

Intermediate District 287

Responsive. Innovative. Solutions.

GENERAL MEETING OF THE BOARD – Regular

Thursday, May 13, 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 April 8, 2021 3
- 2. Board Work Session Meeting Minutes from April 8, 2021 5
- 3. Approval of Routine Human Resources Activities for May 13, 2021 6

5. SHARE THE SUCCESS & RECOGNITION - (30 minutes) (Information)

- 1. Superpower Spotlight: Itinerant Services
- 2. Superpower Spotlight: Care & Treatment
- 3. TJ Performs A Rap
- 4. West Metro Graduate Video(s)

6. SUPERINTENDENT'S REPORT - (30 minutes) (Information)

- 1. Summer Plans 10
Melissa Brateng, Director of Special Education, and Dr. Jon Voss, Director of Teaching & Learning, will provide an overview of student programs, curriculum projects, and professional learning opportunities planned for the summer.
- 2. Pay Equity Results 22
Michelle Axell, Director of Human Resources will share a written overview of the results.

7. INSTRUCTIONAL REPORT - (30 minutes) (Information)

- 1. Innovative Coaching to Support Teaming & Literacy 23
Marisa Nathan, Professional Learning Manager, and Dr. Jon Voss, Director of Teaching & Learning will provide an overview of how new coaching positions supported by grant funds are meeting critical needs for our students.

8. BUSINESS SERVICES & LABOR RELATIONS REPORT - (20 minutes)

- 1. Facilities Report (Information) 38
 - 1. Solar Energy Project Report
Mae Hawkins, Executive Director of Business Services, will provide an overview of implementing solar energy systems at each of our buildings.
- 2. Financial Report (Action)
 - 1. Approval of Routine Monthly Finance Report
Mae Hawkins, Executive Director of Business Services will provide an overview of the March 2021 monthly finance reports and the Board will be asked to approve it.
- 3. Human Resource Report - None

9. BOARD BUSINESS - (20 minutes) (Information)

- 1. Policy Review & Revision - None
- 2. Board Reports
 - 1. Chair Report
 - 1. Superintendent Evaluation Process
 - 2. Next Steps: Superintendent Search
 - 2. AMSD Report

3. District News

1. School Board Planning Calendar

53

2. May 13, 2021, Board Event Calendar

58

4. Once Around the Table

10. **ADJOURNMENT**

Recommended Action: Board Chair calls meeting adjourned @ _____ PM

DISTRICT 287 WORK SESSION MEETING
Intermediate District 287
April 8, 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 Andreson 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 10 member districts represented and the following Board members in attendance:

286	Brooklyn Center	Ruthie Dallas
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 (late)
283	St. Louis Park	Anne Casey
284	Wayzata	Andrea Cuene
279	Westonka	Heidi Marty

Absent: 272/Seidel

Guests: Valerie Castile

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

287 Staff Members: Greg Beeck, Jayne Tiedemann, 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 Andrea Cuene, approve the meeting agenda. The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, Mosqueda-Jones, and Neville. 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 March 25, 2021, Change in Insurance Broker, and Routine Human Resources Activities for April 8, 2021. *Motion by Andrea Cuene, seconded by Heidi Marty 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, and Sant. No votes against. Motion carried.*

5. SHARE THE SUCCESS & RECOGNITIONS

Greg Beeck, Ann Bremer Education Center (ABEC) Principal, briefly shared an uplifting student story and video of a ABEC student. [Student Video](#)

Jayne Tiedemann, South Education Center (SEC) Principal, briefly shared an inspirational story of mentorship, collegueship, and friendship between school counselor Melissa Winship and her former student Guadalupe Estrada-Martinez, who is now a licensed staff member at South Education Center.

Superintendent Lewandowski recognized Ms. Valerie Castile, mother of Philando Castile, for her contributions to District 287 students and schools. [Recognition of Ms. Valerie Castile](#)

6. SUPERINTENDENT’S REPORT - None

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS

Facilities Report

Mae Hawkins, Executive Director of Business Services, presented the district’s Long Term Facilities Maintenance (LTFM) resolution motions. *Resolution motion by Andrea Cuene, seconded by Sam Sant, to waive the reading and approve the resolution Long Term Facilities Maintenance (LTFM) Plan as provided by the printed, shared documentation. The following voted in favor: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, Mosqueda-Jones, Neville, and Sant. There were no abstentions or no votes cast. The resolution passed.*

Financial Report - None

Human Resources Report - None

9. BOARD BUSINESS

Policy Review & Revision - None

Chair Report - None

AMSD Report

Board Director Cuene briefly updated the Board on the most recent AMSD meeting.

