

# Intermediate District 287

*Responsive. Innovative. Solutions.*

**GENERAL MEETING OF THE BOARD – Special**

**Thursday, July 30, 2020**

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

**1820 Xenium Ln N**

**Minneapolis, MN 55441-3790**

**AGENDA**

**Page #**

1. **CALL TO ORDER** (Action)  
The mission of Intermediate District 287 is to be the premier provider of innovative specialized services to ensure that each member district can meet the unique learning needs of its students.
2. **APPROVAL OF GENERAL MEETING AGENDA** (Action)
3. **AUDIENCE OPPORTUNITY TO SPEAK** (Information)
4. **APPROVAL OF CONSENT AGENDA** (Action)
  1. General Board Meeting Minutes from June 25, 2020
  2. Routine Human Resources Activities for July 30, 2020
5. **SHARE THE SUCCESS & RECOGNITION - None**
6. **SUPERINTENDENT'S REPORT - (30 minutes)** (Information)
  1. Innovative Distance Learning 2020-2021  
Ben Magras, Executive Director of School and Student Outcomes and Dr. Elisabeth Lodge Rogers, Assistant Superintendent will provide an overview of the proposed District 287 phased model for return to school.
  2. Summer Racial Equity  
Radious Guess, Director of Equity and Inclusion, will provide an update on summer racial equity conversations.
7. **INSTRUCTIONAL REPORT - (30 minutes)** (Information)
  1. Literacy Grant Award  
Dr. Jon Voss, Director of Teaching and Learning will provide an overview of the recent literacy grant awarded to District 287.
  2. Minnesota Partnership for Collaborative Curriculum (MPCC)  
Dr. Jon Voss, Director of Teaching and Learning will update the board on the status of MPCC.
8. **BUSINESS SERVICES & LABOR RELATIONS REPORT - None**
  1. Facilities Report
  2. Financial Report
  3. Human Resource Report
9. **BOARD BUSINESS - (10 minutes)**
  1. Policy Review & Revision
    1. Title IX Policy (Action)  
Michelle Axell, Director of Human Resources, on behalf of Anne Becker, General Counsel, will present and recommend for Board approval the Title IX Emergency Policy. What the Board Needs to Know: Emergency Adoption of the Title IX Policy
  2. Board Reports - None
    1. Chair Report
    2. AMSD Report
  3. District News (Information)
    1. School Board Planning Calendar
    2. July 30, 2020, Board Event Calendar
    3. 2020-2021 Get on the Bus & Local 2209/Board Breakfast Schedule
  4. Once Around the Table
10. **ADJOURNMENT**

**DISTRICT 287 REGULAR BOARD MEETING**  
**Intermediate District 287**  
**June 25, 2020**  
**MINUTES**

**1. CALL TO ORDER**

Chair Regina Neville called the regular meeting to order at 6:30 PM by the use of District 287 Teleconferencing. Board Chair Neville recited Intermediate District 287 mission statement “The mission of Intermediate District 287 is to be the premier provider of innovative specialized services to ensure that each member district can meet the unique learning needs of its students”.

A Roll Call was taken and a quorum was declared with 11 member districts represented and the following Board members in attendance:

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

Absent:

Guests: Lonnie Shaw and Chris Martin

287 Administration: Sandra Lewandowski, Michelle Axell, Anne Becker, Mae Hawkins, Kim Helgeson, Rachel Hicks, Kate Hulse, Ben Magras, Chad Maxa, Elisabeth Lodge Rogers, Gloria Wilder, Jon Voss, and Wauneen Mgeni

287 Staff Members: Tonya Allen, Melissa Brateng, Radious Guess, Antwon Williams, Marisa Nathan, and Julie Tuorila

**2. APPROVAL OF GENERAL MEETING AGENDA**

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

**3. AUDIENCE OPPORTUNITY TO SPEAK**

SEIU Local 284 presented a brief statement and a video.

**4. APPROVAL OF CONSENT AGENDA**

The Consent Agenda was presented for approval. The Consent Agenda included the General Meeting of the Board Minutes from June 11, 2020, Approval of Finance Report May 2020, Routine Human Resources Activities for June 25, 2020, Hennepin Technical College Lease Agreement FY20-21, 2020-21 Rates, Newsela Curriculum Licensing Agreement, and Ewald Consulting Government Relations Services Agreement. *Motion by Sam Sant, seconded by Andrea Cuene, to approve the Consent Agenda as presented. The following voted in favor of the motion: Adams, Brakke, Casey, Cuene, Dallas, Douglass, Kunz, Marty, Neville, Sant, and Seidel.*

**5. SHARE THE SUCCESS & RECOGNITIONS**

Superintendent Lewandowski introduced Chris Martin (listen to video), Chris introduced Lonnie Shaw a South Education Center student. Lonnie read two of his poems, “[\*Ode and They Break You Down\*](#)”

Superintendent Lewandowski introduced new District leaders, Tonya Allen, Director of Family and School Engagement; Melissa Brateng, Director of Student Services and Itinerant Programs; Radious Guess, Director of Equity and Inclusion; Antwon Williams, Interim Principal, North Education Center; and Marisa Nathan, Professional Learning Manager

**6. SUPERINTENDENT’S REPORT**

Superintendent Lewandowski introduced Michelle Axell, Human Resource Director. Michelle briefly presented an update on the Principal Compensation Study. A summary document was presented “[\*What the Board Needs to Know about Principal Salaries\*](#)”

Chad Maxa, Executive Director of Strategic Implementation, provided an update on the Districts planning for 2020-2021 school year. A summary document was presented “[\*Update on 2020-2021 COVID-19 Learning Plans\*](#)”

Theon Jarrett, Student & Staff Safety Manager, and Rachel Hicks, Director of Communications and Public Relations provided an update on the effectiveness of the [Student Safety Coach Model](#), as well as national media attention on the model.

Chad Maxa, Executive Director of Strategic Implementation, presented a draft proposal to encourage a "Grow Your Own" leadership model. A summary document was presented "[Draft 287 Anti-Racist Leadership Program Proposal](#)"

**7. INSTRUCTIONAL REPORT - None**

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

**Facilities Report - None**

**Financial Report**

Mae Hawkins, Executive Director of Business Services, and Gloria Wilder, Director of Finance provided an overview of the Original Budget for School Year 2020-2021 (Fiscal Year 21). *A motion was made by Steve Adams, seconded by Sam Sant, to approve the adoption of the Original Budget for School Year 2020-2021 (Fiscal Year 21). The Estimated Beginning Fund Balance of the total governmental funds for July 1, 2020, is \$40,755,528. The Original Budget for FY20-21 shows total revenue of \$118,367,143, and total expenditures of \$117,188,718, for a total projected fund balance of \$41,933,953 and a total budgeted unassigned fund balance of 7.8% at June 30, 2021. Motion by Sam Sant, seconded by Andrea Cuene, to approve the Consent Agenda as presented. The following voted in favor of the motion: Adams, Brakke, Casey, Cuene, Dallas, Douglass, Kunz, Marty, Neville, Sant, and Seidel.*

**Human Resources Report**

Michelle Axell, Director of Human Resource, presented a resolution motion on the Staff Reduction Layoff. *Resolution motion by Andrea Cuene, seconded by Heather Douglass, to waive the reading and approve the resolution relating to the Staff Reduction Layoff as provided by the printed documentation shared. The following voted in favor: Adams, Brakke, Casey, Cuene, Dallas, Douglass, Kunz, Marty, Neville, Sant, and Seidel. There were no abstentions or no votes cast. The resolution passed.*

**9. BOARD BUSINESS**

**Policy Review & Revision**

Anne Becker, General Counsel presented and recommended approval of the Data Privacy & Records Policy Bucket. *Motion by Heather Douglass, seconded by Michèle Kunz, to approve Data Privacy & Records Policy Bucket as presented. All in favor. Motion carried unanimously.*

**Board Report**

Board Chair Neville, requested Board members to consider a tentative date of July 30th in case of the need for an additional school board meeting.

