

Intermediate District 287

Responsive. Innovative. Solutions.

GENERAL MEETING OF THE BOARD – Regular

Thursday, September 10, 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 August 27, 2020

2. Approval of Amherst H. Wilder Foundation Memorandum of Agreement - Therapeutic Teaching Model Services

5. SHARE THE SUCCESS & RECOGNITION - (10 minutes) (Information)

1. Back to School Video

6. SUPERINTENDENT'S REPORT - (30 minutes)

1. Anti-Racist Leadership Pilot (Action)

Chad Maxa, Executive Director of Strategic Implementation, will review the final version of 287's Anti Racist Leadership Pilot.

2. Update on Next Steps for the 287 Learning Plan (Information)

Ben Magras, Executive Director of Student and School Outcomes, will present an update on timelines for the remaining programs to move to a hybrid status.

3. Racial Equity Themes for 2021 (Information)

Radious Guess, Director of Equity and Inclusion, will share themes from the Back to School Staff Workshop Day and Board Members will consider board goals in our racial equity work.

4. Guaranteed Energy Savings Program for North Education Center (NEC) (Information)

Mae Hawkins, Executive Director of Business Services will update the Board on 287 joining the Guaranteed Energy Savings Program at NEC.

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORT - None

1. Facilities Report - None

2. Financial Report - None

3. Human Resource Report - None

9. BOARD BUSINESS - (15 minutes)

1. Policy Review & Revision - None

2. Board Reports

1. Chair Report

1. Hybrid Board Meeting Resolution (Resolution)

The school board will consider a resolution to change 287 school board meetings to an in-person/hybrid model.

2. AMSD Report

1. September 2020 AMSD Connections Newsletter

3. District News

1. School Board Planning Calendar

2. September 10, 2020, Board Event Calendar

3. Virtual Local 2209/School Board Breakfast Schedule

4. Once Around the Table

10. ADJOURNMENT

DISTRICT 287 GENERAL BOARD MEETING
Intermediate District 287
August 27, 2020
MINUTES

1. CALL TO ORDER

Chair Regina Neville called the special meeting to order at 6:30 PM by the use of District 287 Teleconferencing. Board Director Brakke 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:

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

287 Staff Members: Amanda Achterkirch and Shawn Garvey

2. APPROVAL OF GENERAL MEETING AGENDA

The general meeting agenda was presented for approval. *Motion by Regina Neville, seconded by Michèle Kunz, 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 - None

4. APPROVAL OF CONSENT AGENDA

The Consent Agenda was presented for approval. The Consent Agenda included the Special Meeting of the Board Minutes from June 30, 2020, Special Meeting of the Board Minutes from August 13, 2020, Approval of the Plan for District-Wide Compensatory Education Revenue Utilization FY 2020-2021, Approval of the Governor’s Emergency Education Relief (GEER) Fund, Approval of Title II -Part A, Teacher and Principal Training and Recruiting, Approval of Title III -Part A, English Language Acquisition, Language Enhancement, and Academic Achievement Funding, Approval of Open Your Heart to the Hungry and Homeless Grant, Approval of State of Minnesota - Vector State Grant, Approval of Professional Educator Licensing and Standards Board (PELSB) Teacher Mentorship Grant, and Routine Human Resources Activities for August 27, 2020. *Motion by Andrea Cuene, seconded by Sam Sant, 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 - None

6. SUPERINTENDENT’S REPORT

Superintendent Lewandowski made a brief statement acknowledging the pain that the national, staff, and students are going through at this time.

Superintendent Lewandowski introduced Rachel Hicks, Director of Communication & Public Relations, Dr. Jon Voss, Director of Teaching and Learning, Tonya Allen, Director of School and Community Engagement, Michelle Axell, Director of Human Resource, and Amanda Achterkirch, Talent Acquisition Professional. They presented an overview of 2020-2021 Back to School priorities and New Staff Academy. District 287 is committed to advancing racial equity and producing equitable student outcomes through 1) evidence-based instruction, 2) trauma-sensitive and healing-centered practices, and 3) employee well-being. [“2020-2021 School Year Presentation”](#)

Superintendent Lewandowski introduced Radiums Guess, Director of Equity and Inclusion. Radiums provided a brief overview of Resmaa Menakem and his book “My Grandmother’s Hands.”

Superintendent Lewandowski shared information about the American Association of School Administrators (AASA) Equity Cohort. [AASA Equity Cohort](#)

Superintendent Lewandowski reviewed on the 2-year Superintendent (Uber) Goal. The proposed result will shape the Superintendent’s work for the upcoming school year. By June 30, 2021, district administration will have enhanced communications and built structures to begin assessing and increasing coherence within the organization. A summary document entitled “[Superintendent 2020-21 Uber Goal](#)”.

