring to be in community as a body loyal to all of our learners, staff members, and families, fairly and with care;

WHEREAS, as a non-partisan School Board of the Independent School District No. 282, St. Anthony-New Brighton Schools strives to advance the district's vision of success of all learners; engaging, inspiring, and supporting through innovation and collaboration;

WHEREAS, children cannot learn without supportive community, so while we may not understand every experience they are having, we believe them and love them as they are;

WHEREAS, we are responsible for fostering equitable learning environments and actively opposing and removing racism within our school system where all students, staff members, and families are respected and valued for who they are regardless of skin color, race, sexual orientation, gender identity or expression, culture, religion, creed, national origin, ethnicity, ability or disability, immigration status, or any other category;

WHEREAS, our district is committed to promoting racial equity and developing culturally relevant learning environments within and across our schools, in conversation and partnership with students, families, staff, and community stakeholders;

WHEREAS, we recognize that the experiences and outcomes in our district are not consistent for historically underserved and marginalized groups, including Black, Indigenous, and People of Color; those experiencing poverty, homelessness, or foster/kinship care; students who identify as LGBTQIA+; those with disabilities, visible and invisible; students receiving special education instruction; and immigrant and emergent bilingual students; and

WHEREAS, the School Board and the Administration are committed to removing obstacles that may contribute to systemic inequities.

NOW, THEREFORE, be it resolved that the St. Anthony-New Brighton School Board:

1. Commits to its own work as individuals and our collective work overseeing the district in continuing to become equitable and actively opposing and removing racism within our school system policies, beliefs, and actions;
    a. Policy 212 School Board Member Development
2. Commits to setting an example for nuanced, respectful and courageous conversations and viewpoint diversity grounded in our belief that the children, staff members, and families in our district deserve our best;

3. Commits to fostering a school environment that promotes respect for and curiosity about all cultures, affirms the equal humanity of all members of the community;
    a. Success Metrics
    b. Policy 102 Equal Education Opportunity
4. Condemns all forms of bullying and discrimination;
    a. Policy 413 Harassment and Violence
    b. Policy 514 Bullying Prohibition
    c. Policy 521 Student Disability Nondiscrimination
5. Condemns all manifestations and expressions of racism, discrimination, and ethnic or racial intolerance;
    a. Policy 102 Equal Education Opportunity
6. Condemns hate speech directed at individuals because of their sexual orientation, gender identity or expression;
    a. Policy 102 Equal Education Opportunity
    b. Policy 522 Nondiscrimination of Students Based on Gender (Title IX)
7. Commits to working together to institute School Board goals, policies, and educational opportunities that reflect the values expressed in this resolution;
    a. Policy 104 School District Vision/Mission Statement and Operational Goals
    b. Policy 208 Development, Adoption, and Implementation of Policies
8. Commits to continue the Equity Review process, including reviewing policies, practices, and learning environments through an equity lens;
9. Authorizes and directs the Superintendent to develop and implement a systemic protocol for responding to racial and/or biased harm; and
10. Commits to ensuring each student has access to appropriate learning opportunities that honor their educational needs while also promoting a sense of belonging.
    a. Success Metrics

Original: 2009
Revised February 2, 2016

209 SCHOOL BOARD MEMBER CODE OF ETHICS

I. PURPOSE

The purpose of this policy is to assist the individual school board member in understanding her or his role as part of a school board and in recognizing the contribution that each member must make to develop an effective and responsible school board.

II. GENERAL STATEMENT OF POLICY

Each school board member shall follow the code of ethics stated in this

policy.

A. AS A MEMBER OF THE SCHOOL BOARD I WILL:

1. Attend school board meetings.
2. Come to the meetings prepared for discussion of the agenda items.
3. Listen to the opinions and views of others (including, but not limited to, other school board members, administration, staff, students, and community members).
4. Vote my conscience after informed discussion, unless I abstain because a conflict of interest exists.
5. Support the decision of the school board, even if my position concerning the issue was different.
6. Recognize the integrity of my predecessors and associates and appreciate their work.
7. Be primarily motivated by a desire to provide the best possible education for the students of my school district.
8. Inform myself about the proper duties and functions of a school board member.