**AMSD Report**

Board member Cuene gave a brief AMSD update and an overview on the June 17th Reimagine Minnesota Virtual Conference.

**Once Around the Table**

**10. ADJOURNMENT**

*A motion was made by Michèle Kunz, seconded by Steve Adams, to adjourn the meeting. The following voted in favor of the motion: Adams, Brakke, Casey, Cuene, Dallas, Douglass, Kunz, Marty, Neville, Sant, and Seidel. No votes against. Motion carried. Meeting adjourned at 9:38 PM.*

The next special meeting will be held on July 30, 2020, at 6:30 PM by Teleconference.

Submitted by  
Wauneen Mgeni  
Secretary to the Board

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

Clerk \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

**ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287 SCHOOL BOARD  
July 30, 2020**

<b>New Hires: New Position</b>					
<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Effective Date</b>	<b>Salary Placement</b>	<b>FTE</b>
Binh Tran	Custodian Worker	District Service Center	07/01/2020	Step 3, Grade 1	1.0
Joseph Freed	Custodian Worker	District Service Center	07/08/2020	Step 3, Grade 1	1.0

<b>New Hires: Open Position</b>						
<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Reason for Opening</b>	<b>Effective Date</b>	<b>Salary Placement</b>	<b>FTE</b>
Kirsten Rasmussen	EBD Teacher	North Education Center	Replacement for temporary license	08/25/2020	Step 11, Lane 9	1.0
Becky Aish	EBD Teacher	North Education Center	Replacement for temporary license	08/31/2020	Step 5, Lane 8	1.0

**New Hires: Replacement for Separations**

<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Replacement For</b>	<b>Effective Date</b>	<b>Salary Placement</b>	<b>FTE</b>
David Pineda	Custodial Worker	District Service Center	A. Lee	07/01/2020	Step 3, Grade 1	1.0
Marisa Nathan	Professional Learning Manager	District Service Center	C. Glad	07/08/2020	Administrator	1.0
Remi Huyen	EBD Teacher	Care & Treatment	T. Severson	08/25/2020	Step 11, Lane 4	1.0
Sam Freeman	ASL Interpreter	Itinerant	T. Goodman	08/25/2020	Step 5, Certified	.875

**Temporary Hiring Agreement: Assignments**

<b>Name</b>	<b>Position</b>	<b>Department/Site</b>	<b>Effective Date</b>	<b>End Date</b>
Joseph Arbogast	Seasonal Facilities Worker	Districtwide	07/21/2020	09/04/2020
James Bendickson	Seasonal Facilities Worker	Districtwide	07/13/2020	09/04/2020
Quinn Nelson	Seasonal Facilities Worker	Districtwide	07/13/2020	09/04/2020
John Zimmer	Seasonal Facilities Worker	North Education Center	06/09/2020	08/15/2020

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

Name	Position	Department/Site	Reason for Opening	Effective Date	Salary Placement	FTE
<b>Fully Licensed New Hires</b>						
Jenna Fox	DHH Teacher	Itinerant	Retirement – M.Peyton	08/25/2020	Step 5, Lane 4	1.0
Erika Shady	DAPE Teacher	Ann Bremer Education Center	Replacement for temporary license	08/25/2020	Step 2, Lane 5	1.0

**Temporary Hiring Agreement: Tier 1 or Tier 2 Licenses**

Name	Position	Department/Site	Reason for Opening	Effective Date	Salary Placement	FTE
<b>Tier 1 Hires</b>						
Thomas Simshauser	ASD Teacher	Ann Bremer Education Center	Replacement for temporary license	08/31/2020	Step 4, Lane 5	1.0
<b>Tier 2 Hires</b>						
Richard Helmerichs	ASD Teacher	South Education Center	Replacement for temporary license	08/31/2020	Step 3, Lane 1	1.0

**Separations: Resignation**

Name	Position	Department/Site	Reason (if internal movement)	Effective Date
Travis Lembcke	Interpreter	Itinerant Services	Personal Reasons	07/13/2020
Shamaria Russell	Education Assistant	North Education Center	Personal Reasons	07/23/2020
Kate Hulse	Director of Mental Health and Partnership	District Service Center	Personal Reasons	07/31/2020
Clarice Kelling	Education Assistant	South Education Center	Personal Reasons	08/01/2020
Justina Bekius	Interpreter	Itinerant Services	Personal Reasons	07/24/2020

**ATTACHMENT TO ROUTINE HUMAN RESOURCES ACTIVITIES REPORT –  
July 30, 2020**

**Curriculum Writing and other Summer Projects**

Ryann Adkins	Jon Fila	Frederick Reeves
Steven Agre	Jesse Foss	Lucille Rosario
Rachel Arth	Debra Gormley	Linda Seifried
Sarah Baker	Erica Grimm	Jeremy Shibley
Justina Bekius	Tara Hallberg	Michael Smart
Lynda Benkofske	Arzella Howard	Susan Stradtman
Joshua Boettcher	Willie Johnson	Samantha Thompson
Jemel Brewer	Taylor Kaiser	Jennifer Tousignant
Tamara Bussman	Kelsey Kiefer	Sandra Tuft
Laura Byer	Andrew Kiel	Ann Verdegan
Johanna Campbell	Amy Koch	Megan Westerheide
Jacob Cavanaugh	Tammy Mezzenga	Samuel White
Shawn Cook	Anna Milligan	Andrea Wilson Vazquez
Sherrie Dewey	Alice Momo	Melissa Winship
Stephanie Duch	Kelly Mwei	Emilia Woods
Emai Dunbar	Jessica Petrowiak	
Thomas Elcock	Kendra Rask	
Kathy Enselein	Jason Reese	

**Spring wrap-up and Fall start-up hours**

Carrie Agre	Angelo Grant	Rob Schoch
Jamie Anderson	Glenda Kibat	Moriah Stephens
Hana Buttles	Emily Kuisle	Scott Tousignant
Carol Dannenbrink	Talia Richardson	
Molly Forrest	Nicole Sadowsky	

**Summer School**

**LICENSED**

**ALC**

Shalonda McAlester  
Sandra Shetka  
Joseph Steinert

**Independent Study**

Lisa Bonk  
Brendon Burk  
David Clark  
Jennifer Gravelle  
Andrew Kenady  
Beth Kiene  
Meagan Lenz

Andrea Manuel  
Todd Munsterteiger  
Alyce Price  
Emily Ruud  
Sam Schurman  
Madison Sour  
Teresa Stadem

Sara Stein  
Jenna Trochlil  
Jennifer Wagner  
Brenda Walsh  
Joshua Wenzel

**NSO**

Stanley Connell  
Alicia Jensen  
Carolina Saldana  
Lisa Sohn

**Special Education**

Deb Kubiak

**Itinerant**

Janis Chell  
Miriam Klane

**WSSS**

Melissa Assels  
Sarah Bailey  
Beth Benezra  
Alexandra Carlson  
Nate Edwards  
Amy Erlandson  
Elisabeth Fine  
Rohan Gholkar

Beth Gilleland  
Ben Greiber  
Mary Beth Huttlin  
Tamara Junkermeier  
Peter Kasner  
Cory Knudtson  
Kristina Makousky  
James Pekarek

Lori Peralez  
Dan Reynolds  
Paul Sackaroff  
Guy Stewart  
Grace Unruh  
Sara Wakeh

# 2020-2021 School Year Planning Update

WE'RE IN THIS TOGETHER.