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS

Facilities Report - None

Financial Report

Mae Hawkins, Executive Director of Business Services, presented the monthly financial report for June 2020. *Motion by Heidi Marty, seconded by Steve Adams, to approve the monthly financial reports 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 - None

9. BOARD BUSINESS

Policy Review & Revision - None

Board Report - None

AMSD Report - None

Once Around the Table - None

10. ADJOURNMENT

A motion was made by Heidi Marty, 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 7:47 PM.

The next special meeting will be held on September 10, 2020, at 6:30 PM by Teleconference.

Submitted by
Wauneen Mgeni
Secretary to the Board

Signed: Chair _____

Clerk _____

Date _____

Date _____

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Approval of the Amherst H. Wilder Foundation Memorandum of Agreement – Therapeutic Teaching Model Services

September 10, 2020

Author

Mae Hawkins, Executive Director of Business Services

Summary

To continue the Therapeutic Teaching Model program after the Department of Human Services Grants are fully exhausted, the District is proposing to contract directly with Amherst H. Wilder Foundation to provide therapeutic teaching model services. The memorandum of agreement is for through July 31, 2020 and includes a not to exceed \$450,000 provision which will be funded by the Strategic Priorities fund balance.

Recommendation

Administration recommends that the school board approve the above contract.

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.



Pilot Program Overview:

Intermediate District 287 needs more anti-racists in leadership positions throughout the district. We can significantly increase the ability to achieve a more equitable and inclusive environment for anti-racists by supporting their professional development. We must take responsibility for building our own pipeline of leaders from current staff, and we can do this by contributing financially and systemically to support anti-racists who are interested in pursuing leadership opportunities as an admin intern, assistant supervisor, assistant principal, principal, or a district-wide administrator.

Target Audience:

The target audience for this program is staff that:

- Have demonstrated leadership in increasing racial equity in the District and:
 - Complete “How to be an Anti-Racist” book study with a mentor or Director of Equity and Inclusion;
 - Demonstrate an understanding of racial trauma;
 - Commitment to continuing racial consciousness journey;
 - Demonstrate an understanding of culturally responsive instructional practices (for instructional leaders); and
 - Understand and act on the District 287 Equity Policy.
- Have worked in 287 for at least three years
- Have had overall proficient ratings in their evaluations

Selection Process:

Candidates will complete an application with a one-page essay reflection on their anti-racist practices and why they would like to become a leader/move into a different leadership position in 287. Applications will be reviewed and candidates will participate in an interview with District-wide and site leaders as well as making a presentation to a small group of staff.

The District will accept up to 2 staff members into the leadership program each year. The District would reimburse up to \$5,250 annually while they are enrolled in an accredited state-approved educational leadership program in the State of Minnesota, or a certification/degree program that aligns with the needs of a specific department.

Mentors

Each participant accepted in the program will be partnered with a mentor. The mentors for this program will have at least 3 years of experience as a leader who has demonstrated an understanding of racial equity and is actively working on being an anti-racist leader. The chosen candidates will work with their mentor to design a residency program that ensures they are receiving the types of experiences that will promote their growth and meet their specific goals and needs.

Commitment to Continued Employment

Participants will agree to continue to work for the District for two years for every year of education supported by the District. Voluntarily leaving the District prior to completing the required additional years of service will require the repayment of the funds received from the District. The District reserves the right to make retention decisions based on performance.

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.



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Back to School Update

September 2020

Agenda

- Family Survey Overview
- Updates to our Back to School Plan
- Questions and Answers

287's Promise



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

Survey Data

Collected via personal phone calls indicated approximately 20% of families would keep their students in Connected Learning.

An additional number of families are undecided, approximately 15%.

Survey Data

Survey data was/is collected by site and included questions on:

- Childcare
- Meals
- Technology/Internet access
- High tech/low tech pathway for learning
- Preferred instructional times
- Live check ins with teachers
- IEP meetings



Updated Plan



STEP 0

CONNECTED LEARNING

- + personalized learning
- + enhanced curriculum
- + tutoring & mentorship
- + in-person contact with staff
- + mental health check-ins
- + support for families
- + learning from home
- + IEP meetings (SpEd)

3

CONNECTED LEARNING PATHWAYS



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



YOUR CHOICE

If Connected Learning works for your student, you can choose to continue on this path and opt-out of in-person learning in future steps.

10%

STEP 1

10% CAPACITY FOR STUDENTS & STAFF



20%

Up to 20% of students served in school

2 Days

Students attend school 2 days per week (M/T or W/Th). Connected Learning on all other days. Friday is Connected Learning for all students while buildings are deep cleaned.

Who returns to school?

Step 1 will serve:

- Students in grades K-5
- Students in grade 12 &/or students within 7 credits of graduation
- Students in the final year of Transition

25%

STEP 2

25% CAPACITY FOR STUDENTS & STAFF



50%

20%-50% of students served in school

2 Days

Students attend school 2 days per week (M/T or W/Th). Connected Learning on all other days. Friday is Connected Learning for all students while buildings are deep cleaned.