B. IN PERFORMING THE PROPER FUNCTIONS OF A SCHOOL BOARD MEMBER I WILL:

1. Focus on education policy as much as possible.

2. Remember my responsibility is to set policy – not to implement policy.

3. Consider myself a trustee of public education and do my best to protect, conserve, and advance its progress.

4. Recognize that my responsibility, exercised through the actions of the school board as a whole, is to see that the schools are properly run – not to run them myself.

5. Work through the superintendent – not over or around the superintendent.

6. Delegate the implementation of school board decisions to the superintendent.

C. TO MAINTAIN RELATIONS WITH OTHER MEMBERS OF THE SCHOOL BOARD I WILL:

1. Respect the right of others to have and express opinions.

2. Recognize that authority rests with the school board in legal session – not with the individual members of the school board except as authorized by law.

3. Make no disparaging remarks, in or out of school board meetings, about other members of the school board or their opinions.

4. Keep an open mind about how I will vote on any proposition until the board has met and fully discussed the issue.

5. Make decisions by voting in school board meetings after all sides of debatable questions have been presented.

6. Insist that committees be appointed to serve only in an advisory capacity to the school board.

D. IN MEETING MY RESPONSIBILITIES TO MY COMMUNITY I WILL:

1. Attempt to appraise and plan for both the present and future educational needs of the school district and community.

2. Attempt to obtain adequate financial support for the school district's programs.

3. Insist that business transactions of the school district be ethical and open.

4. Strive to uphold my responsibilities and accountability to the taxpayers in my school district.

E. IN WORKING WITH THE SUPERINTENDENT OF SCHOOLS AND STAFF I WILL:

1. Hold the superintendent responsible for the administration of the school district.

2. Give the superintendent authority commensurate with the responsibility.

3. Assure that the school district will be administered by the best professional available.

4. Consider the recommendation of the superintendent in hiring all employees.

5. Participate in school board action after considering the recommendation of the superintendent and only after the superintendent has furnished adequate information supporting the recommendation.

6. Insist the superintendent keep the school board adequately informed at all times.

7. Offer the superintendent counsel and advice.

8. Recognize the status of the superintendent as the chief executive officer and a non-voting, ex officio member of the school board.

9. Refer all complaints to the proper administrative officer or insist that they be presented in writing to the whole school board for proper referral according to the chain of command.

10. Present any personal criticisms of employees to the superintendent.

11. Provide support for the superintendent and employees of the school district so they may perform their proper functions on a professional level.

F. IN FULFILLING MY LEGAL OBLIGATIONS AS A SCHOOL BOARD MEMBER I WILL:

1. Comply with all federal, state and local laws relating to my function as a school board member.

2. Comply with all school district policies as adopted by the school board.

3. Abide by all rules and regulations as promulgated by the Minnesota Department of Education and other federal and state agencies with jurisdiction over school districts.

4. Recognize that school district business may be legally transacted only in an open meeting of the school board.

5. Avoid conflicts of interest and refrain from using my school board position for personal gain.

6. Take no private action that will compromise the school board or administration.

7. Guard the confidentiality of information that is protected under applicable law.

Legal References: Minn. Stat. § 123B.02, Subd. 1 (School District Powers) Minn. Stat. § 123B.09 (School Board Powers)
Minn. Stat. § 123B.143, Subd. 1 (Superintendent)

Cross References: MSBA Service Manual, Chapter 1, School Board Member Code of Ethics

St. Anthony New Brighton School District

Mission: To educate, prepare and inspire a community of lifelong learners in our small, caring environment.

Vision: We are committed to the ***success*** of all learners. We will engage, inspire and support each learner through innovation and collaboration.

Success is defined as: The St. Anthony New Brighton defines success as a student who has acquired both the academic skills and life skills to positively contribute to society. The have a love for learning and are able to meet the social-emotional needs of themselves and others. A successful student becomes a thriving citizen.

