

Intermediate District 287

Responsive. Innovative. Solutions.

GENERAL MEETING OF THE BOARD – Regular

Thursday, March 11, 2021

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 February 25, 2021

3

2. Board Work Session Meeting Minutes from February 25, 2021

5

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

1. Superpower Campaign: Hennepin Tech College (HTC) - Pathways

Hennepin Tech College (HTC) - Pathways video

6. SUPERINTENDENT'S REPORT - (20 minutes) (Information)

1. Top 5 Things to Know About Back to School

6

2. ADA and Language Accessibility

Rachel Hicks, Director of Communications and Public Relations, will provide an update on captioning and accessibility services available to staff, families, and the general public.

7. INSTRUCTIONAL REPORT - (40 minutes) (Information)

1. Coherence and Strategic Planning

7

Chad Maxa, Executive Director of Strategic Implementation, will provide an overview of 287's last strategic plan, our interim plan, and our next strategic planning process. Dr. Jon Voss, Director of Teaching and Learning, will share his Academic Implementation plan for FY22-24 to highlight our ongoing work on Coherence.

8. BUSINESS SERVICES & LABOR RELATIONS REPORT - (10 minutes)

1. Facilities Report - None

2. Financial Report - None

3. Human Resource Report

(Action)

1. Approval of 2021-2022 District 287 School Calendar

31

Michelle Axell, Director of Human Resources, will present the proposed calendar for the 2021-2022 school year and the Board will be asked to approve it.

9. BOARD BUSINESS - (40 minutes) (Information)

1. Policy Review & Revision - None

2. Board Reports

1. Chair Report

1. MSBA Board Workshop Summary

(Information)

Board Chair Neville will summarize the February 25th MSBA Board Workshop, "Hiring the Right Superintendent," and discuss next steps.

2. NSBA Annual Conference – April 8-10, 2021

33

NSBA Annual Conference

2. AMSD Report

(Information)

1. March 2021 AMSD Connections Newsletter

34

3. District News

1

1. School Board Planning Calendar

38

2. March 11, 2021, Board Event Calendar

43

3. Virtual Local 2209 / Board Breakfast Schedule

44

10. ADJOURNMENT

Recommended Action: Board Chair calls meeting adjourned @ _____ PM

DISTRICT 287 WORK SESSION MEETING
Intermediate District 287
February 25, 2021
MINUTES

1. CALL TO ORDER

Chair Regina Neville called the general meeting to order at 6:30 PM in the District Service Center and by the use of District 287 Teleconferencing. Board Director Mosqueda-Jones recited the 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 (late)
272	Eden Prairie	Adam Seidel
273	Edina	Regina Neville
270	Hopkins	Shannon Andreson
278	Orono	Michèle Kunz
279	Osseo	Jackie Mosqueda-Jones
280	Richfield	Crystal Brakke
281	Robbinsdale	Sam Sant
283	St. Louis Park	Anne Casey
284	Wayzata	Andrea Cuene
279	Westonka	Heidi Marty

Absent:

Guests: Barb Dorn

287 Administration: Sandra Lewandowski, Michelle Axell, Anne Becker, Melissa Brateng, Radious Guess, Mae Hawkins, Kim Helgeson, Rachel Hicks, Elisabeth Lodge Rogers, Ben Magras, Gloria Wilder, and Wauneen Denson-Mgeni

287 Staff Members: Cathleen Pinkosky, Antwon Williams, Jeffrey Chhay, and Shawn Garvey

2. APPROVAL OF GENERAL MEETING AGENDA

The general meeting agenda was presented for approval. *Motion by Regina Neville, seconded by Andrea Cuene, approve the meeting agenda. The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Kunz, Marty, Mosqueda-Jones, Neville, Sant, and Seidel. No votes against. Motion carried.*

3. OPEN FORUM FOR COMMUNITY COMMENTS - None

4. APPROVAL OF CONSENT AGENDA

The Consent Agenda was presented for approval. The Consent Agenda included the General Meeting of the Board Minutes from February 11, 2021, February 2021 Finance Report, and Routine Human Resources Activities for February 25, 2021. *Motion by Michèle Kunz, seconded by Anne Casey to approve the Consent Agenda as presented. The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, Mosqueda-Jones, Neville, Sant, and Seidel. No votes against. Motion carried.*

5. SHARE THE SUCCESS & RECOGNITIONS

Superintendent Lewandowski introduced Cathleen Pinkosky, South Education Center Innovative Instructional Coach. Cathleen presented the Board with the student Chapbooks in recognition of [School Board Recognition Week](#).

Rachel Hicks, Director of Communication and Public Relations, introduced Antwon Williams, North Education Center (NEC) Principal, and Jeffrey Chhay, NEC Instructor. They briefly shared a couple of uplifting student stories from NEC.

Board Chair Neville expressed her gratitude for Local 2209 for the thoughtful School Board Recognition email they received.

6. SUPERINTENDENT’S REPORT - None

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS 3

Facilities Report – None

Financial Report

Mae Hawkins, Executive Director of Business Services, presented the FY21 Budget Revision for approval. *Motion by Andrea Cuene, seconded by Heidi Marty, to approve the FY21 Budget Revision as presented. All in favor. Motion carried unanimously. The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, Mosqueda-Jones, Neville, Sant, and Seidel. No votes against. Motion carried.*

Mae Hawkins, Executive Director of Business Services, presented the FY22 Budget Assumptions for approval. *Motion by Andrea Cuene, seconded by Ruthie Dallas, to approve the FY22 Budget Assumptions as presented. All in favor. Motion carried unanimously. The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, Mosqueda-Jones, Neville, Sant, and Seidel. No votes against. Motion carried.*

Human Resources Report

Michelle Axell, Director of Human Resources, requested approval of a Resolution directing the Administration to make recommendations for reductions in programs and positions (ULAs). *Resolution motion by Michèle Kunz, seconded by Anne Casey, to waive the reading of the resolution and approved the proposed resolution directing the administration to make recommendations for reductions in programs and positions (ULAs). The following voted in favor of the resolution: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, Mosqueda-Jones, Neville, Sant, and Seidel. No votes against. The resolution passed.*

9. BOARD BUSINESS

Policy Review & Revision

Chair Report - None

AMSD Report - None

Once Around the Table

10. ADJOURNMENT

A motion was made by Andrea Cuene, seconded by Ruthie Dallas, to adjourn the meeting. The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, Mosqueda-Jones, Neville, Sant, and Seidel. No votes against. Motion carried. Meeting adjourned at 7:28 PM.