Who returns to school?

Step 2 will serve:

- Students in step 1
- Students in grades 6-8
- Students in grade 11 &/or students within 14 credits of graduation
- All other students in Transition

50%

STEP 3

50% CAPACITY FOR STUDENTS & STAFF



100%

50%-100% of students served in school

2 Days

Students attend school 2 days per week (M/T or W/Th). Connected Learning on all other days. Friday is Connected Learning for all students while buildings are deep cleaned.

Who returns to school?

Step 3 will serve:

- All students, including those in grades 9 & 10, & those with greater than 14 credits remaining



MOVING BACK AND FORTH BETWEEN STEPS

This approach gives us the flexibility to step forward and back depending on the changing nature of the pandemic and ability of schools to safely reopen to in-person schooling. Within each step we have identified innovative solutions to deliver education and support student well-being.

Step One Estimated Daily Student Count

Students Included	ABEC	NEC	SEC	WEC	Total at these sites
K-5, Last year of Transition, 12th Grade, and ALC within 7 credits of graduation	20-30	25-35	20-30	20-30	85-125

Step Two Estimated Daily Student Count

Students Included	ABEC	NEC	SEC	WEC	Total at these sites
All grades in Step 1 plus Grades 6-8, all Transition students, 11th Grade, and ALC within 14 credits of graduation	40-50	75-85	50-60	45-55	210-250

Step Three Estimated Daily Student Count

Students Included	ABEC	NEC	SEC	WEC	Total at these sites
All students at 80%	55-65	95-105	70-80	66-75	285-325

Assumptions

1. Based on survey data indicating approximately 20% would keep students in Connected Learning. This does vary by programs.
2. Step 1: “ALC students within 7 credits of graduation” is estimated at 15% of ALC projected enrollment.
3. Step 2: ALC students within 14 credits of graduation” is estimated at ¹⁶30% of ALC projected enrollment

Hennepin Tech Programs

The modified steps also include additional students at Hennepin Technical College (HTC):

Gateway to College:

Step 1: 5 - 7 students

Step 2: 15 - 19 students

Step 3: 30-35 students

HTC Career Tech

Step 1: 30 -40 students (1 lab day/week)

Step 2/3: 80-100 students (2 lab¹⁷ days/week)

Rationale for Additional Students

- Low numbers of students at each Step.
- Sufficient physical space at sites.
- Ensure access to in person learning at all sites.

Care and Treatment

The following Care and Treatment programs will be in-person beginning September 14th:

- PrairieCare Edina PHP
- PrairieCare Brooklyn Park PHP
- PrairieCare Brooklyn Park IHP
- Paragon
- Epsilon

The following Care and Treatment Programs will begin in-person on September 28th:

- Headway South
- Headway North
- Allina

Omegon, Fairview and Parkers Lake will remain in Connected Learning pending collaboration with partners. Staff will be informed of in-person learning with 2 weeks advance notice.

Itinerant Programs

- Itinerant staff continue to follow the learning model in place in each member district they serve.
- Our teams are working to support the development of contingency learning plans for all students who receive special education services.
- Team members are becoming familiar with member district health and safety practices and are creating schedules that minimize travel between buildings.



Metric Review

Weekly Assessment of Metrics

To return our students as quickly and safely as possible, *we will review our return to school metrics each week.*

We believe that a short timeline for bringing back students will still allow us to successfully evaluate our metrics for returning, including what has worked and what has not in our district and across the metro.

Rationale

- We believe it is the right thing for students if we can do it safely.
- MDE has provided direction on returning vulnerable populations as soon as safely possible.
- MDH officials support a weekly review.
- Our phased in model brings back students slower than most other districts.

Weekly Review of Metrics

Calendar for Considering Step Movement				
Incident Command Metric Review Date	Potential Step Increase		Incident Command Metric Review Date	Potential Step Increase
September 10th	September 28th		October 22nd	November 9th
September 17th	October 5th		October 29th	November 16th
September 24th	October 12th		November 5th	November 23rd
October 1st	October 19th		November 12th	November 30th
October 8th	October 26th		November 19th	December 7th
October 15th	November 2nd		November 25th	December 14th
24				

Students would return to school approximately two weeks out from the decision date.

Metrics to Determine Step Movement

- COVID 19 Cases in Hennepin County and by city
- Member District Input
- Factors and Lessons Learned Related to Keeping Students and Staff Safe (may include surveys)
- Additional guidance from the Governor, MDE, and MDH.

Questions?

Radios Guess

Equity & Inclusion Director

Courageous Leadership

Courageous Leadership

What does it
look like?

Do you know it
when you see it?