2024 SCHOOL BOARD COMPENSATION								
DISTRICT	Chairperson	V-Chairperson	Clerk	Treasurer	Directors	Prescheduled Meetings Per Year	Additional Meetings	
12-Centennial	$5,800	$5,600	$5,600	$5,200	$5,000	24	As needed	
13-Columbia Hts	$7,200	$6,000	$6,000	$6,000	$6,000	32	As needed	(22 Regular and 10 work sessions)
14-Fridley	$5,372	$5,137	$5,137	$5,137	$5,137	12	As needed	(12 work session/business meetings)
16-Spring Lk Pk	$6,300	$5,800	$5,800	$5,800	$5,700	21	As needed	(11 regular mtgs, 8 work sessions, 2 retreats, no mtgs in July)
282-SA-NB	$6,437	$5,900	$5,496	$5,900	$5,378	22	as needed	+ 4 Professional Development Meetings
621-Mounds View	$7,000	$6,800	$6,500	$6,500	$6,500	14	11	(14 regular meetings, 11 work sessions - other associations are on top of this)
622-NSP-M-Oakd	$6,404	$5,904	$5,904	$5,904	$5,904	21	As needed	
623-Roseville	$6,240	$4,960	$4,960	$4,960	$4,960	20	As needed	
624-White Bear Lk	$5,450	$5,250	$5,450	$5,250	$5,050	21	As needed	
831-Forest Lake	$5,725.50	$5,525.50	$5,525.50	$5,525.50	$5,325.50	24	As needed	* rates approved Jan 2024 / will be revisited at the Jan' 25 Org mtg
832-Mahtomedi								
833-So Wash Cty	$10,000	$10,000	$10,000	$10,000	$10,000	22	As needed	
834-Stillwater	$5,972	$5,339	$5,339	$5,339	$5,339	23	As needed	
NE Metro 916	$5,800	$5,200	$5,300	$5,200	$5,100	12	As needed	11 Regular Meetings and 1 Retreat
Average	$6,439	$5,955	$5,924	$5,901	$5,800			
Average w/o highest and lowest	$6,212	$5,678	$5,641	$5,614	$5,494			
Int Dist 287								
Int Dist 288	$500	$300	$300	$300	$300	10		Regular, Special, Work Session Meetings $100.00, Committee Meetings $50.00
Int Dist 917	$5,665	$5,150	$5,150	$5,150	$5,150	12		FYI---our work session is one hour prior to our Board meeting - they run together - so two meetings in one

NOTES:

DRAFT

St. Anthony-New Brighton School District 282
Organizational Meeting
Tuesday, January 7, 2025– 7:00 p.m.
St. Anthony Council Chambers
3301 Silver Lake Rd NE
St. Anthony, MN 55418

MINUTES

Ben Phillip, Board Chair called the January 7, 2025 Organizational Meeting to order at 7:00 pm.

A motion was made by _____and seconded by _____ to approve the agenda for the January 7, 2025, Organizational Meeting of the School Board, as presented. With a roll call vote, the motion carries _____.

Election of Officers
The Chair will call for nominations from the floor for the office of Chair. No second is required. After a call for further nominations, if none are stated, the Chair will declare the nominations closed. If only one nomination is made, the nominee is elected by acclamation.

A. Chair:
A motion was made by _____ to nominate _____ as Chair.
_____ was elected Chair by acclamation.

At this time, the gavel was passed to the newly elected Chair. The same procedure is then followed for the offices of Vice Chair, Clerk and Treasurer.

B. Vice Chair:
A motion was made by _____ to nominate _____ as Vice Chair. was made,
_____ was elected Vice Chair by acclamation.

C. Clerk
A motion was made by _____ to nominate _____ as Clerk., _____ was elected Clerk by acclamation.

D. Treasurer
A motion was made by _____ to nominate _____ as Treasurer. was made,
_____ was elected Treasurer by acclamation.