# Planning Team

Tonya Allen, Director of School and Community Engagement  
Melissa Brateng, Director of Student Services  
Retha Burns, Assistant Principal, Northern Star Online  
Molly Forrest, School Nurse  
Angelo Grant, Social Worker  
Jake Horejsh, Student and Staff Safety Manager  
Tina Houck, Director of Special Education  
Theon Jarrett, Student and Staff Safety Manager  
Stephanie Klingelhutz, Human Resources Coordinator  
Ben Magras, Executive Director of School & Student Outcomes

Chad Maxa, Executive Director of Strategic Implementation  
Elisabeth Lodge Rogers, Assistant Superintendent  
James Schmidtke, Local 2209 President  
Sarah Schreifels, Food Services Manager  
Amy Tiedens, Transportation Manager  
Kurt Vredenburg, Facilities and Operations Senior Manager  
Michele Wolff, 287 Administrative Support  
Sue Stradtman, Local 2209 Chief Negotiator  
Emilia Woods, Autism Instructor  
Moriah Stephens, MMI Instructor  
Joe Millard, Assistant Principal, Hennepin Technical College Programs

**A special thank you to 287's nurses for their expertise in our planning process.**

# 287's Promise During COVID-19



Safety and well-being comes first



Engage staff and families to understand their needs



Racial equity lens on all decisions



Trauma-sensitive & healing-centered practices

# Engagement & Feedback

We will continue to make changes to the draft plan as we gather feedback from stakeholders. We will finalize the plan once feedback is incorporated and the Governor makes the school plan announcement.

## Families

- Family Survey - 264 responses (60% white, 40% People of Color)
- 6 virtual engagement sessions, offered in English, Spanish, and Somali (18 total participants)

## Staff

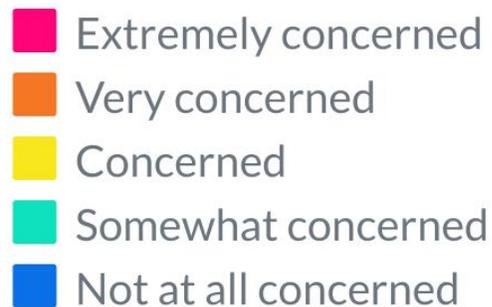
- Staff Survey - 791 Staff responses

## Member Districts

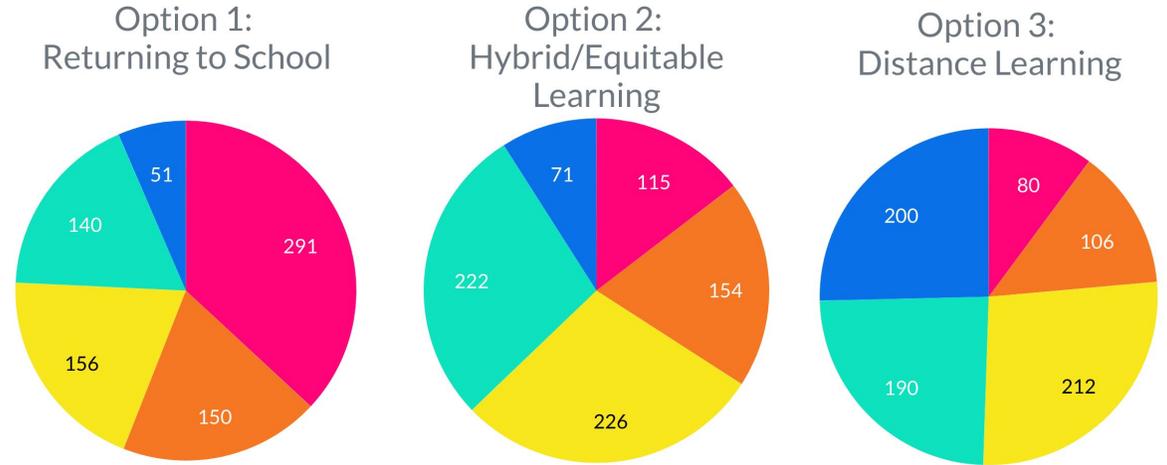
- Superintendents
- Special Education Directors
- Transportation Leaders
- Business/Finance Directors

# Survey Results

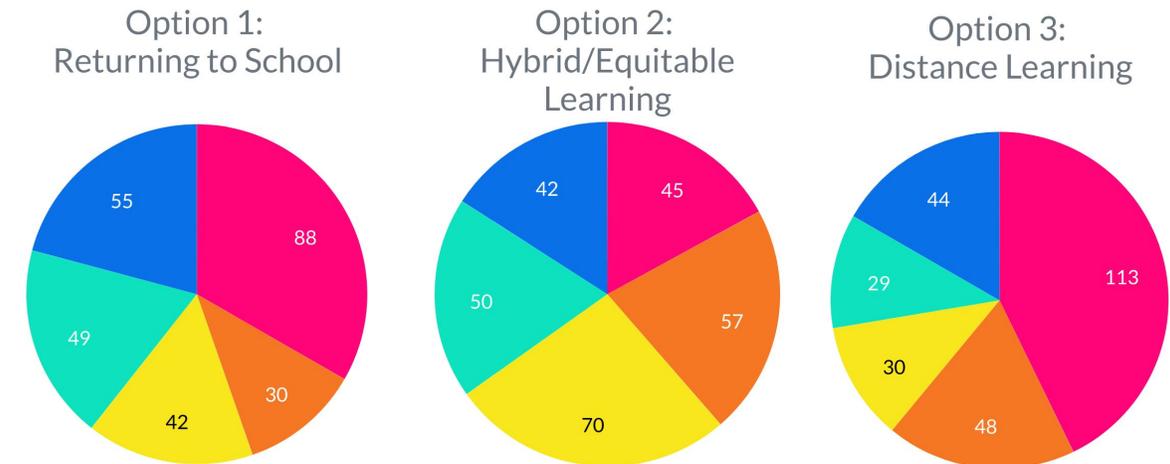
- 791 Staff responses
- 264 Family responses