Characteristics of a Courageous Leader

- Courage to step out of unhelpful or unproductive situations
- Courage to have difficult conversations
- Courage to challenge yourself to be and think differently
- Courage to admit Mistakes
- Courage to Innovate
- Prepared to Let Go of Precious Practices
- Courage of Convictions
- Courage to Seek and Receive Feedback



1. To understand 287s commitment to advance racial equity; and
2. To make intentional choices about the role of Whiteness in 287s racial equity journey of will and skill.

Overview and Assumptions

- Race Matters
- We aren't just talking about individual acts of bigotry
- Institutions rely upon processes and procedures that can perpetuate inequity
- We are a part of institutions and systems
- We have a responsibility to advance racial equity



Why we Focus on Equity

- **Diversity** = representation
- **Inclusion** = access to decision-making, information, and opportunities
- **Equity** is about outcomes
 - We ask a different set of questions
 - We take a holistic approach to strategy
 - We look at root causes

Where We Are

- 287 has spent the last two years ***preparing*** staff how to talk about race, ***recognizing*** where people are on the compass, and ***understanding*** the role of whiteness in our consciousness.
- The next two years will be like no other...

Describe
Good Trouble,
Necessary Trouble



Good Trouble

- Year of Learning with Resmaa
- AASA Equity Cohort
- Book Studies
 - Blindspot: Hidden Biases of Good People
 - Coherence
 - The Boy Who Was Raised as a Dog
 - How to be an AntiRacist
 - My Grandmother's Hands
- Mentoring and Coaching Staff
- Family & Community Engagement
- Student Voices *Matter!*

Necessary Trouble

- 2-5-year Racial Equity Action Plan that aligns with our Strategic Priorities
- Being Heard Instrument
- Dismantling Structural Racism
- Family & Community Engagement
- Racial Equity Tools
- Student Voices *Matter!*

Why Lead w/ Race?

1. Racial inequities across all indicators for success are deep and pervasive;
2. Racial anxiety is on the rise – race is often the elephant in the room;
3. Learning an institutional and structural approach can be used with other areas of marginalization and;
4. Specificity matters.
 - a. Race explicit, but not exclusive always bring an “intersectional” analysis.

A large, stylized, black brushstroke graphic of the word "Why!" is positioned on the right side of the slide. The letters are thick and expressive, with a dynamic, calligraphic feel. The exclamation point is also rendered in the same style, with a thick vertical stem and a rounded, bulbous top.

B2S 2020

- Putting Theory into Action
 - What is one action *you* can take to help advance racial equity?
 - What are the opportunities for *institutional actions* we can take to advance racial equity?



Member _____ introduced the following resolution and moved its adoptions:

**RESOLUTION APPROVING INTERMEDIATE DISTRICT 287
HYBRID BOARD MEETINGS CONSISTING OF IN-PERSON
ATTENDEES AND ATTENDEES BY TELEPHONE OR OTHER
ELECTRONIC MEANS UNTIL FURTHER NOTICE**

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

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

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

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

WHEREAS, on March 17, the Intermediate District 287 Board Chair determined that fully in-person Board meetings were not practical or prudent because of the current health pandemic, and the inability to socially distance in the Board's regular meeting location due to the number of Board and staff members who attend the meetings;

WHEREAS, on March 26, 2020, the Board passed a resolution for Board meetings by Telephone or Other Electronic Means until further notice;

WHEREAS, under a hybrid meeting model, the combination of in-person attendance and attendance by telephone or other electronic means used will permit all Board members, regardless of physical location, to hear one another and to hear all discussion and testimony; and

WHEREAS, all votes will be conducted by roll call and documents requiring a signature will be signed by in-person if possible, or by electronic signature.

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

1. Due to the current federal and state emergency declarations and guidance about limiting person-to-person contact due to the COVID-19 pandemic, all meetings of the Intermediate District 287 Board will be conducted in a hybrid format: with some members attending in person and others attending remotely in accordance with Minnesota Statutes 13D.021 – Meetings by Telephone or Other Electronic Means, until further notice.
2. Following Centers for Disease Control and Prevention (CDC) and Minnesota Department of Health guidance, it is feasible for at least one Board member and/or the superintendent to be physically present at the regular meeting location. The Boardroom at the District Service Center, which is the regular meeting location, is limited to a total of 12 people in order to allow for social distancing.
3. The public may provide written testimony at Board meetings by filling out the Request Form for Audience Participation Time, submitting it prior to the start of the Board meeting, and attending the meeting in person to provide input themselves. Alternatively, the public may fill out the Virtual Meeting Request Form for Written Input and submit it by 4:30 on the day of the Board meeting; the written testimony will be read by a member of the administration.
4. Meetings will be live-streamed and available to the public on YouTube. The meeting recordings can be viewed on YouTube the day after the meeting.

The motion for the adoption of the foregoing resolution was duly seconded by Member _____, and upon vote being taken thereon, the following voted in favor thereof: _____ and the following voted against the same: _____.

Whereupon said resolution was declared duly passed and adopted.