The next general meeting will be held on March 11, 2021, at 6:30 PM in the District Service Center Boardroom and by Teleconference.

Submitted by
Wauneen Mgeni
Secretary to the Board

Signed: Chair _____

Clerk _____

Date _____

Date _____

DISTRICT 287 WORK SESSION MEETING
Intermediate District 287
February 25, 2021
MINUTES

1. CALL TO ORDER

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

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280	Richfield	Crystal Brakke
281	Robbinsdale	Sam Sant
283	St. Louis Park	Anne Casey
284	Wayzata	Andrea Cuene
279	Westonka	Heidi Marty

Absent:

Guests: Barb Dorn

287 Administration: Anne Becker, Radiums Guess, Rachel Hicks, Amanda Achterkirch and Wauneen Denson-Mgeni

287 Staff Members:

2. HIRING THE RIGHT SUPERINTENDENT

Barb Dorn, Director of Leadership Development and Executive Search for MSBA lead a workshop to help school board members learn about the process for conducting a successful superintendent search.

3. ADJOURNMENT

Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 9:32 PM.

Submitted by
Wauneen Mgeni
Secretary to the Board

Signed: Chair _____

Clerk _____

Date _____

Date _____

1820 Xenium Lane North, Plymouth, MN 55441
763-559-3535

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

2021-2022 School Calendar

FINAL PENDING BOARD APPROVAL

	Holiday – No Students/No Staff (All)
	First/Last Day for 10 Month Admin Support
	New Staff Orientation/Academy/CPI Training
	Staff Development (All 2209)/No Students
	Staff Development (2209 Licensed Only)/No Students
	No Students/No 2209 Staff
	First/Last Day of School for Students
	Student Make-up Day if needed

JULY				
M	T	W	Th	F
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July 5 - Holiday				

AUGUST				
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16	17	18	19	20
23	24	25	26	27
30	31			
August 18 – First Day for 10 Month Admin Support August 24-25 – New Staff Academy August 26-27 – New Staff Academy/CPI Training August 30-31–Staff Development (All 2209)/No Students				

SEPTEMBER				
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September 1-3–Staff Development (All 2209)/No Students September 6-7 - Holiday September 8-First Day of School /Start of 1st Quarter				

OCTOBER				
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October 1 – Staff Development (All 2209)/No Students October 21-22 - No Students/No 2209 Staff				

NOVEMBER				
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29	30			
November 11 – End of 1 st Quarter November 12 - Staff Development (All 2209)/No Students November 15-Start of 2 nd Quarter November 25-26–Holiday				

DECEMBER				
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December 22-31 - Winter Break - No Students/No 2209 Staff December 23-24 - Holiday December 30-31 – Holiday				

JANUARY				
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January 17 - Holiday January 27 – End of 2 nd Quarter January 28-Staff Development–(2209 Licensed Only)/No Students January 31 – Start of 3 rd Quarter				

FEBRUARY				
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28				
February 21 - Holiday				

MARCH				
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March 11 - Staff Development – (2209 Licensed Only)/No Students Mar 28-31 - Spring Break - No Students/No 2209 Staff				

APRIL				
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April 1 – Spring Break - No Students/No 2209 Staff April 8 – End of 3 rd Quarter April 11 – Staff Development (All 2209)/No Students/Student Make-up Day if needed April 12 – Start of 4 th Quarter				

MAY				
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30	31			
May 30 - Holiday				

JUNE				
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June 9 - Last Day of School/End of 4 th Quarter June 10 – Staff Development (All 2209)/No Students June 17 – Last Day for 10 Month Admin Support				

Strategic Planning and Coherence

Past, Present, and the Future

Learning Intentions

- Overview of 2015-20 strategic plan
- Update on our interim planning process
- Progress on Sandy's Uber goal (Coherence)
- Timeline and update of next strategic planning process

Responsive.
Innovative.
Solutions.

STRATEGIC PLAN
2015-2020



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[2015-20 Strategic Plan Brochure](#)

2015 - 2020

- Mission, core values, outcomes, and strategic delimiters
- Strategic priorities
 - Strategic Implementation Plans
- Strong foundation for interim and new planning process

Responsive.
Innovative.
Solutions.

STRATEGIC PLAN
2015-2020



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2015-20 Strategic Plan
Brochure

Original Planning Timeline



Interim Plan

Developing → Implement/Continuation

- The pandemic as a catalyst for change to better serve students
- Recommitting to strategic priorities
 - Racial equity, trauma responsive, evidenced based practices, and employee wellbeing
- Highlights of our specific actions
 - Continuum of services
 - Capitalize on technology advancements
 - Cross-district courses for students
 - Flexible scheduling
 - Family engagement efforts: Families as partners
- More details coming!

Interim Plan

Strategic Implementation Plans

Strategic Implementation Plans: Version 2.0

- Racial gap goals
- SMARTIE goals: SMART goals that do not forget about equity and inclusion
- Clearly identify roles and responsibilities for tasks and outcomes
- Definition of adult behavioral changes
- Aligned to School Improvement Plans (SIP)



Interim Plan

Strategic Implementation Planning Teams

- Our vertical, strategic leadership teams responsible for their respective strategic priority is critical to our coherence work.
 - Many thanks to our vertical leadership teams that keep the day-to-day work moving in addition to their planning efforts!



Interim Plan Still Planning...

- Aware of the barriers and the unknowns, yet we continue to lead forward to capitalize on what we've learned over the past year.