## Staff Level of Concern for Students

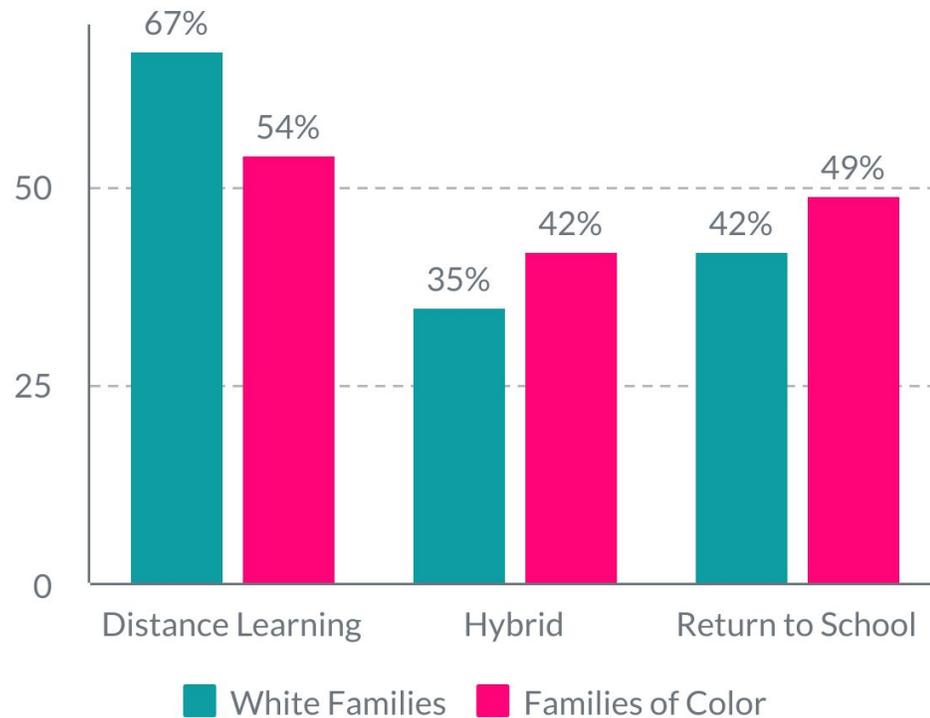


## Family Level of Concern for Students



# Survey Results - Families of Color vs White Families

Percent of Families Extremely or Very Concerned



Both Families of Color and white families have the highest concern with the distance learning option.

**However...**

Families of Color have similar levels of concern for all three options, while white families have a far greater concern for distance learning (*both compared to Families of Color and compared to the other two options*).

# Summary of Back to School Draft Plan

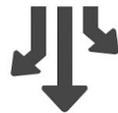
- The draft plan has four steps (0, 1, 2, and 3)
- We will move up or down the steps depending on the nature of the pandemic and the safety of in-person schooling
- Steps 1 through 3 gradually increase the percent of a school building's staff and student capacity (from 10% to 25% to 50%) in order to safely increase the percent of students we serve in school. Students will attend school 2 days per week and there will be 1 disinfecting day. Students are phased in by grade-level grouping, starting with elementary.
- **All families have the choice to keep their child at home no matter the step**
- **Itinerant:** the plan for Itinerant Services is in development and will closely align with member district needs

# Steps to Return to School



## STEP 0

**INNOVATIVE DISTANCE LEARNING**  
+  
OPPORTUNITIES FOR STUDENTS WITH GREATEST NEED



1. Non-Digital Work
2. Digitally Managed Work
3. Learning Management System



## STEP 1

**10% BUILDING CAPACITY**  
FOR STUDENTS & STAFF



**20%**  
Up to 20% of students served in school

### 2 Days

Students attend school 2 days per week. 1 day will be reserved for disinfecting.

### Phase in by grade

Elementary students start first. Additional students will be added by grade-level grouping.



## STEP 2

**25% BUILDING CAPACITY**  
FOR STUDENTS & STAFF



**50%**  
20%-50% of students served in school

### 2 Days

Students attend school 2 days per week. 1 day will be reserved for disinfecting.

### Phase in by grade

Elementary students start first. Additional students will be added by grade-level grouping.



## STEP 3

**50% BUILDING CAPACITY**  
FOR STUDENTS & STAFF



**100%**  
50%-100% of students served in school

### 2 Days

Students attend school 2 days per week. 1 day will be reserved for disinfecting.

### Phase in by grade

Elementary students start first. Additional students will be added by grade-level grouping.

# Returning to School with Stronger Practices

1. Students can meet their teachers and staff in-person before or in the first weeks of school
2. Regular teacher-family connection (at least 2X/week)
3. Every student will have a mentor
4. Weekly mental health support (individual and/or group sessions - some will have home visits)
5. Learning goals - expectations for learning goals will be raised to strengthen inquiry and higher order thinking skills along with skills needed to recover learning gaps
6. We will talk about race and racial trauma with students and staff

# Innovative Distance Learning: 3 Pathways

**+ PLUS**

Opportunities for students with the greatest need

We heard from families that students need a new, more innovative version of distance learning.

PATHWAY 1  
Non-Digital Work



PATHWAY 2  
Digitally Managed Work



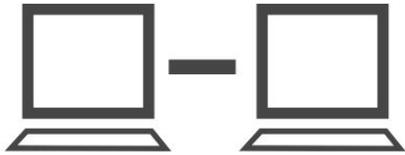
PATHWAY 3  
Learning Management System, like Moodle



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# How we're making distance learning better

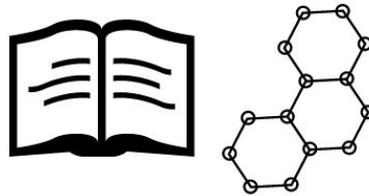
## 1:1 Support



Educational Assistants will provide 1:1 digital support for students.

- Review
- Skill reinforcement
- Practice
- Tutoring

## More Courses



Course or unit development

- Ethnic Studies
- Action Civics
- Social Justice Math
- Inquiry-Based Science

## Support for Families



- Training for families before school to be able to help students
- Offer regular training for families
- Engage families via surveys and town hall meetings
- Youtube channel with demonstrations

# Every-day safety practices

- Daily temperatures check upon arrival at school
- Social Distancing of 6 feet of space between students and staff a all times
- Masks/face coverings are worn by 287 staff at all times; masks encouraged for students at all times.
- Handwashing and hand sanitizing throughout the day
- Pick up/ drop off, meals & flow of students: each school has a site-based plan for student pick up/drop off, meal distribution and how to manage the direction and flow of students throughout the day

# Next steps

- Adjust steps and planning based on feedback from stakeholders and announcement from the Governor and MDE
- Communicate plans with staff, families, and member districts - new weekly update sent out on Mondays to staff/families
- Adjustment to PD planning / MOU with Local 2209
- Determine the most appropriate step to start the 2020-2021 school year

# Questions



# Leading for Racial Equity

**Radious Y. Guess**  
**Director of Equity & Inclusion**

23

# Vision of Racial Equity in 287

**In 287, racial equity is the result achieved when one cannot predict advantage or disadvantage by race.**

According to the Government Alliance for Race and Equity (GARE) racial equity is realized when race can no longer be used to predict life outcomes, and outcomes for ALL groups are improved.

# Where we've been...

We have a long way to go,  
but a lot to be proud of...

- 12 racial equity teams (school and department)
- Equity lens tools for planning and decision making
- Working to recruit and retain racially consciousness and diverse staff
- Racial equity policy and policies that protect People of Color
- Staff of Color affinity spaces (luncheon, support groups, etc.)
- Culturally specific therapists available to staff via EAP

# ...Especially the efforts that directly impact students

- Therapeutic Teaching Model
- Student Safety Coach Model
- District Mobile Response Team
- Partnership with Bruce Perry's organization + **emphasis on racial equity and racial trauma**
- Tiered Classroom Model that equitably administers resources and is not racially predictable
- Curriculum & Instruction - culturally relevant units and courses; rubric for reviewing cultural relevance of curriculum and instruction; more culturally relevant Literacy curriculum across all K-8 sites

# Where we're going

## Overview of 2020-2021 Racial Equity Work

### Expand

- Build staff capacity to implement district priorities, using a racial equity lens
- Racially equitable hiring practices; development of 287 anti-racist leadership program
- Partnership with Wilder Foundation - 2 additional programs (Kofi and another school-based mental health program)
- Engagement with Staff and Families of Color
- Racial equity data reporting

### New this year

- Year of Learning w/ Justice Leadership Solutions (Resmaa Menakem, My Grandmother's Hands)
- Internal Influences
  - Listening/learning sessions with staff to tailor training
  - Identify Internal Influencers who will receive racial equity training and training for healing historical and racialized trauma

# Engagement & Listening

*with BIPOC Staff and Students*

We have an opportunity as a district to listen, learn, acknowledge, educate and take inventory of our vision for racial equity.