Once Around the Table

10. ADJOURNMENT

A motion was made by Michèle Kunz, seconded by Andrea Cuene, to adjourn the meeting. The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, Mosqueda-Jones, Neville, and Sant. No votes against. Motion carried. Meeting adjourned at 7:29 PM.

The following general meeting will be held on May 13, 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
April 8, 2021
MINUTES

1. CALL TO ORDER

A Roll Call was taken, and a quorum was declared with 10 member districts represented and the following Board members in attendance:

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

Absent: 272/Seidel

Guests:

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

287 Staff Members:

2. HIRING THE RIGHT SUPERINTENDENT

The Board discussed parameters for the timeline, scope, and possible external search support for the superintendent search.

While it is early on in the process, it's our goal to keep the District 287 community informed about the search process each step of the way.

[Visit](#) the District 287 Superintendent Search Website.

3. ADJOURNMENT

Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 8:45 PM.

Submitted by
Wauneen Mgeni
Secretary to the Board

Signed: Chair _____

Clerk _____

Date _____

Date _____

**ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287 SCHOOL BOARD
MAY 13, 2021**

New Hires: Additional Position Due to Enrollment					
Name	Position	Department/Site	Effective Date	Salary Placement	FTE
Richard Somaiah	Education Assistant	South Education Center	04/21/2021	Step 10, Lane 5	.875

New Hires: Replacement for Separations						
Name	Position	Department/Site	Replacement For	Effective Date	Salary Placement	FTE
Jason Hardwig	Education Assistant	South Education Center	S. Blouin	05/12/2021	Step 7, Lane 7	.875
Krista Grosland	D/HH Teacher	Itinerant	S. Winkler	08/24/2021	Step 3, Lane 9	1.0

License Transitions						
Name	Position	Department/Site	Licensure Area	Prior Approval Type	Current Approval Type	Effective Date
Jenna Fox	D/HH Teacher	Itinerant	Oral/Aural Deaf Education	OPF	Tier 4	10/16/2020

Temporary Hiring Agreement: Assignments				
Name	Position	Department/Site	Effective Date	End Date
Joseph Arbogast	Custodian	District Service Center	04/05/2021	06/30/2021
Connie Fladeland	WSSS Coordinator	District Service Center	04/12/2021	06/30/2021
Cynthia Dzimian	Interpreter	Itinerant	05/05/2021	06/11/2021
Nathan Joarnt	Student Custodian	West Education Center	04/12/2021	06/10/2021
Charles Demers	Student Custodian	Ann Bremer Education Center	05/03/2021	06/10/2021
Ty'Jon Boclair	Student Custodian	Ann Bremer Education Center	05/03/2021	06/10/2021
Zachary Carlstrom	Student Custodian	South Education Center	05/03/2021	06/10/2021

Extended Leaves of Absence:

Name	Position	Department/Site	Effective Date	End Date	FTE
Jessica Hentig	Education Assistant	South Education Center	04/06/2021	06/11/2021	.875
Rebecca Korich	Instructor Autism	North Education Center	04/19/2021	06/11/2021	.15
Richard Hall	Education Assistant	Ann Bremer Education Center	04/13/2021	06/11/2021	.25
Berene Anderson	Education Assistant	North Education Center	08/30/2021	01/11/2022	.875
Jaime Anderson	Interpreter	Itinerant Services	08/30/2021	06/10/2022	1.0
Mona Dewane	Instructor Deaf/Hard of Hearing	Itinerant Services	08/30/2021	06/10/2022	.25
Lisa Donley	Interpreter	Itinerant Services	08/30/2021	06/10/2022	.125
Karen Evans	Speech Language Pathologist	Itinerant Services	08/30/2021	06/10/2022	1.0
Molly Forrest	School Nurse	North Education Center	08/30/2021	06/10/2022	.1
Serina Freeman	Education Assistant	Ann Bremer Education Center	12/15/2021	01/17/2022	.875
Jacob Gooderum	Student Safety Coach	South Education Center	08/30/2021	06/10/2022	1.0
Kelly Griesbach	Education Assistant	South Education Center	08/30/2021	06/10/2022	1.0
Linda Holmberg	Education Assistant	Ann Bremer Education Center	08/30/2021	06/10/2022	.125
Arzella Howard	Education Assistant	West Education Center	08/30/2021	06/10/2022	.875
Annalea Hoxter	Speech Language Pathologist	Itinerant Services	08/30/2021	06/10/2022	1.0
Allison Hunt	Instructor Math	West Education Center	08/30/2021	06/10/2022	1.0
Kara Johnson	School Counselor	Northern Star Online	08/30/2021	06/10/2022	.35
Miriam Klane	Instructor Deaf/Hard of Hearing	Itinerant Services	08/30/2021	06/10/2022	.2
Rosalie Kranz	Education Assistant	South Education Center	08/30/2021	06/10/2022	.2
Katie Kroulik	Speech Language Pathologist	Itinerant Services	08/30/2021	06/10/2022	.2
Emily Kuisle	Program Facilitator	North Education Center	08/30/2021	06/10/2022	.2
Melanie Leite-Carroll	Physical Therapist	Itinerant Services	08/30/2021	06/10/2022	.1
Elizabeth Olson	School Psychologist	District Service Center	08/30/2021	06/10/2022	.2
Megan Pulvermacher	School Psychologist	South Education Center	08/30/2021	06/10/2022	.25
Braden Schmitt	School Psychologist	North Education Center	08/30/2021	06/10/2022	.1