Coherence at Work

- Sandy's Uber Goal: Definitely challenging yet making progress
 - By June 30, 2021, district administration will have enhanced communications and built structures to begin assessing and increasing coherence within the organization (coherence as defined by Michael Fullan in his book “coherence”).
 - Consistent communications of strategic priorities
 - Modified all leadership agendas and protocols
 - Reviewing current KPIs for effectiveness internally and externally
 - Design new system for KPIs and operational reporting

Coherence at Work Continued...

- Professional development for all leaders to:
 - Strengthen our coherence in the organization
 - Increase our ability to stay focused on our priorities
- Maximize our SIT (Strategic Implementation Team) meetings by ensuring our true focus is on supporting our leaders as they execute on our priorities.

Coherence Making

- Up next, evidence our work around coherence, strategic planning and implementation science are working!

Academic Planning

2021 - 2024



Student Outcomes in a Post-2020 Environment

*What do we want our students to learn?
How are they showing their mastery?*



Confluence of motivating forces Not new, just daunting

- **Social justice:** expectations to build back better
- **Racial equity:** Commitment to Culturally Responsive Teaching
- **Standards changing:** Science, Social Studies
- **MTSS:** Articulated framework for closing opportunity gaps
- **Core instruction:** Recommitment to *Classroom Instruction that Works*
- **Trauma informed:** Importance of Social-Emotional, Mental Health supports
- **Family Engagement:** Improved connections, expectations, involvement
- **Credit-based diplomas:** Guaranteed option for all students
- **Common Course Catalog** for consistent cross-district offerings & communication
- **Literacy Curriculum** adopted in FY20

Theory of Action

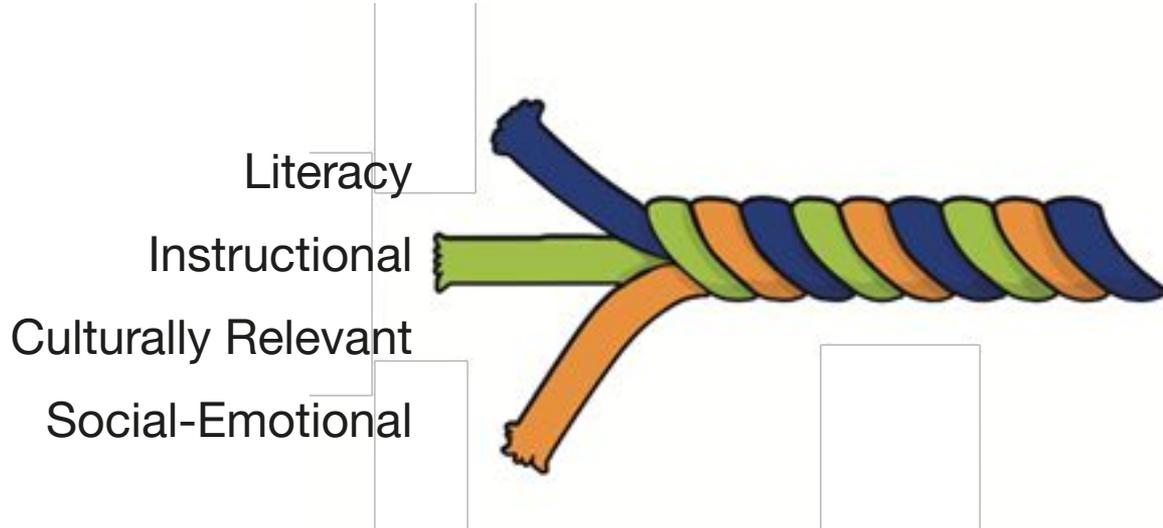
IF we consolidate our efforts into coherent, common language & practices

→ THEN our staff will feel less initiative fatigue

→ AND our students will receive focused instruction

→ AND our student outcomes will improve

Evidence-Based Practices (EBPs)



A well-planned curriculum unit can incorporate all these EBPs

Aligning EBPs

Literacy	Instructional
Varied Instructional Methods	Extend & Apply Knowledge
Motivation, Engagement	Setting Objectives & providing feedback
Speaking, listening, cooperative learning	Cooperative Learning
Close Reading of complex texts	Summarizing & Note-taking
Discussion across texts & content areas	Identifying Similarities & Differences
Writing Instruction	Summarizing and note-taking
Vocabulary and Conceptual Knowledge	Providing practice
Diverse texts	Nonlinguistic representations
Data informed discussions	Generating & testing hypotheses
Community and family engagement	Reinforcing Effort & Providing Recognition