1. Re-Affirmation of:
   a. *School Board Ethics and DEI (Diversity, Equity and Inclusion)* - A motion was made by _____ and seconded by _____ to reaffirm the role as school board members in the St. Anthony-New Brighton School District as it pertains to the ISD #282 Code of Ethics Policy 209 and to restate ISD #282's commitment to Diversity, Equity and Inclusion, as presented. With a roll call vote, the motion carries 6-0.
   b. *Mission and Vision* – A motion was made by _____ and seconded by _____ to reaffirm the role as school board members in the St. Anthony-New Brighton School District as it pertains to the (_____) as presented. With a roll call vote, the motion carries 6-0.

c. *Success Metrics* - A motion was made by _____ and seconded by _____ to reaffirm the role as school board members in the St. Anthony-New Brighton School District as it pertains to the (_____) as presented. With a roll call vote, the motion carries 6-0.

2. Organizational Business:

A. Regular Meetings
A motion was made by _____ and seconded by _____ to set regular business meetings on the first Tuesday of each month when school is being conducted. As much as possible and practical, these meetings will be held in the St. Anthony Village City Council Chambers or via ZOOM teleconference per Minnesota Statutes 13D.021 or other location as announced. Additional regular business meetings may be set as needed or as warranted by items requiring board action that surface throughout the fiscal year. These additional regular meetings will be formally set as a Regular Meeting and held in the HS/MS Media Center or via ZOOM teleconference per Minnesota Statutes 13D.021 and 13D.015 or other location as announced. All regular meetings (not additional regular meetings) will begin at 6:30 p.m. and are time-certain until 10:00 p.m. *(no new action item may be discussed after 9:30 p.m. unless the time-certain meeting ruling is suspended).* All routine items will be included in the *Consent Agenda.* There may be a 10-minute *Communications Break* following recognitions. All items requiring action by the School Board shall, when at all possible, be placed at the beginning of the agenda. With a roll call vote, the motion carries 6-0.

B. Work Sessions
A motion was made by _____ and seconded by _____ to hold work sessions on the third Tuesday of each month when school is in session and at other times as needed. Work sessions will be held in the HS/MS Media Center or via ZOOM teleconference per Minnesota Statutes 13D.021 unless otherwise announced and will begin at 6:00 p.m./ or at a time of day as arranged that best suits the topics planned for discussion. With a roll call vote, the motion carries 6-0.

C. Payment of Bills
A motion was made by _____ and seconded by _____ that *Payment of Bills* will be approved by the board as part of the *Consent Agenda* at School Board Meetings. At times when this practice is not timely or practical, *Payment of Bills* and other routine business actions may be authorized by the Superintendent of Schools or the Controller. With a roll call vote, the motion carries 6-0.

D. Meeting Minutes
A motion was made by _____ and seconded by _____ that the School Board Secretary shall keep an accurate record of all minutes on file in the District Office. Minutes must be posted on the District website and in the newspaper designated by the School District. With a roll call vote, the motion carries 6-0.

E. Official Newspaper
A motion was made by _____ and seconded by _____ to designate the Northeaster as the official newspaper of the School District. With a roll call vote, the motion carries 6-0.

F. Bank Depositories
A motion was made by _____ and seconded by _____ to designate M.S.D.L.A.F., U.S. Bank Minneapolis, N.A., MN Trust, PMA Financial Network, and Associated Bank, as bank depositories for the School District. With a roll call vote, the motion carries 6-0.

G. Electronic Transfers:
A motion was made by _____ and seconded by _____ to authorize the Superintendent and/or the Controller to make electronic transfers. With a roll call vote, the motion carries 6-0.

H. Authorization to Invest Funds:
A motion was made by _____ and seconded by _____ to authorize the Superintendent and/or the Controller to invest funds. With a roll call vote, the motion carries 6-0.

I. Committee Appointments
A motion was made by _____ and seconded by _____ to designate the Chairperson of the Board to review all member appointments, including MSHSL, Brightworks, AMSD and NE Metro 916, in January and identify positions which require new appointments prior to the first February board meeting. With a roll call vote, the motion carries 6-0.