Benjamin Sibila	Education Assistant	North Education Center	08/30/2021	06/10/2022	.875
Ann Strom	School Social Worker	Ann Bremer Education Center	08/30/2021	06/10/2022	.075
Samantha Thompson	Social Emotional Learning Coordinator	Epsilon	08/30/2021	06/10/2022	.2
Laura Thorne	Speech Language Pathologist	Itinerant Services	08/30/2021	06/10/2022	.2
Greice Thorsen	Education Assistant	North Education Center	01/03/2022	06/10/2022	.125
Julie Tweit	Instructor English Language Arts	PrairieCare Brooklyn Park - IHP	08/30/2021	06/10/2022	.1
Sherry Weise	School Social Worker	Hennepin Gateway	08/30/2021	06/10/2022	.2
Andrea Wilson Vazquez	Innovative Instructional Coach	West Education Center	08/30/2021	06/10/2022	.8
Timothy Yearneau	Education Assistant	West Education Center	08/30/2021	06/10/2022	.2

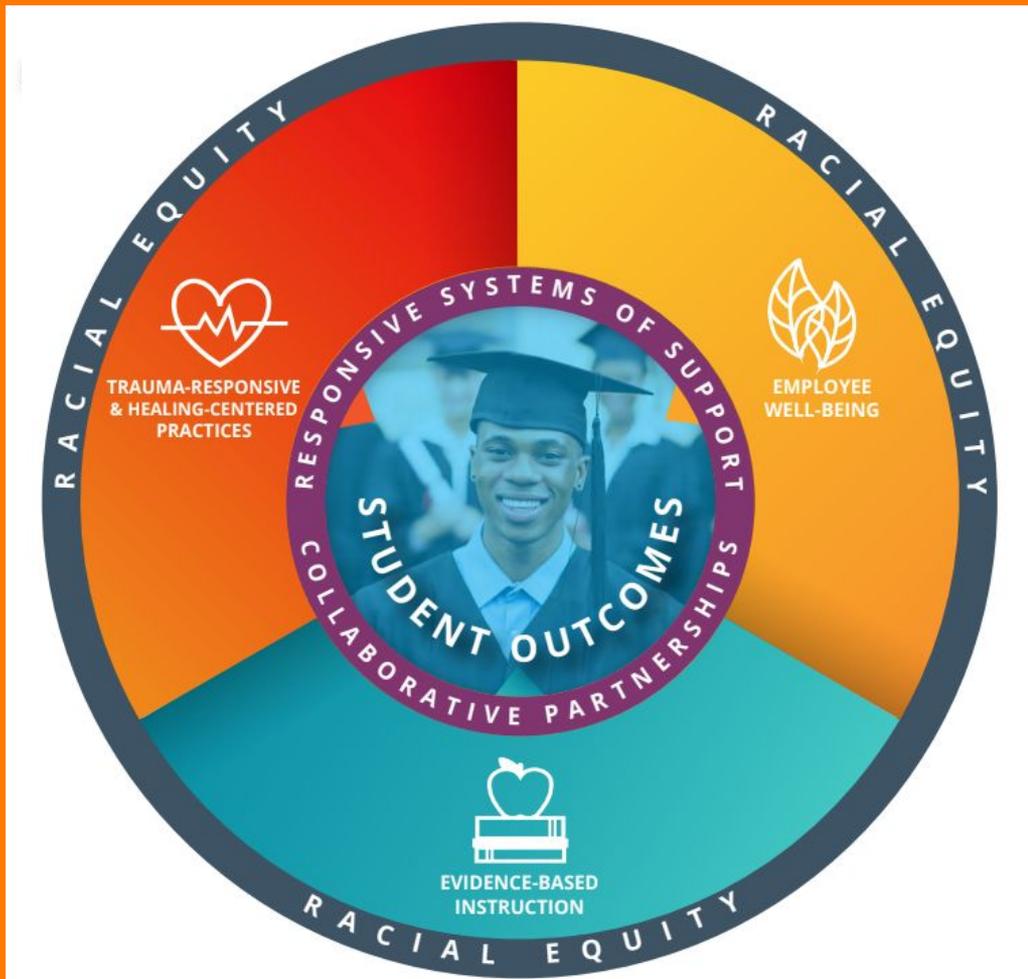
Separations: Dismissal			
Name	Position	Department/Site	Effective Date
Remi Huyen	Science / EBD Teacher	Care and Treatment	Revised from resignation 02/12/2021
Abimbola Adedeji	Education Assistant	Ann Bremer Education Center	04/09/2021