Roadmap to Mastery

UNIVERSAL INSTRUCTION

FEEDBACK LOOPS

Communicate on progress during the process

LEARNING TARGETS

Clear standards-based learning goals

EVIDENCE-BASED INSTRUCTION

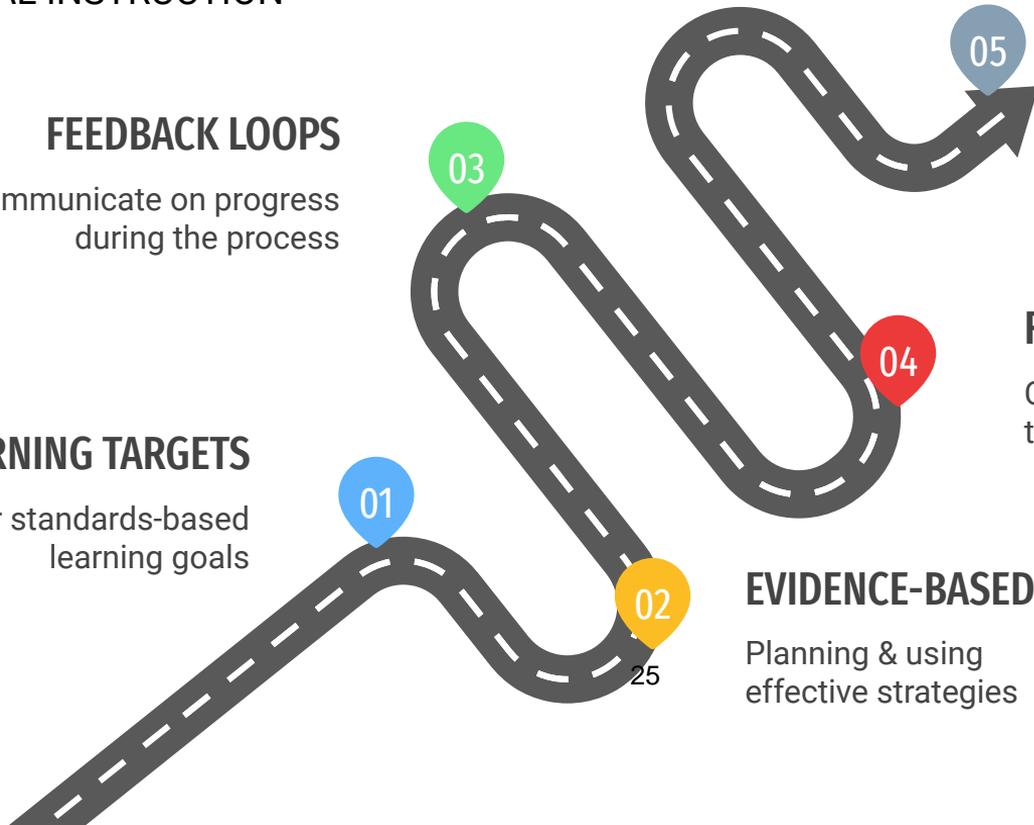
Planning & using effective strategies

FORMATIVE CHECKS

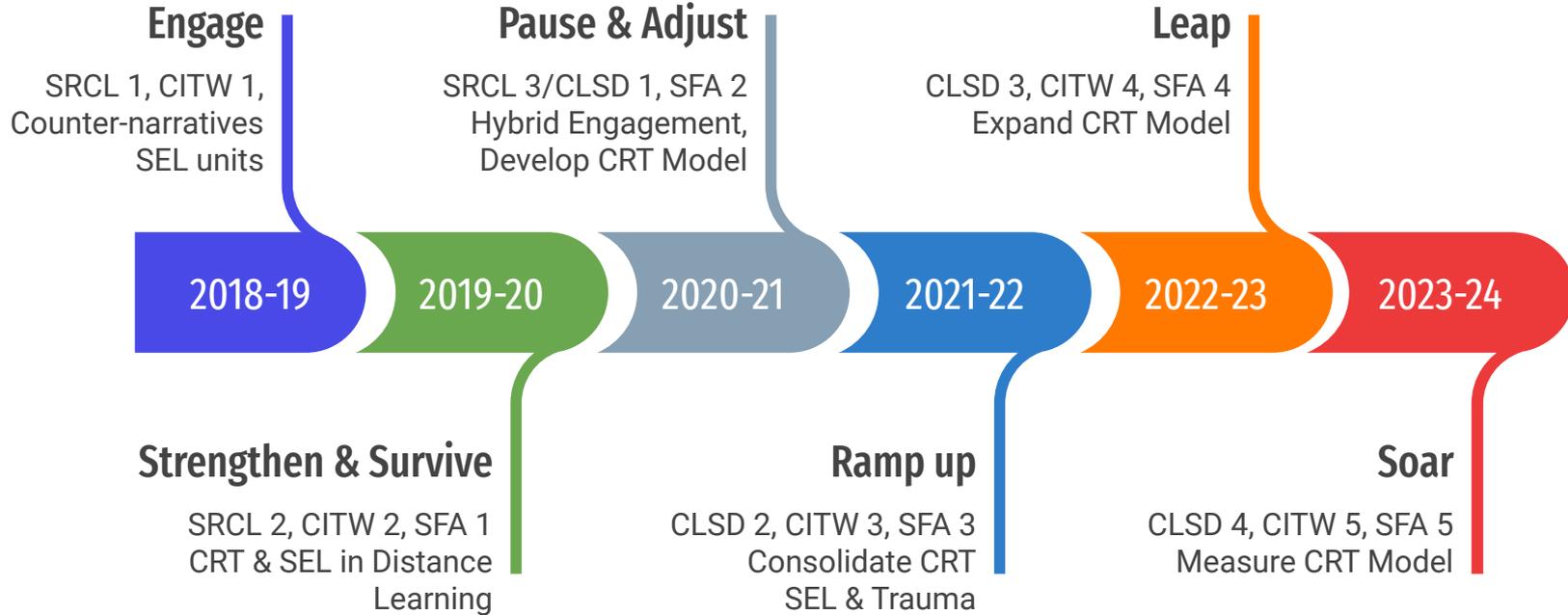
Common assessments to measure progress

RESPONSIVE SUPPORTS

Interventions, scaffolding, differentiation



Evidence-Based Instruction Timeline



2021-22: Ramp Up Summer School

Programs for students:

- Special Education Extended School Year
- Special Education Enrichment
- Area Learning Center Summer Academies for credit recovery
- Northern Star Online courses for credit recovery, acceleration or enrichment
- West Suburban Summer School courses for acceleration and enrichment

2021-22: Ramp Up

Summer: Develop → Implement: School Year

Summer Enrichment Institute: prepare teachers

1. Racial Equity
2. Project-Based Learning
3. Enrichment curriculum development

Core Content Teams

1. Essential Learning Goals for each grade level / band
2. Vertical Alignment → Scope and Sequence
3. Assessment plans

Training & Development Work Groups

1. EBP areas
2. Curriculum improvements

The Future

Spring & Summer: Develop → Board Approval: June 2022?

- Beginning discussion about next strategic planning process.
- Will not be your standard strategic planning process; racial equity will be foundational to our approach.
- Our timeline for our superintendent search should allow for them to be involved with the planning process.
- More to come in the near future...



Questions?

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

Regular Meeting – March 11, 2021

AGENDA SECTION: HUMAN RESOURCES REPORT

ITEM: 2021-2022 District 287 School Calendar

PRESENTED BY: Michelle Axell, Director of Human Resources

1. Background Information

The process of creating the District calendar takes into consideration member district calendars, alignment with member district transportation schedules whenever possible, and the SEIU Local 284 and Education Minnesota Local 2209 contract parameters.