- At the end of the 19-20 school year, listening sessions were held with Educational Assistants and Staff of Color to better understand their experiences in 287.
- We will intentionally and more continuously engage and listen to our BIPOC staff and students (Black Indigenous, and People of Color)
- Over the 20-21 school year, we will engage many more stakeholders to process learnings and take action steps.

**Initial themes** tell us we have work to do to ensure that:

- BIPOC staff feel heard, valued and safe in 287
- BIPOC staff have opportunities to advance professionally
- Leaders are among the first to acknowledge and grow in their learning and actions
- We address bias and ensure fair practices to resolve conflict
- White colleagues speak out against injustice

Ultimately, 2020-2021 will bring...

*An opportunity for 287 and its leaders to investigate, honestly, how our longstanding systems, policies, practices, and beliefs, unintentionally or not, have created and continue to maintain racial inequity.*

*We will operate with urgency and accountability<sup>29</sup> to change.*

# Questions

*Authentic listening and sharing are powerful forces for making individual and institutional change.*

# Intermediate District 287

*RESPONSIVE. INNOVATIVE. SOLUTIONS.*

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## INTER-OFFICE MEMORANDUM

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Date: July 23, 2020  
To: Sandra Lewandowski, Superintendent  
From: Jon Voss, Director of Teaching and Learning  
Re: **What the Board Needs to Know About the CLSD Grant for FY21**

Overview: Intermediate District 287 has been fortunate to receive a \$600,150 grant from the Minnesota Department of Education for Comprehensive Literacy State Development (CLSD). The purpose of the grant is to increase the literacy skills of all Minnesota students, especially those students with the highest needs, through the development of coaching support to both implement evidence-based literacy practices and strengthen collaboration with families. This is a continuation and expansion of the Striving Readers Comprehensive Literacy (SRCL) grant that we received for FY19 and FY20.

### Key Elements

\$600,150.00

1 year: October 1, 2020 through September 30, 2021

Grades 6-12

Funds 4 literacy coaches to support teachers and 1 family literacy specialist to support family collaboration.

### Objectives

1. Site leadership teams will engage in a continuous improvement process to build on effort, outcome and fidelity results each year.
2. Literacy coaches will implement the MDE coaching process, to build the capacity of core literacy instruction through the use of identified evidence-based practices, leading to improved student outcomes in literacy.
3. Family Literacy Specialists will build the capacity of each site through the use of identified evidence-based practices, leading to improved family collaboration.
4. Establish alignment of standards, coaching and literacy practices in a vertical and horizontal alignment, with special attention to key transition points: Pre-K to Kindergarten and grades 9 to grade 10.

# Intermediate District 287

*RESPONSIVE. INNOVATIVE. SOLUTIONS.*

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## INTER-OFFICE MEMORANDUM

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Date: July 23, 2020

To: Sandra Lewandowski, Superintendent

From: Jon Voss, Director of Teaching and Learning

**Re: What the Board Needs to Know About the Minnesota Partnership for Collaborative Curriculum**

The Minnesota Partnership for Collaborative Curriculum (MPCC) was formed in 2013 to create comprehensive open education resources (OER) in a digital format that are aligned to the Minnesota state academic standards in the four core subject areas for grades 3-12.

For the past seven years, the MPCC grassroots initiative was supported by over 200 Minnesota school districts. The development and review process involved over 175 staff from districts across the state. We have created 39 courses to be shared publicly under a creative commons license. Our efforts have been recognized in a Local Government Innovation Award from the Bush Foundation, an Amazon Web Services City On A Cloud Innovation Challenge Award, and a Minnesota E-Learning Summit Award for Excellence.

Intermediate District 287 has been proud to serve as the fiscal host and coordinating agency for the development projects. Our involvement has allowed us to provide opportunities for our members to guide curriculum development in areas of need, for teachers from our member districts to participate in professional training and curriculum development projects, and for our programs in District 287 to gain an adaptable curriculum foundation in all subject areas.

Having reached our goal, we are releasing these digital resources for use by all Minnesota school districts. This will allow for more widespread curating and development that would increase their value and continue to build upon the strong foundation started by teachers across the state. All Minnesota school districts will have access to the 39 courses and other resources at <http://courses.oermn.org>.

These materials can provide teachers with a base of assignments and materials aligned with the standards to create meaningful learning opportunities for all students. In preparation for the coming school year, MPCC digital solutions can support teachers in delivering instruction for face-to-face, hybrid, and online environments.

Funds remaining in the project will support continuing support and development efforts. We will continue to work with our member districts to identify areas of interest for further development projects and teacher training. We thank the many Minnesota teachers and district leaders involved in this initiative for the forward thinking, creativity, and work they put into this effort.

# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## DISTRICT POLICY

**POLICY SERIES:** Equity and Nondiscrimination

**SUBJECT:** Title IX

**BOARD APPROVED:** July 30, 2020

**REVISION DATE:**

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**END160**      **Title IX**

### **I. PURPOSE**

The purpose of this policy is to comply with the U.S. Department of Education’s final 2020 regulations implementing Title IX of the Education Amendments of 1972, which protects people from discrimination based on sex, including sexual harassment, in education programs or activities. Title IX states that:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

### **II. GENERAL STATEMENT OF POLICY**

The School Board of Intermediate District 287 believes that no person should be illegally discriminated against based upon actual or perceived race, color, creed, religion, sex, gender, gender identity/expression, sexual orientation, disability national origin, immigration status, familial or marital status, status with regard to public assistance, and/or age, and any such illegal discrimination is strictly prohibited.<sup>1</sup> This policy addresses sex discrimination, including sexual harassment and sexual assault, under Title IX in particular.

The Title IX Coordinator is the Director of Human Resources, who can be reached at 763-550-2114, hr@district287.org, or 1820 Xenium Lane N., Plymouth, MN 55441.

### **III. DEFINITIONS**

- A. “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sex discrimination, including sexual harassment.
- B. “Education program or activity” includes locations, events, or circumstances over which the District exercised substantial control over both the respondent and the context in which the sex discrimination occurred.

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<sup>1</sup> For more information, please see the District’s Harassment & Violence Policy (END120).

- C. “Formal complaint” is a document that is either filed by the complainant or written and/or signed by the Title IX coordinator alleging sex discrimination, including sexual harassment, against a respondent, and requesting that the District investigate the allegation. A formal complaint triggers the Grievance Process described in Section IV.

Third parties are strongly encouraged to report sex discrimination, including sexual harassment, even though such reports do not constitute a formal complaint. Employees are required to report sex discrimination. It is extremely important to report allegations of sex discrimination, including sexual harassment, because whenever a District employee knows about alleged discriminatory conduct based on sex that information is assumed to be known by the District, such that the District is required to take action.