WHAT THE BOARD NEEDS TO KNOW

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

HYBRID BOARD MEETING RESOLUTION

September 3, 2020

Author

Anne Becker, General Counsel

Summary

At the August 27, 2020 Board meeting, a move to a hybrid Board meeting format, in which some Board members would attend the meeting in person in the Boardroom at the District Service Center, and others would continue to meet by telephone or other electronic means, was proposed. There is a resolution on the September 10 Board agenda concerning this proposed change.

Some Board members expressed concern that, in a hybrid model, all locations at which Board members were located during the meetings would have to be known by and accessible to the public. That is not the case.

If the Board decides to hold hybrid Board meetings, the Board is still operating under the law that allows for Meetings by Telephone or Other Electronic Means during a pandemic, Minnesota Statutes Section 13D.021. Minn. Stat. 13D.021 states that there should be notice of the regular meeting location:

Subd. 4. Notice of regular and all member sites. If telephone or another electronic means is used to conduct a regular, special, or emergency meeting, the public body shall provide notice of the regular meeting location, of the fact that some members may participate by telephone or other electronic means, and of the provisions of subdivision 3 [which speaks to allowing people to monitor the meeting electronically from a remote location]. The timing and method of providing notice is governed by section [13D.04](#) of the Open Meeting Law.

While the bold heading of Subd. 4 above talks about notice of “all member sites,” the actual text of the law only requires notice of the regular meeting location. The actual text of the statute, not the title of the subdivision, is what is important according to the Minnesota rules of statutory construction:

645.49 HEADNOTES.

The headnotes printed in boldface type before sections and subdivisions in editions of Minnesota Statutes are mere catchwords to indicate the contents of the section or subdivision and are not part of the statute.

In sum, there is no requirement to provide notice of, or access to, Board member locations.

September 2020
vol 17 ♦ no 11

September 11, 2020
Board of Directors Meeting
7:30 a.m.
Conducted via ZOOM

September 25, 2020*
Executive/Legislative Committee Meeting
7:30 a.m.
Room 301
Anderson Center
Bethel University
Arden Hills

October 2, 2020*
Board of Directors Meeting
7:00 a.m.
Quora Education Center
NE Metro 916
Little Canada

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

St. Cloud Area Schools Open in Hybrid Learning Model

As school districts across the state prepare to return to school this fall in an ever-changing COVID landscape, questions surrounding health and safety, learning models, and logistics have been forefront in their planning. St. Cloud Area School District engaged staff, students and families around these critical issues, seeking input on back-to-school scenarios. One of the biggest questions for all stakeholders was clear: *what will school look like?*



New teachers are welcomed to a new school year and hybrid schedule.

Hybrid Model

St. Cloud Area Schools will open in September in a hybrid learning model as determined by state guidelines and local health data, as well as informed by the input of staff, students and parents. With health and safety as a top priority and quality instruction as a guiding principle, district administration worked throughout the summer on scheduling a combination of in-person learning—that will limit capacity to no more than 50% on a bus, in a classroom, cafeteria, or school—and distance learning. Most students will attend school in-person two days a week and three days online, with students assigned to attend on a Monday/Wednesday or Tuesday/Thursday schedule. The district's

youngest learners, (Preschool – Grade 2) as well as early multi-lingual students and some Special Education students, will attend Monday – Thursday. All students will participate in distance learning on Fridays.

The elementary hybrid model structures learning so that students receive direct instruction while in person and engage in activities that will enhance their learning while at home. In-person learning days will focus on literacy and math for grades 3-5 students while also providing students with a specialist (art, music or physical education) every day. Interactive, hands-on and collaborative activities that can be done safely will be prioritized. On at-home learning days, students will log into Seesaw and join their teacher and classmates at a designated time each day for a morning meeting. Following the meeting, they will complete assignments and activities through Seesaw or through activities their teacher has assigned during the in-person days.

Continued on page 2

AMSD's Mission

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



Association of
Metropolitan School Districts

From the Chair

AMSD has again released an informative, non-partisan [Election Guide](#) to help citizens concerned about public education engage in the electoral process. I encourage you to read the guide and share it with friends, colleagues and candidates. Much attention is on the presidential election but this is also an important state election with all 201 legislative seats on the ballot. Those who are elected will make critical funding and policy decisions that impact our schools including establishing the level of funding our schools will receive for the 2021-22 and 2022-23 school years. One way to have a positive impact on the 2021 session is to engage legislative candidates this fall to educate them about the issues and challenges facing our schools. Thank you in advance for engaging your local legislative candidates and advocating for our students.

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Curtis Johnson, school board member, Roseville Area Schools, is chair of AMSD.

Schools Will Look Different, but Feel the Same

Continued from page 1

This year in secondary schools, students will attend three classes daily, with classes lasting approximately 120 minutes. When attending school in person, students will receive instruction from their teachers, collaborate with peers, do hands-on learning activities and get individualized support. On the days when students are learning at home, students will complete assignments and activities through Schoology. Regardless of whether students are at home or in person, students will follow their daily schedules and be present, virtually or physically, at the start of each class.