- The calendar has 172 student contact days which includes a “cushion” of two days when schools can be closed without needing a make-up day. The District also has the option of using e-learning days during inclement weather.
- The first day of school starts on Wednesday, September 8 to avoid school starting on a holiday for individual students. September 6 and September 7 are scheduled holidays aligning with the Local 284 contract and the Employment Guide for Administrators and Unaffiliated employees.
- The last day of school does not go beyond member district calendars.
- Local 2209 licensed staff basic work year includes 11 staff development days and 8 hours of District-sponsored events after the standard workday.
- Local 2209 non-licensed staff basic work year includes 9 staff development days.
- The staff development days correspond with curriculum group meetings, school improvement planning, and quarter-end dates for work on progress reporting.

There is shared recognition between Education Minnesota Local 2209 and the Administration of the need for adequate time to collaborate in staff development activities focused on student success.

- Staff development days are scheduled early in the year to set a solid foundation with our instructional staff and balanced throughout the year in support of District-wide and site-based learning during the school year.
- The April 11 non-student contact/staff development day may be used to make-up instructional time if necessary due to a school closing earlier in the year.

2. Fiscal Impact/Funding Source: None

3. RECOMMENDED ACTION: That the Board approve the proposed 2021-2022 Calendar.

Motion by: _____ Yes ___ Passed ___

Second by: _____ Yes ___ Failed ___

Abstentions: _____

1820 Xenium Lane North, Plymouth, MN 55441
763-559-3535

Intermediate District 287

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2021-2022 School Calendar

FINAL PENDING BOARD APPROVAL

	Holiday – No Students/No Staff (All)
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July 5 - Holiday				

AUGUST				
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August 18 – First Day for 10 Month Admin Support August 24-25 – New Staff Academy August 26-27 – New Staff Academy/CPI Training August 30-31–Staff Development (All 2209)/No Students				

SEPTEMBER				
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October 1 – Staff Development (All 2209)/No Students October 21-22 - No Students/No 2209 Staff				

NOVEMBER				
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January 17 - Holiday January 27 – End of 2 nd Quarter January 28-Staff Development–(2209 Licensed Only)/No Students January 31 – Start of 3 rd Quarter				

FEBRUARY				
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February 21 - Holiday				

MARCH				
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30	31			
May 30 - Holiday				

JUNE				
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June 9 - Last Day of School/End of 4 th Quarter June 10 – Staff Development (All 2209)/No Students June 17 – Last Day for 10 Month Admin Support				

INTERMEDIATE DISTRICT 287
PLYMOUTH, MINNESOTA
BOARD OF EDUCATION

Regular Meeting – March 11, 2021

AGENDA SECTION: SUPERINTENDENT REPORT

ITEM: NSBA Annual Conference

PRESENTED BY: Board Chair Neville

1. Background Information

2021 National School Boards Association (NSBA) Conference April 8-10, 2021.

NSBA is pleased to announce the transformation of its in-person NSBA 2021 Annual Conference & Exposition to the NSBA 2021 Online Experience. This experience will bring world-class programming, inspirational keynotes, top education solution providers, and plentiful networking opportunities. Join us on April 8-10, 2021, for a fully transformed and memorable event!

2. Fiscal Impact/Funding Source: Board Funding

3. RECOMMENDED ACTION: The Board approves to send 2-4 Board members to the 2021 National School Boards Association (NSBA) Conference as presented.

Motion by: _____ Yes ____ Passed ____

Second by: _____ Yes ____ Failed ____

Abstentions: _____

March 2021
vol 18 ♦ no 6

March 5, 2021
Board of Directors Meeting
7:30 a.m. - 9:00 a.m.

March 26, 2021
Executive/Legislative Committee Meeting
7:30 a.m. - 9:00 a.m.

April 9, 2021
Board of Directors Meeting
7:30 a.m. - 9:00 a.m.

April 30, 2021
Executive/Legislative Committee Meeting
7:30 a.m. - 9:00 a.m.

Meetings will be conducted remotely until further notice and instructions will be sent prior to each meeting.

Farmington Tiger Bands—You Can’t Stop Their Beat!

Farmington Area Public Schools, ISD 192, offers a robust band program beginning as early as fifth grade and extending through high school. In addition to being incredibly popular with learners, it is also well loved by the extended Farmington Area community and usually draws a crowd for performances. Unfortunately, playing live music in a large group to a big crowd isn’t something that’s doable during a global pandemic — at least not in a traditional way. Over the last year Farmington Band Directors Erin Holmes, Bradley Mariska, and Elliot Douma have used all their creative and innovative skills to not only maintain the learning experience but to deepen it.

The Farmington High School Band Program is a comprehensive instrumental music education program serving over 300 students. Comprising five concert bands, four jazz ensembles, competitive marching band, pep band, solo/ensemble contest, winter percussion, and many other small ensembles. Farmington High School band students regularly collaborate with professional conductors, composers, and college ensembles. At a time when being together and collaborating with other groups has been difficult, the Farmington Tiger Bands have made it happen.



Farmington High School Band students perform for an empty auditorium while hundreds watch on camera.

With a mix of distance learning and hybrid classes (in which students meet in person two days a week), students were sometimes able to play together in small groups with proper health and safety precautions, such as masks, bell covers, and of course social distancing. Sometimes they were able to play outside. Often they played alone in a room, connected to others via video. This inspired the bands to begin learning recording and production skills on top of their musical studies. The Jazz Band, Symphonic Band, and Wind Ensemble have now recorded and produced multiple online concerts which can be found on their YouTube page (search Farmington Band).

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

The recently released state budget forecast shows an improved economic outlook that allows state policymakers to address the financial challenges facing school districts. We have reached a pivotal point in the legislative session when House and Senate leaders will determine the budget allocations for the various finance committees. We need AMSD members to advocate for our students and our schools now. Please urge legislators to pass an early education package to address the fallout from the COVID-19 pandemic including funding to mitigate the unanticipated enrollment decline as well for summer programming opportunities. Legislators need to understand that school districts are already developing budgets and designing programs for the summer and for the 2021-22 school year. Thank you in advance for your advocacy!