- D. “Preponderance of the Evidence” is a standard of proof which requires evidence that establishes that it is at least “more likely than not” that alleged conduct occurred. This is the standard of proof adopted by the District.
- E. “Respondent” is an individual who has been reported to be the perpetrator of conduct that could constitute sex discrimination, including sexual harassment.
- F. “Sexual harassment” is defined under Title IX as conduct on the basis of sex that consists of:
1. An employee conditioning an individual’s receipt of aid, benefit, or service on that individual’s participation in unwelcome sexual conduct;
  2. Unwelcome conduct that a reasonable person would find “so severe, pervasive, and objectively offensive” that it effectively denies a person equal access to the school’s education program or activity;  
or
  3. Sexual assault, dating violence, domestic violence, or stalking, as those terms are defined by federal law.
- G. “Standard of Proof” is the amount of evidence required to prove something.
- H. “Supportive Measures,” which may be put into place with or without a formal complaint, are individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect safety, and/or deter sexual harassment.

#### **IV. GRIEVANCE PROCESS**

Once the Title IX Coordinator is aware of a complaint, the Coordinator will promptly contact the complainant confidentially to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint, if one has not already been filed.

A complainant's wishes with respect to whether the school investigates should be respected unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the wishes of the complainant is not clearly unreasonable in light of the known circumstances.

Once a formal complaint has been filed, the grievance process begins. The District must follow this process before the imposition of any disciplinary sanctions or other actions that are not supportive measures, against a respondent.

##### **A. Complaint Dismissal**

If the allegations in a formal complaint do not meet the definition of sexual harassment, or did not occur in the District's education program or activity against a person in the United States, the District must dismiss such allegations for purposes of Title IX. The District may still move forward to investigate and/or take other appropriate action under other policies or procedures.

The District may also, in its discretion, dismiss a formal complaint or allegations in the complaint if the complainant informs the Title IX Coordinator in writing that the complainant wants to withdraw the formal complaint or allegations in it, if the respondent is no longer enrolled or employed by the school, or if specific circumstances prevent the school from gathering sufficient evidence to reach a determination. The District must give the parties written notice of a dismissal (mandatory or discretionary) and the reasons for the dismissal.

##### **B. Notice**

The District will provide a written notice, to all known parties, including the following information:

1. Description of the grievance process, including informal resolution processes;
2. Information about the allegations with sufficient details known at the time and sufficient time to prepare a response before any initial interview. "Sufficient details" includes:
  - a. The identities of the parties involved in the incident(s);
  - b. The conduct allegedly constituting sexual harassment; and
  - c. The date and location of the alleged incident(s).

3. The respondent is presumed not responsible during the grievance process and that a determination regarding responsibility is made at the conclusion of the process;
4. Notice that they may have an advisor of their choice, who may be, but need not be, an attorney, and who may inspect and review evidence; and
5. Notice of any provision that prohibits knowingly making false statements or knowingly submitting false information.

If information required in the notice is not known when the complaint is filed, and is discovered during the investigation, the District shall share that information with both parties.

#### C. Equal Treatment of Complainants and Respondents

The Title IX regulations require the equal treatment of complainants and respondents. This includes: providing them with the notice described in paragraph A; objective evaluation of the evidence; making credibility determinations that are not based upon a person's role in the process; setting reasonable timeframes, and having a variety of possible outcomes to allegations of sexual harassment. Equal treatment allows for the emergency removal of the respondent from a program or activity, or work, as necessary.

#### D. Presumption of Innocence and Standard of Proof

A respondent is presumed to be innocent of any and all allegations. The presumption continues unless and until there is a preponderance of the evidence that an allegation is true.

Just because a person is a complainant, respondent or witness does not automatically make that person any more or less credible. The District bears the burden of proof.

#### E. Disciplinary Actions and Supportive Measures Available

1. Disciplinary actions:
  - a. Student Discipline

Appropriate disciplinary measures will be equitable and determined in each individual circumstance within the context of a multi-tiered system of support.

- b. Employee Discipline

Appropriate disciplinary measures will be equitable and determined in each individual circumstance. Discipline or other appropriate measures may be on a continuum from informal counseling to termination.

### 3. Supportive measures

These measures may include, but are not limited to, the following:

- Counseling/Employee Assistance Program
- No-contact orders
- Leaves of absence
- Class schedule changes
- Program changes
- Moving to a different site

### F. Investigations

The District is required to investigate sexual harassment allegations in any formal complaint, which can be filed by a complainant, or signed by a Title IX Coordinator. The investigator is charged with gathering the evidence, not the parties.

The parties shall be provided with equivalent opportunities to present and review evidence, to have an advisor (who may be an attorney) present, and to have their advisor participate in any meeting, hearing, or investigative interview involving the advisee. The party is responsible for finding the advisor. The advisor may not be anyone who plays a role in the Title IX complaint, grievance, or appeals processes.

### G. Informal Resolution Process

After a formal complaint has been filed, the District may choose to offer and facilitate informal resolution options, such as mediation or restorative justice, so long as both parties give voluntary, informed, written consent. The informal resolution options may be sought without implementing a formal grievance process and the subsequent determination of whether or not there has been a violation of District policy.

The District may not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to a formal investigation and adjudication of formal complaints of sexual harassment. The District also may not require the parties to participate in an informal resolution process and may not offer an informal resolution process unless a formal complaint is filed.

At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with the formal complaint. The District must not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

## **V. WRITTEN DETERMINATION**

The decision-makers must issue a written determination at the conclusion of the grievance process. This determination must be provided to both parties simultaneously, with written information about how to file an appeal. The determination is not final, however, until the appeal period expires or any appeal is resolved.

Remedies, which are required to be provided to a complainant when a respondent is found responsible, must be designed to maintain the complainant's equal access to education and may include the same individualized services described as supportive measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent.

## **VI. APPEALS**

Either party may appeal a dismissal of a formal complaint, or any allegations therein, or a determination that sexual harassment occurred. Parties may not appeal the severity of any sanctions. Disagreement with the investigation findings or determination is not, by itself, a ground for appeal.

The Appeals panel will review all written documentation of the case, and pertinent documentation regarding the reasons for appeal. The panel will issue a written decision of the appeal outcome. A written decision must be issued simultaneously to both parties as soon as possible.

All findings of an appeal are final and binding, and no further appeals are permitted. All disciplinary action that has been taken as a result of the Grievance process will remain in effect during the Appeals process.

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

Regular Meeting – July 30, 2020

**AGENDA SECTION:** SUPERINTENDENT REPORT

**ITEM:** Title IX Policy

**PRESENTED BY:** Michelle Axell, Director of Human Resource

**1. Background Information**

The Title IX Policy is presented for approval. A motion is necessary to approve this policy as presented.

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

**3. RECOMMENDED ACTION: The Board approves the Title IX Policy as presented.**

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

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

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

# WHAT THE BOARD NEEDS TO KNOW

**Intermediate District 287**  
RESPONSIVE. INNOVATIVE. SOLUTIONS.

## EMERGENCY ADOPTION OF TITLE IX POLICY

July 24, 2020

### Author

Anne Becker, General Counsel

### Summary

The new U.S. Department of Education Title IX regulations go into effect on August 14, 2020. The new regulations were issued in May. They are more than 2000 pages and require many changes to the Title IX process. By August 14, school districts must have completed a variety of tasks, including posting a Title IX policy on the district's website.