Schools Will Look Different

In the hybrid plan, learning environments will be adapted to accommodate social distancing with 50% capacity. Furniture may be removed to ensure safe spacing. Common areas such as cafeterias and media centers may serve as classrooms. Movement around the school and student interaction, such as at passing times, recess and meals, will be limited to reduce congestion and avoid large student gatherings. Hallways may become one-way to ease traffic flow.

Adults and students will wear masks—on the bus and throughout school buildings. When arriving at school, everyone will be screened before entering the building whether arriving by bus, car, drop-off or walking. Signage throughout the school will remind staff and students to wash their hands, keep 6' apart and limit numbers. Cleaning and disinfecting between classes and bus routes will be standard procedure.

Schools Will Feel the Same

Although school will begin this fall in an entirely different way than previous years, what remains the same is the dedication of teachers and support staff to see that all students feel welcome and have the opportunities and support they need to succeed. When attending school in person, students will interact with their teachers and classmates, eat lunch with friends, connect with their counselors and advisors, and participate in activities. Face-to-face interactions, including group participation, will be maximized on in-person days. The culture of learning also will remain the same with schoolwide Positive Behavioral Interventions and Supports (PBIS) and social emotional learning experiences in place.

Student Perspective

Tech High School senior Grace Roeder admits she's relieved to go back to school in the fall, even in a hybrid learning model she has never experienced. "It's a bit nerve-racking not knowing what your senior year will look like," she says, "but I'm grateful to the administration for figuring this out."

Roeder looks forward to working with others in person and being able to ask her peers a question when she's confused. She also looks forward to her leadership roles in National Honor Society, Debate, Speech and other activities.

"We have high hopes and are [already] planning," she says. One thing she's learned from last spring is, "you work with what you have and go with the flow."

Teacher Perspective

9th grade science teacher at Apollo High School, Karina Sebastian, is looking forward to returning to class in a hybrid model. "I'm so excited to get to see my students, even in a reduced capacity. I have missed the casual conversations, the laughter and the energy that they bring to my classroom." Sebastian sees hybrid as "the best of both worlds."

"In addition to the necessity of creating a safer learning environment," she says, "hybrid allows us to have face-to-face time which is so important for maintaining strong student relationships and doing hands-on learning activities. Hybrid also gives us the opportunity to continue to develop the 21st century learning skills and independence that started last spring."

Perhaps Superintendent Willie Jett says it best when anticipating this fall. "The start of our school year will be like no other. And we can't wait to get started!"

This month's member spotlight was submitted by Tami DeLand, Director of Community Engagement and Communications, St. Cloud Area School District.



Device Deployment Day at Kennedy Community School brings smiles behind the masks.

Report Highlights Higher Cost of Living, Wages in Metro Area

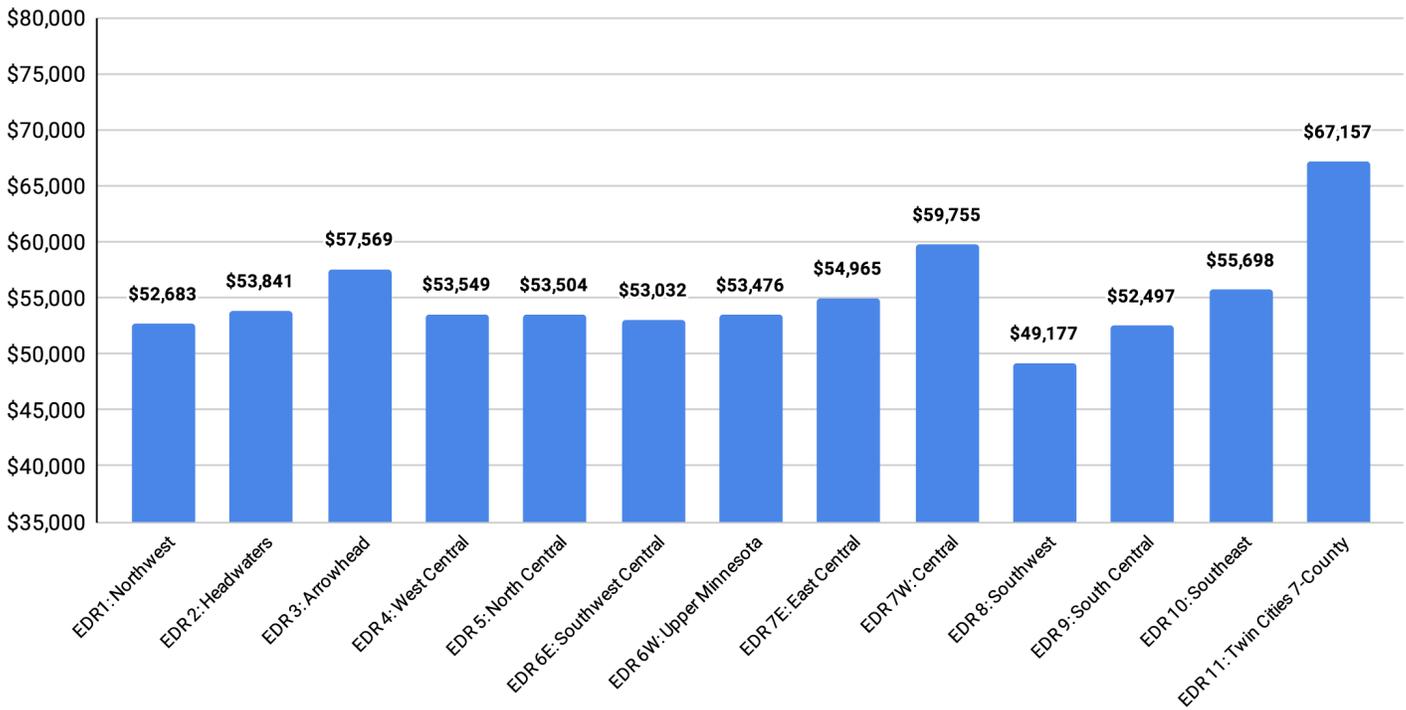
A new report from [The Center for Rural Policy Development](#) highlights the significantly higher cost of living in the metropolitan area. Not surprisingly, the higher cost of living translates into higher salaries in the metro area. The higher salaries are consistent for virtually all professions in both the private and public sectors. The report demonstrates that even though rural residents generally have lower salaries, those salaries stretch much further given the lower cost of living.