34

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

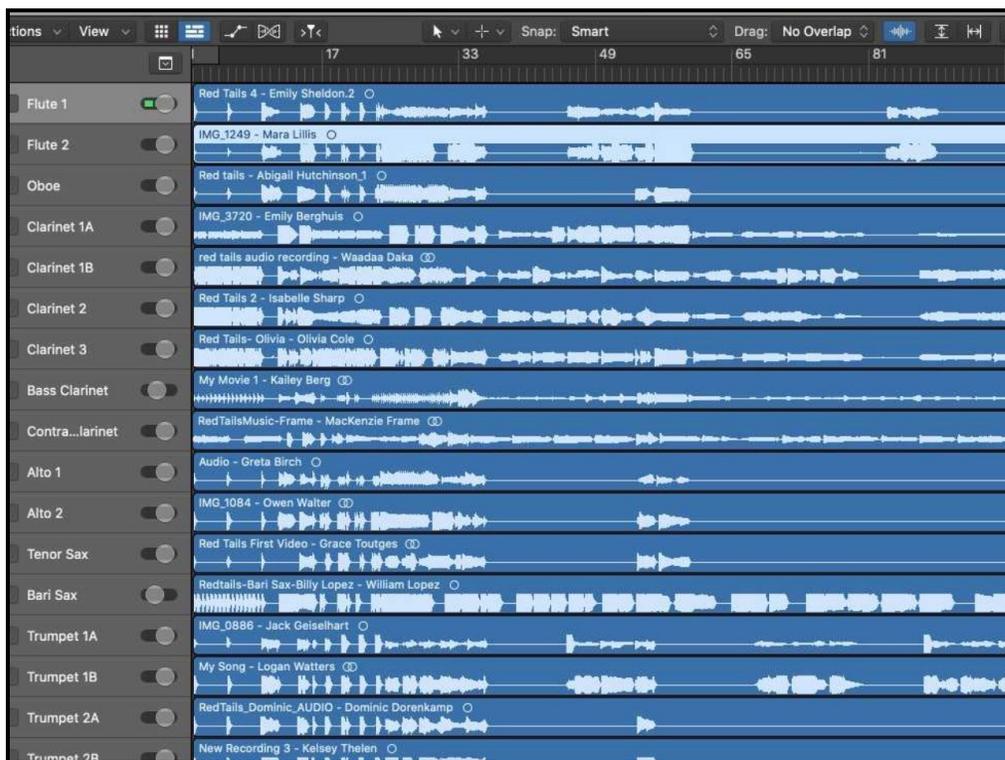
Tiger Bands Exemplify the Spirit of Innovation and Personalized Learning

Continued from page 1

In a typical year the band would have performed at the annual Farmington Memorial Day event. This year they played TAPS for their neighborhood. In a typical year, Drum Majors work to build leadership for the next year in the marching band. Last spring, they did this by helping the candidates to prepare for an audition via Google Meet. Despite the fact that this was not a typical year, the Farmington Tiger Bands have found ways to keep students learning together.

Beyond video calls and recorded music, one major thing the Farmington High School Band program has done to build and nurture relationships and connections through this pandemic is to foster a mentorship program between high school and middle school students. Even in distance learning, the high school mentors were able to meet virtually with their middle school mentees to work one-on-one. This allowed the high school students to not only pass on technical skills but to share their passion for music. It allowed the students to build meaningful relationships at a time when many were isolated and lacking daily in-person interactions outside their homes.

There has also been a lot more small group work and opportunities for individual feedback to musicians from their instructors. While things look different, learning and growth are still happening. “We definitely have seen growth,” said Tiger Bands Director Erin Holmes, “simply because we are using a different lens.... being able to hone in on specific instrument skills was fantastic...each student was able to receive individual feedback.”



Learning how to edit together multiple sound tracks so that they sound like an ensemble playing together.

Farmington High School Music Department is invested in presenting opportunities for all students to find personal and artistic expression without any musical prerequisite and educators are looking forward to adding even more options in the future.

Music has long been a key part of education in Farmington Area Public Schools and that has only become more true over time. The Tiger Bands exemplify the spirit of innovation and personalized learning that is alive and well in the Farmington area. As was recently shared on the Farmington High School Band Facebook page: “This year, in the face of great adversity, instead of saying, ‘We can’t,’ we simply said, ‘How?’”

This month’s member spotlight was submitted by Sally McConaughy, Communications Generalist, Farmington Area Public Schools.



Kristy Rhoades shared on Twitter that her son, a student at Boeckman Middle School, practiced with his Farmington High School Band mentor during distance learning.

In addition to normal band instruction, Farmington High School has recently launched two new instrumental music courses. In the fall of 2020, Farmington High School introduced its first project-based instrumental music courses, two sections of *Rock Band*, an exploratory music course for students interested in guitar, bass, drums, keyboards, and vocals. *Rock Band* is a course in which students learn to arrange, write, and perform music of their favorite popular genres, including - but not limited to - rock, R&B, country, pop, and more. It incorporates a variety of both acoustic and electric musical elements and styles, and is designed for students without formal music or musical notation experience. In the fall of 2021, the bands offered another semester elective in cooperation with the social studies department, *Hamilton: History & Music*. The

Minnesota School Districts Face Budget Shortfalls Due to COVID-19 Pandemic, Cross-Subsidies

Minnesota's public school districts are bracing for budget cuts, staff layoffs and reductions in student programming due to the fallout from the COVID-19 pandemic, as well as the growing shortfalls in the special education and English learner programs – also known as cross subsidies. A new statewide survey initiated by several public education associations shows how significant the budget challenges have become.

The survey, which was sent to 333 school districts statewide, was conducted by the Minnesota Association of School Business Officials (MASBO) in collaboration with AMSD, the Minnesota School Boards Association (MSBA), the Minnesota Association of School Administrators (MASA), the Minnesota Rural Education Association (MREA) and Schools for Equity in Education (SEE).

Of the 144 school districts that responded to the survey, 92 percent project that with no formula increase, their general fund expenditures would exceed projected revenues for the 2021-22 school year — with several individual district shortfalls ranging into the millions of dollars.