As you know, the District 287 normal policy adoption process consists of a first reading at one Board meeting and a second reading at the next meeting. There is also a process for the emergency adoption of a policy in Section V of the Board's [Policy Development, Adoption, Implementation and Review Policy](#). The emergency adoption of a policy is for circumstances such as this one, in which there is not sufficient time in which to have two readings and still comply with the requirements of federal law.

A policy adopted in this manner is only temporary. The emergency policy will expire within one year or when there has been Board action to adopt, revise or repeal the emergency policy under the regular policy adoption process, whichever occurs first. I am recommending the Board's consideration of a Title IX policy to go through the regular policy adoption process sometime this fall.

The Title IX policy that you are being asked to adopt contains the minimum requirements found in the new regulations. Many of the details will be filled in in the procedure that is currently being drafted.

Please contact Michelle Axell at [mlaxell@district287.org](mailto:mlaxell@district287.org) or 763-550-2114 with any questions as I am on vacation. Thank you.

# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## School Board Planning Calendar 2020-2021

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

1 <sup>st</sup> Meeting of the Month	2 <sup>nd</sup> Meeting of the Month
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**START TIME 6:30 PM**

**AUGUST 27, 2020**

**Kudos & Recognition**

- Amy Tiedens for being selected the Minnesota Association of Pupil Transportation (MAPT) “2019 Administrator of the Year” [Note: Michelle will not be in attendance at this Board mtng] **(carry over)**
- What Board Members Need to Know About “2019-2020 Back to School Start-Up” (back to school event, New Staff Academy, update on new hires [invite Amanda A])

**Special Presentation**

- [287 Anti-Racist Leadership Program Pilot Proposal](#)

**Annual Presentation - none**

- Coherence-Uber Goal (First Read)
- New Leader Introduction **(carry over - did this in June 25)**
- Financial Report June - (Action)
- Lead and Radon Testing Report
- **KPI update / Strategic Plan update HOLD for Aug/Sept meeting**

**Spotlight**

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

- 

**SEPTEMBER 10, 2020**

**Kudos & Recognition**

- Kudos (back to school - first days of school video)
- EAP - Sandcreek Partnership

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

- Insurance RFP recommendation
- Cigna Renewal

**Special Presentation:**

- Moving Racial Consciousness to Action tool

**Annual Presentation**

- Superintendent Uber Goal 2019-20 School Year- **First Read** and Approval

**Spotlight - none**

**SEPTEMBER 24, 2020**

**Kudos & Recognition**

- **Spotlight: West Education Center (tentative)**

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

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

**Special Presentation**

- Special Education Monitoring and Corrective Action Plan (CAP)

**Annual Presentation**

- Facilities Report (ABEC Construction & Summary of Summer Projects)
- **What the Board Needs to Know** Emergency and Crisis Plans for 2020-21 Jake Horejsh ..... **(Action)**
- **What the Board Needs to Know** MSBA Resolution on TTM funding Anne Becker ..... **(Action)**

**HR Closed Session:** 2209 Negotiations -update

OCTOBER 8, 2020

**Kudos & Recognition/Spotlight**

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

**Special Presentation**

**Annual Presentation**

Dr B presentation -full work session for two hours/confirmed she will present.

OCTOBER 22, 2020

**Kudos & Recognition/Spotlight**

- Spotlight: Care and Treatment

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

- Enrollment Update - highlights *what we know*
- Approval of Bid - 2 Way Radio System ABEC
- Misc. Policies First Read: Harassment and Violence, Wellness, Tobacco-Free Schools
- Insurance Premium Rate recommendation

**Special Presentation**

Special Education Ratio Redesign - Mae & Tina or Amanda

**Annual Presentation**

- Financial Report September - Quarterly Update (Action)
- Parameters Resolution for Sale and Award of Certificates related to refunding of 2009(A) Bren Road Certificates of Participation.

NOVEMBER 12, 2020

*(Only one Board meeting this month!)*

**Kudos & Recognition/Spotlight**

- Spotlight: Northern Star Online

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

- Fund balance transfers (Action item)

**Special Presentation: Board Work Session**

- **Part Two:** Courageous Conversation with Board Members and Staff

**Annual Presentation**

- Grant updates (carry over) - Ben and Jon [SRCL update]
- Misc. Policies First Read: Tobacco-Free, Harassment and Violence, Wellness
- Tiered Systems Update - BDAC/SEDAC Meeting

**HR Closed Session:** Admin/Unaffiliated guide [tentative]

Local 2209 Negotiations [tentative]

DECEMBER 10, 2020

*(Only one Board meeting this month!)*

**Kudos & Recognition/Spotlight**

- Spotlight: South Education Center

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

- Financial Report October (consent agenda)
- Legislative Platform
- Award of Bids - ABEC PHASE III

**Special Presentation**

- KPI update & School Improvement Plans update - 2019-20 plans (30 min)
- STOP Violence Federal Grant Update (Ben M., Kate, Tina)

To consider:

- Board Approval of Tiers in Special Education Model

**Annual Presentation**

- Officer Election Process - (Chair Report)
- World's Best Workforce Report & ESSA Update (Jon Ben)
- Individual Policies Second Read: Tobacco-Free, Harassment and Violence, Wellness - Second Read
- Equity Policy First Read
- Unaudited Financial Report for FY19 (action item)
- Tiered Systems of Support (Action item)
- **HR Closed Session:** Admin/Unaffiliated guide

<p style="text-align: center;"><b>JANUARY 14, 2021</b></p> <p style="text-align: center;"><i>*Organizational Meeting</i></p> <p>Election of Board Officers Oath of Office</p> <ul style="list-style-type: none"> <li>Electronic signatures resolution - was this included in the annual resolutions? <i>(Please move to the annual organizational meeting)</i></li> <li>Etc.</li> <li>FY19 Audit - Auditor Presentation - (Annual Report) (recurring) (action item) <i>(Please move to top of Agenda behind election of officers)</i></li> <li>Financial Report November (consent agenda)</li> <li>Report on UBER goal including strategic implementation plans and budget</li> <li>Equity Policy Second Read</li> </ul>	<p style="text-align: center;"><b>JANUARY 28, 2021</b> <b>Regular Meeting</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Spotlight: Hennepin Technical Programs</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Superintendent Mid-Year Evaluation Procedure (recurring)</li> </ul> <p><b>Special Presentation - Instructional Report:</b></p> <p>Present the overarching plan for professional growth. With subcomponents including walkthrough data, the work of coaches, and updates to our evaluation process.</p> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>Financial Report December - Quarterly update (action item)</li> </ul>
<p><b>FEBRUARY 11, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Teacher of the Year Nominees</li> <li>TIES winners</li> <li>Amendment to Fees Resolution to add rate for Fairview Care and Treatment</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Update on Culture and Climate Uber Goal -Staff WELLBEING</li> </ul> <p><b>Special Presentation</b></p> <ul style="list-style-type: none"> <li>Coaching update</li> </ul> <p><b>Under HR Report:</b></p> <ul style="list-style-type: none"> <li>What the Board Needs to Know: HR Planning and upcoming hiring season: Michelle Axell, Director of Human Resources will share recruitment &amp; retention strategies along with a proposal for the continuation of signing bonuses for high-quality candidates in hard-to-fill positions.</li> </ul> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>ESSA submissions for schools identified for Comprehensive Support and Improvement (will recur annually)</li> </ul>	<p><b>FEBRUARY 25, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Spotlight: Ann Bremer Education Center</li> <li>School Board Recognition Week</li> <li>Teacher of the Year semi-finalists (when we know)</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Financial Report January -consent agenda</li> <li>2020-2021 School Calendar Approval (recurring)</li> <li>HR Report: Resolution Reducing Programs and Positions (recurring) Michelle Axell will present a Resolution asking the Board to direct administration to make recommendations for any necessary reductions in programs and positions.</li> </ul> <p><b>Special Presentation</b></p> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>FY21 Budget Assumption/Program Withdrawal Report - Annual Report (Action item)</li> <li>FY20 Budget Revision - annual report (action item)</li> </ul> <p><b>Chair Report</b></p> <ul style="list-style-type: none"> <li>Trauma Sensitive Organization Ben M</li> </ul>