The report notes, “The range in the estimated cost of living around the state can be surprising. For our hypothetical household, the adults would need to average nearly \$20 per hour to meet the cost of living around the Twin Cities seven-county metro, but only about \$14 per hour in southwest Minnesota. In north central and northeastern Minnesota, the hourly wage needed is a bit higher, between \$16 and \$18 per hour.”

The higher cost of living and higher wage scale means school districts in metropolitan areas pay significantly higher wages to their teachers and other staff. Considering that personnel costs account for 75 percent or more of a school district’s budget, this clearly presents a major financial challenge for metropolitan area school districts.

As the chart below shows, the average salary of a teacher in the metropolitan area in 2019-20 was just below \$70,000 — almost \$20,000 higher than school districts in the northwest and southwest portions of the state. Unlike many other states, Minnesota’s education funding system does not recognize geographic labor cost differentials. Consequently, school districts that face significantly higher labor costs are forced to rely on voter-approved operating referendums to cover the higher cost.

Minnesota Teachers Average Salary by Economic Region FY2019-20



Source: Minnesota Professional Educator Licensing and Standards Board, 2020.

The reliance on voter-approved referendums creates inequities among school districts and property taxpayers. Property taxpayers in school districts with lower property wealth have to shoulder a greater burden to provide a similar level of funding in a school district with greater property wealth. This makes it more difficult for school districts with low property tax wealth to pass referendums leaving these districts with fewer sources to cover similar labor costs.

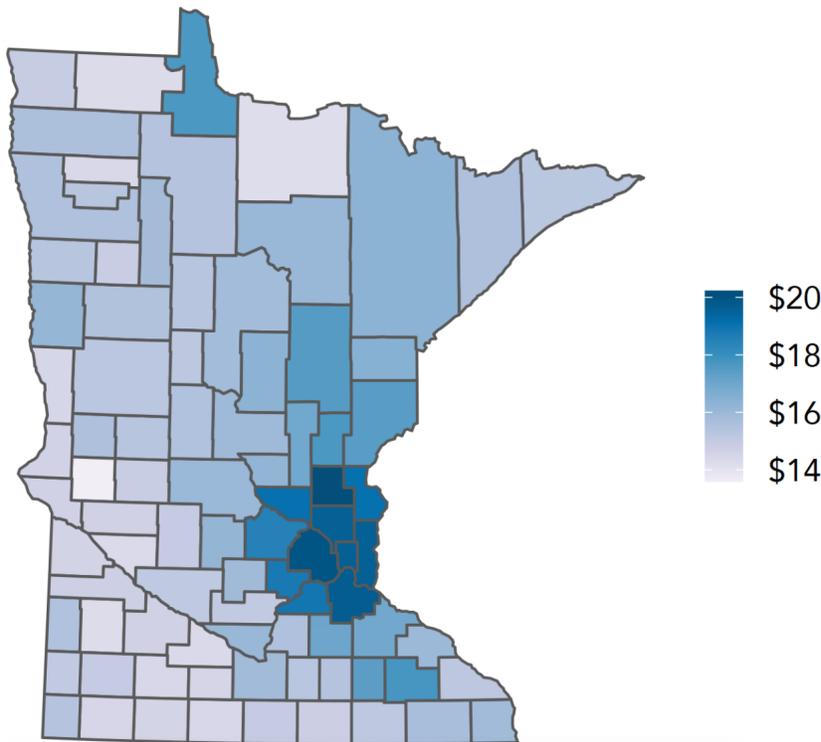
Previous Reports Have Recommended Addressing Labor Cost Differential

Continued from page 3

Geographic labor cost differences is not a new issue. A 2009 [study by Hamline University](#) researchers noted “areas with relatively higher costs of living have to pay higher salaries to attract school employees, thereby increasing the cost of operating schools and districts.”