Anoka-Hennepin Schools, for example, is projecting a deficit of more than \$14 million, with many other districts projecting critical shortfalls if the Legislature provides no increase to the education funding formula, including Shakopee (\$7 million), White Bear Lake (\$6.8 million), Rochester (\$4.595 million), Robbinsdale (\$4.4 million), Eastern Carver County (\$4.2 million) and St. Cloud (\$3 million).

The majority of districts responding to the MASBO survey indicated they would plan staff reductions and increases in class sizes to adjust for the shortfalls. Notably, the majority of the districts would face budget cuts even if Gov. Tim Walz's proposed formula increase of 1 percent in FY22 is adopted.

While stable education funding is an annual challenge for Minnesota school districts, this year's projected shortfalls have been greatly exacerbated by the COVID-19 pandemic. In February, the [Minnesota Department of Education announced that student enrollment had declined by more than 17,000 students](#), largely due to challenges related to distance and hybrid learning.

As the MDE report noted, “the per-pupil nature of the education funding formula means that a loss of student enrollment will impact the amount of funding schools receive to operate their schools and support student learning.” MDE estimated that each student in Minnesota public schools generates approximately \$10,000 in general education revenue per district — which would translate to a combined loss of more than \$170 million statewide.

In addition to the 1 percent increase for FY22, Gov. Walz has proposed a one-time fund increase for declining enrollment revenue of \$25 million for FY22 to mitigate the impact of enrollment loss due to the COVID-19 pandemic.

The Governor has also proposed a hold-harmless appropriation of \$72.7 million for special education, to prevent the statewide special education cross-subsidy from increasing over the biennium. Special education costs continue to challenge districts as the need for specialized services has increased since the COVID-19 pandemic began. The Governor also has proposed an increase in EL funding of \$13.6 million to reduce the EL cross-subsidy.

The cross-subsidies (shortfalls) in special education and English learner programs create significant pressure on school district budgets. School districts are mandated by state and federal law to provide these important services, but the state and federal governments have historically not provided the necessary funding. This underfunding causes school districts to redirect funds meant for general instruction to cover the shortfalls.

According to the [FY 2019 Special Education Cross-Subsidies Report to the Legislature](#), recently released by the Minnesota Department of Education, the average special education cross subsidy per adjusted pupil in FY 2019 was \$802 while the average for AMSD member school districts was \$916. Similarly, the English learner cross-subsidy has grown substantially over the years, which is not surprising given that the formula has not been increased in 16 years.

Over the past decade, English learner expenditures have nearly doubled statewide from \$87.5 million in FY 09 to \$166.4 million FY 19 — a \$79 million increase — while state aid has only increased by \$18.5 million in that same timeframe. This has resulted in a more than doubling of the cross-subsidy in the English learner program, from \$58 per pupil in FY 09 to \$124 per pupil in FY 19.

Special Education Funding Shortfalls Impact AMSD Districts

2019 Special Education Cross-Subsidies

District Number	FY 2019 District	DISTRICT CROSS SUBSIDY*	Cross-Subsidy per WADM
1	Minneapolis	\$52,612,239	\$1,423
6	South Saint Paul	\$2,916,179	\$783
11	Anoka-Hennepin	\$36,860,985	\$881
13	Columbia Heights	\$5,346,299	\$1,411
14	Fridley	\$1,722,584	\$543
16	Spring Lake Park	\$4,878,266	\$751
112	Eastern Carver County	\$8,697,375	\$821
191	Burnsville	\$11,435,574	\$1,208
192	Farmington	\$7,393,868	\$928
194	Lakeville	\$11,811,661	\$969
196	Rosemount-AV-Eagan	\$23,462,726	\$751
197	West St. Paul	\$5,596,762	\$996
199	Inver Grove Heights	\$3,869,458	\$986
200	Hastings	\$4,226,127	\$884
270	Hopkins	\$6,882,257	\$916
271	Bloomington	\$13,427,211	\$1,169
272	Eden Prairie	\$7,648,887	\$781
273	Edina	\$7,111,567	\$771
276	Minnetonka	\$5,551,069	\$465
277	Westonka	\$2,739,224	\$1,023
278	Orono	\$1,775,410	\$562
279	Osseo	\$24,570,480	\$1,067
280	Richfield	\$5,509,557	\$1,198
281	Robbinsdale	\$17,119,270	\$1,280
282	Saint Anthony-New Brighton	\$1,491,284	\$744
283	St. Louis Park	\$4,501,872	\$893
284	Wayzata	\$10,730,160	\$826
286	Brooklyn Center	\$3,096,029	\$1,124
535	Rochester	\$15,440,128	\$805
621	Mounds View	\$7,482,771	\$588
622	N St Paul-Mplewd-Oakdale	\$12,063,959	\$1,033
623	Roseville	\$7,797,621	\$942
624	White Bear Lake	\$11,362,421	\$1,202
625	St. Paul	\$41,029,584	\$1,051
719	Prior Lake-Savage	\$6,514,855	\$675
720	Shakopee	\$8,127,302	\$897
728	Elk River	\$10,870,259	\$746
742	St. Cloud	\$11,374,117	\$1,044
832	Mahtomedi	\$3,472,689	\$952
833	S. Washington County	\$16,605,982	\$820
834	Stillwater	\$8,704,034	\$938
883	Rockford	\$1,102,352	\$616
Group Total/Average		\$454,932,454	\$916
State Total/Average		\$759,692,597	\$802

*Adjusted Net Cross Subsidy

Source: Minnesota Department of Education
 FY 2019 MDE Special Education Cross Subsidy
 Report and FY 19 School Profiles

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

Annual Presentation

- Teaching and Learning Update
 - Literacy, coaching, connected learning, new resources, PD

Work Session:

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

HR Closed Session: 284 Negotiations -tentative agreement (pending)
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.

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*
- Misc. Policies First Read: Harassment and Violence, Wellness, Tobacco-Free Schools (*carryover from last year*)
- Insurance Premium Rate recommendation

Special Presentation

Annual Presentation

- Financial Report September - Quarterly Update (Action)

NOVEMBER 12, 2020

(Only one Board meeting this month!)