<p><b>MARCH 11, 2021</b></p> <p>Equity (60 min)   Equity Work Session</p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Confidentiality Commitments</li> </ul> <p><b>Special Presentation</b></p> <ul style="list-style-type: none"> <li>Update on SFA implementation</li> </ul> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>Approval of revised Administrative Organizational Plan (recurring)</li> <li>Teacher of the Year semi finalists? if available</li> </ul> <p><b>HR Closed Session (284)</b></p> <ul style="list-style-type: none"> <li>Initial Review - Parameters for Negotiations</li> </ul>	<p><b>MARCH 25, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Spotlight: North Education Center</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Financial Report February - consent agenda</li> <li>Verbal update: Expansion of Furthering Your Education program (The Transforming Teaching &amp; Learning (TTL) Scholarship)</li> <li>What the Board Needs to Know about <a href="#">Operational Results (recurring)</a> (video)</li> <li>Approval of Contracts:</li> <li>FY21 - Food Services Prime Vendor Contract (consent agenda)</li> <li>Approval of the RFQ Transportation Contracts</li> </ul> <p><b>Special Presentation -</b></p> <p><b>Annual Presentation - none</b></p> <p><u>Chair Report</u></p>
<p style="text-align: center;"><b>APRIL 8, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Spotlight: Work Experience</li> <li>Gateway to College award?</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>HR Report: Discontinuing Educational Programs and Positions/Staff Reduction ULA Resolution (only if necessary)</li> <li>Organizational Chart Approval</li> </ul> <p><b>Special Presentation - none</b></p> <p><b>Annual Presentation -</b></p> <ul style="list-style-type: none"> <li>Facilities - Long Term Facilities Maintenance Plan Approval - (Action item)</li> </ul> <p><u>Chair Report</u></p>	
<p><b>MAY 13, 2021</b></p> <p style="text-align: center;"><b>RETIREMENT EVENT</b> 5:00 PM - 6:30 PM</p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Itinerant</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Superintendent Evaluation <b>Closed Session</b> (carry over)</li> </ul> <p><b>Special Presentation - none</b></p> <p><b>Annual Presentation - none</b></p> <ul style="list-style-type: none"> <li>Financial Report March - Quarterly update (Action)</li> </ul> <p><u>Chair Report</u></p>	<p><b>MAY 27, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <p>Spotlight: Itinerant (move to future date)</p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Superintendent's Evaluation Update (10 min)</li> <li>Approval of Computer Refresh (carry over)</li> <li>Financial Report April- consent agenda</li> <li></li> </ul> <p><b>Special Presentation - none</b></p> <p><b>Annual Presentation -</b></p> <ul style="list-style-type: none"> <li>Probationary Licensed, and Non-Licensed Non-Renewal Resolutions (recurring)</li> <li>Learning Conversations, Superintendent Luncheon Recap</li> </ul>

**JUNE 10, 2021**

**Kudos & Recognition/Spotlight**

- 2020 Graduation video

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

Jaynie Leung FY 21 Lease Agreement

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**Special Presentation - none**

**Annual Presentation**

- Food Services Report - (Annual Report)
- Annual Food Service Program Resolution **Action Item**
- Facilities - 2020-2021 Anticipated Projects
- Liability and WC Renewal Rates
- Consent Agenda: Recommendation to Renew Teachers on Call (TOC) Agreement

Chair Report

Data Privacy & Records policy bucket - 1st read

**JUNE 24, 2021**

**Kudos & Recognition/Spotlight**

Spotlight: Therapeutic Teaching Model

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

- Financial Report May **(consent agenda)**
- Special Education Monitoring Report 2018-2019 (Ask Tina)
- PrairieCare Partnership Report (Kate and Chad Jayasekera)

**Special Presentation - none**

**Annual Presentation**

- **KPI update / Strategic Plan update HOLD for Aug/Sept meeting**
- 2020-21 Original Budget Approval - Annual Report **Action Item**
- Approval of 2020-21 Rates. **Action Item**
- Staff Reduction ULA Resolution **(Resolution)**  
Michelle Axell, Director of Human Resources, will present a Resolution placing tenured licensed staff on unrequested leave of absence.
- SEIU Local 284 – **Closed Session (Information)**  
Michelle Axell, Director of Human Resources will present the *Tentative Agreement* for Board approval. The School Board may hold a closed meeting to consider strategy for labor negotiations. Minn. Stat. §13D.03.

Chair Report

Data Privacy & Records policy bucket - 2nd read

**INTERMEDIATE DISTRICT 287**  
**July 30, 2020**  
**SCHOOL BOARD CALENDAR**

**July 2020**

30	Thursday	Special Board Meeting	6:30PM	Teleconference
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**August 2020**

27	Thursday	General Board Meeting	6:30PM	TBD
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**September 2020**

01	Tuesday	Districtwide Back to School Event	8:00AM	TBD
10	Thursday	General Board Meeting	6:30PM	TBD
24	Thursday	General Board Meeting	6:30PM	TBD

**October 2020**

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

**November 2020**

12	Thursday	General Board Meeting	6:30PM	TBD
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**December 2020**

10	Thursday	General Board Meeting	6:30PM	TBD
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**TENTATIVE DATES****January 2021**

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

**February 2021**

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

**March 2021**

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

**April 2021**

08	Thursday	General Board Meeting	6:30PM	TBD
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**May 2020**

13	Thursday	General Board Meeting	6:30PM	TBD
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27	Thursday	General Board Meeting	6:30PM	TBD
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**June 2021**

10	Thursday	General Board Meeting	6:30PM	TBD
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24	Thursday	General Board Meeting	6:30PM	TBD
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◆ General Board Meeting – Date Change

◆ New Event

◆ Event Date Change

# Intermediate District 287

*RESPONSIVE. INNOVATIVE. SOLUTIONS.*

## Get on the Bus & Local 2209 Breakfast Schedule 2020-2021

### Get on the Bus

Tuesday, October 13<sup>th</sup>

???

Bus leaves 287 DSC @ 8:30 AM

_____	_____
_____	_____
_____	_____
_____	_____

Tuesday, December 1<sup>st</sup>

???

Bus leaves 287 DSC @ 8:30 AM

_____	_____
_____	_____
_____	_____

Tuesday, February 2<sup>nd</sup>

???

Bus leaves 287 DSC @ 8:30 AM

_____	_____
_____	_____
_____	_____
_____	_____

Tuesday, April 6<sup>th</sup>

???

Bus leaves 287 DSC @ 8:30 AM

_____	_____
_____	_____
_____	_____

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

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

_____	_____
_____	_____
_____	_____

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

_____	_____
_____	_____
_____	_____

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

_____	_____
_____	_____
_____	_____

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

_____	_____
_____	_____
_____	_____