Similarly, in 2014 researchers from the University of Minnesota, Dr. Nicola Alexander, Hyunjun Kim, & Samantha Holquist, published a [comprehensive study](#) showing the wide geographic disparities in the cost of labor across Minnesota and the impact that disparity has on the purchasing power among school districts. Strikingly, the report noted a 41 percent difference in costs faced by school districts in regions that command the highest and lowest wages.

2019 Hourly Wages Needed to meet cost of living



Graphic from the Center for Rural Policy and Development report: “A brief discussion: Wages can go further in Greater Minnesota.”
View the full report at: <https://www.ruralmn.org/>

The cost of living study from the Center for Rural Policy and Development comes as a School Finance Working Group, appointed by Minnesota Department of Education Commissioner Mary Cathryn Ricker, works to develop recommendations to reform Minnesota’s education funding system. At the start of their work, the group established [10 Education Funding and Levy Equalization Principles](#) to guide their work. The second principle notes that basic funding should be supplemented by revenue sufficient to cover added costs related to unique district characteristics which vary among schools and districts. Geographic labor cost differentials clearly fall into that category.

A similar School Finance Working Group, formed in 2012, [proposed to recognize regional labor cost differentials](#) by rolling a portion of referendum revenue into a new location equity levy. The recommendation was partially implemented by the Legislature in 2013 and that provided some temporary relief by lessening the reliance on the operating referendum and increasing equalization. However, basic education revenue and equalization funding has lost considerable ground to inflation since then leaving metro area school districts to continue to rely on voter-approved referendums to cover their higher labor costs.

A subcommittee of the current working group has recommended adding a component to the current funding system to account for geographic wage disparities. The proposal would add [“Location Adjustment Revenue” to offset the higher cost of labor in some school districts](#). While the proposal would rely primarily on local property taxpayers, it would be a step toward reducing reliance on voter approved referendums. The Working Group is scheduled to complete its work by the end of the month.

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 st Meeting of the Month	2 nd Meeting of the Month
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START TIME 6:30 PM

AUGUST 27, 2020

Kudos & Recognition

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

Special Presentation

- 287 Anti-Racist Leadership Program Pilot Proposal

Annual Presentation - none

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

Spotlight

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

-

SEPTEMBER 10, 2020

Kudos & Recognition

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

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

Special Presentation:

- Moving Racial Consciousness to Action tool

Annual Presentation

Spotlight - none

SEPTEMBER 24, 2020

Kudos & Recognition

- Spotlight: West Education Center (tentative)

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

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

Special Presentation

-

Annual Presentation

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

HR Closed Session: 284 Negotiations -update (pending)

OCTOBER 8, 2020

Kudos & Recognition/Spotlight

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

Special Presentation

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

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

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

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

-

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
September 10, 2020
SCHOOL BOARD CALENDAR

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
13	Tuesday	Get on the Bus	8:30AM	TBD
22	Thursday	General Board Meeting	6:30PM	TBD
27	Tuesday	Local 2209/Board Breakfast	7:00AM	TBD

November 2020

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

01	Tuesday	Get on the Bus	8:30AM	TBD
10	Thursday	General Board Meeting	6:30PM	TBD
15	Tuesday	Local 2209/Board Breakfast	7:00AM	TBD

TENTATIVE DATES

January 2021

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

February 2021

02	Tuesday	Get on the Bus	8:30AM	TBD
11	Thursday	General Board Meeting	6:30PM	TBD
23	Tuesday	Local 2209/Board Breakfast	7:00AM	TBD
25	Thursday	General Board Meeting	6:30PM	TBD

March 2021

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

April 2021

06	Tuesday	Get on the Bus	8:30AM	TBD
08	Thursday	General Board Meeting	6:30PM	TBD
27	Tuesday	Local 2209/Board Breakfast	7:00AM	TBD

May 2020

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

June 2021

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

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

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Local 2209 / Board Breakfast Schedule

2020-2021

Local 2209/Board Breakfast 7:00 AM

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

_____	_____
_____	_____
_____	_____
_____	_____

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

_____	_____
_____	_____
_____	_____
_____	_____

Tuesday, February 23rd
District Service Center
(3rd Floor – Room 316)

_____	_____
_____	_____
_____	_____
_____	_____

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

_____	_____
_____	_____
_____	_____
_____	_____