Kudos & Recognition/Spotlight

- Spotlight: Northern Star Online (*carryover from last year*)

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

- Fund balance transfers (consent agenda item)

Special Presentation: Board Work Session

- KPI update & School Improvement Plans update - 2019-20 plans (30 min) (*carryover from last year*)

Annual Presentation

- Grant updates - Ben and Jon [SRCL update] (*carryover from last year*)
- Misc. Policies First Read: Tobacco-Free, Harassment and Violence, Wellness (*carryover from last year*)
- National Trends - COVID 19 and Future Economic Impacts (Mae Hawkins)
- Update on Key Performance Indicators

DECEMBER 10, 2020

(Only one Board meeting this month!)

Kudos & Recognition/Spotlight

- Spotlight: South Education Center (*carryover from last year*)

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

- Financial Report October (consent agenda)
- Legislative Platform

Special Presentation

- STOP Violence Federal Grant Update (Ben M.) (*carryover from last year*)
- Classification & Compensation Study Recommendations (Michelle & Anne)

Annual Presentation

- Officer Election Process - (Chair Report)
- World's Best Workforce Report & ESSA Update (Jon Ben)
- Unaudited Financial Report for FY20 (action item)
- 2020-2021 Yearly ADM Summary

<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 Annual Resolutions</p> <ul style="list-style-type: none"> Electronic signatures resolution - was this included in the annual resolutions? <i>(Please move to the annual organizational meeting)</i> FY20 Audit - Auditor Presentation - (Annual Report) (recurring) (action item) <i>(Please move to top of Agenda behind election of officers)</i> Financial Report November (consent agenda) Report on UBER goal including strategic implementation plans and budget 	<p style="text-align: center;">JANUARY 28, 2021 Regular Meeting</p> <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Superintendent Mid-Year Evaluation Procedure (recurring) <p>Special Presentation -</p> <p>JUUL Lawsuit: Presentation by one of the attorneys representing school districts in a lawsuit against JUUL.</p> <p>Learning model, phase three update for the Board.</p> <p>Annual Presentation</p> <ul style="list-style-type: none"> Financial Report December - Quarterly update (action item) 2021-22 Budget Update Equity Policy Second Read
<p>FEBRUARY 11, 2021</p> <p>Kudos & Recognition/Spotlight *online student letter</p> <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> FY22 - Food Services Prime Vendor Contract (consent agenda) <p>Special Presentation</p> <ul style="list-style-type: none"> EL Certificates Radiou and the Vaccine Article <p>Under HR Report:</p> <ul style="list-style-type: none"> HR Recruitment & Retention: Amanda Achterkirch, Talent Acquisition Professional will share recruitment & retention strategies. <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"> Superpower Campaign: North Education Center (Antwon Willims and Jeffery Chhay) <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 Update on Culture and Climate Uber Goal FY21 Budget Revision - annual report (action item) FY22 Budget Assumption/Program Withdrawal Report - Annual Report (Action item) 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> <ul style="list-style-type: none"> Coherence and Strategic Planning <p>Annual Presentation Chair Report</p>

<p>MARCH 11, 2021</p> <p>Equity (60 min) Equity Work Session</p> <p>Kudos & Recognition/Spotlight</p> <ul style="list-style-type: none"> • <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"> • 2021-2022 School Calendar Approval (recurring) • Coherence and Strategic Planning <p>Annual Presentation</p> <ul style="list-style-type: none"> • • 	<p>MARCH 25, 2021</p> <p>Kudos & Recognition/Spotlight</p> <ul style="list-style-type: none"> • WEC/Alexia Poppy-Finley • HTC/ Alexia Poppy-Finley <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) <p>Special Presentation - Annual Presentation - none</p> <p><u>Chair Report</u></p> <p>HR Closed Session (2209)</p> <ul style="list-style-type: none"> • Initial Review - Parameters for Negotiations
<p style="text-align: center;">APRIL 8, 2021</p> <p>Kudos & Recognition/Spotlight</p> <ul style="list-style-type: none"> • ABEC/Greg B. • SEC/Jayne T • 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>HR Closed Session (2209)</p> <ul style="list-style-type: none"> • Final Review - Parameters for Negotiation 	
<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/Melissa B • Care & Treatment Amanda K <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> • EA PD Sessions Report • 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> <ul style="list-style-type: none"> • ABEC/Greg B • SEC/ Jayne T <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

- 2021 Graduation video

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

Jaynie Leung FY 22 Lease Agreement

-

Special Presentation - none

Annual Presentation

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

Chair Report

Data Privacy & Records policy bucket - 1st read

JUNE 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 (Ask Melissa)
- PrairieCare Partnership Report (Kate and Chad Jayasekera)

Special Presentation - none

Annual Presentation

- **KPI update / Strategic Plan update HOLD for Aug/Sept meeting**
- 2021-22 Original Budget Approval - Annual Report **Action Item**
- Approval of 2021-22 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

March 11, 2021

SCHOOL BOARD CALENDAR

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 2021

13	Thursday	General Board Meeting	6:30PM	TBD
27	Thursday	General Board Meeting	6:30PM	TBD
27	Thursday	Henn Tech Pathways Graduation	TBD	TBD

June 2021

07	Monday	InVest/Venture/Strive HS (ABEC) Graduation	TBD	TBD
07	Monday	Vector Transition (ABEC) Graduation	TBD	TBD
08	Tuesday	Phase/SUN/Strive/Intersect/Focus Transition Graduation (ABEC)	TBD	TBD
08	Tuesday	NEC Graduation	TBD	TBD
09	Wednesday	SEC/SUN/Intersect/Phase Transition Graduation	TBD	TBD
09	Wednesday	Gateway to College Graduation	TBD	TBD
09	Wednesday	CIP & FOCUS (South) Graduation	TBD	TBD
09	Wednesday	Vector West Graduation	TBD	TBD
09	Wednesday	WEC/SPED/ALC/Transition Graduation	TBD	TBD
09	Wednesday	SECA & InVEST High Graduation	TBD	TBD
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, April 27th
District Service Center
(3rd Floor – Room 316)