J. Mileage Reimbursement
A motion was made by _____ and seconded by _____ to authorize mileage reimbursement paid at the current Internal Revenue Service rate. With a roll call vote, the motion carries 6-0.

K. Member Compensation
A motion was made by _____ and seconded by _____ to authorize Board Member compensation as follows: Chair $_____; Vice Chair $_____; Treasurer $_____; Clerk $_____ and Directors $_____. All members of the Board may receive expense reimbursement over the salaries established by the School Board policy 202.1. With a roll call vote, the motion carries 6-0.

L. Listening Sessions
A motion was made by Cassandra Palmer and seconded by _____ to approve Regular Listening Sessions for Members of the School Board to listen to the public in advance of the first Regular board meeting of each month 30 minutes prior to the meeting, as defined in 5A, for a period of time not to exceed 20 minutes in length. With a roll call vote, the motion carries 6-0.

3. Authorization to Use Electronic Signatures
A motion was made by _____ and seconded by _____ to authorize the business office to continue the use of the current electronic signatures in Skyward for salary and accounts payable checks. With a roll call vote, the motion carries 6-0.

4. Resolution Authorizing the Superintendent or School Board Chair to Hire Legal Counsel
A motion was made by _____ and seconded by _____ to designate Kennedy and Graven Chartered. as the official legal counsel of the School District. With a roll call vote, the motion carries 6-0.

The Organizational Meeting was adjourned at xxx.

The Regular Meeting of January 7, 2025, immediately following this Organizational Meeting.

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Adopted January 7, 2020

Policy 202.1 - ISD 282 BOARD COMPENSATION

I. Compensation Philosophy

The School Board of ISD 282 recognizes that board member compensation is a sensitive public policy matter. The Board believes that board members should be reasonably compensated for the time, efforts, and out-of-pocket costs incurred in serving the community as an elected official. The Board aspires to pay its members a wage that is:

- Commensurate with the responsibilities and time commitment of board members
- In alignment with compensation paid to board members at districts with similar characteristics to St. Anthony-New Brighton Schools
- Is reasonable and defensible to taxpayers and the community by demonstrating prudent use of public funds.

II. Board Member Compensation

a. Effective January 1, 2020 board members' annual compensation, shall be based on the average of the compensation paid to board members of the districts that comprise membership in Northeast Metro 916 Intermediate School District.
b. The Chair, Vice Chair, and Treasurer will receive an added stipend to reflect additional duties. The stipend will be, approximately, an additional 20% for the Chair, and an additional 10% for the Vice Chair and Treasurer.
c. School board compensation shall be paid in March, June, September and December, and shall have all applicable federal and state deductions withheld.

III. Expense Reimbursements

School board members are eligible for reimbursement of expenses incurred that are directly related to fulfilling a board member's official responsibilities. Reimbursed expenses normally include:

a. Mileage to and from school board member's home to seminars, committee meetings, association meetings (AMSD, MSBA, etc.), legislative hearings, and other meetings that are directly related to board service. Board members will not be reimbursed for mileage to and from regularly scheduled school board meetings, or mileage to attend school functions and events such as athletic competitions, plays, concerts, etc.
b. Parking and other required transportation costs will also be reimbursed, based on actual costs incurred.
c. Meals in conjunction with official school board activities and duties will be reimbursed, based on actual costs not to exceed limits set by the Board at its annual organizational meeting.

IV. Oversight

a. This policy will be reviewed annually, prior to the Board's January Organizational meeting.
b. Annually, at its organizational meeting the Board shall review and approve the amount of annual compensation for board members as determined by this policy.
c. Throughout the year, requests for expense reimbursements must be submitted to the district finance office for review as to conformity with district policy and procedures. Following that review, all board expense reimbursement requests must be approved by the board treasurer. Requests for expense reimbursement submitted by the treasurer will be approved by the board chair.