Separations: Resignation				
Name	Position	Department/Site	Reason (if internal movement)	Effective Date
Ashley Stoll	Speech Language Pathologist	Itinerant Services	Personal Reasons	06/11/2021
Kanaka Baldy	Literacy Specialist	Teaching and Learning	Personal Reasons	06/11/2021
Valerie Schoess	School Nurse	North Education Center	Personal Reasons	06/11/2021
Michael Kolles	Science Teacher	Hennepin Gateway to College	Personal Reasons	06/11/2021
Margaret Keen	Autism Teacher	West Education Center	Personal Reasons	06/11/2021
Melissa Winship	School Counselor	South Education Center	Personal Reasons	06/11/2021
David Williams	School Social	Ann Bremer Education Center	Personal Reasons	06/11/2021

	Worker			
Donelle Harvey	Program Facilitator	Ann Bremer Education Center	Personal Reasons	05/04/2021
Julie Macrae	D/HH Teacher	Itinerant Services	Personal Reasons	06/14/2021
Heather Green	Education Assistant	West Education Center	Personal Reasons	04/09/2021
Boniface Diane	Education Assistant	North Education Center	Personal Reasons	04/12/2021
Sarah Blouin	Education Assistant	South Education Center	Personal Reasons	Revised 04/05/2021
Richard Somaiah	Education Assistant	South Education Center	Personal Reasons	04/22/2021

Separations: Retirements (Regular/Disability)			
Name	Position	Department/Site	Effective Date
Lisa Nelson	Education Assistant	Ann Bremer Education Center	05/14/2021
Lyla Peterson	School Social Worker	North Education Center	10/01/2021

Other:				
RECOMMEND the Board's approval to credit, Steven Johnson, Education Assistant at Ann Bremer Education Center, with four (4) days of additional sick leave. These days have been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Donald Edmondson	David Madsen	Brent Maves	Rebecca Beaudette	
RECOMMEND the Board's approval to credit, Jenna Nesler, School Social Worker at North Education Center, with one (1) day of additional sick leave. This day has been donated by the staff member listed below who has authorized the District to reduce their individual sick leave balance by one (1) day.				
Kimberly Mackenzie				



Summer 2021

10

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Summer School

Programs for students:

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

11

Special Education Extended School Year (ESY)

237 Students Scheduled to Participate

ABEC, NEC, WEC, and SEC

July 6th- July 23rd (8:30-11:30)

- Students who qualify for ESY are in need of services over the summer months in order to retain skills
- ESY is an extension of special education instruction and related services to students with disabilities whose IEP indicates that they qualify and are in need of those services in excess of the regular school year
- Eligibility determinations must be made by the IEP team
- ESY services are designed to meet the individual student's needs to maintain performance on specific skills related to IEP goals

12

Special Education Enrichment

297 Students Scheduled to Participate

ABEC, NEC, WEC, and SEC

July 6th- July 23rd (12:00-2:30)

- The COVID-19 pandemic has impacted the academic, social emotional and mental health development for many students. Therefore, a proactive approach to programming will be provided to support our students with recovery of skills
- Unlike ESY, students do not need to demonstrate recoupment or regression based on their IEP goals and objectives to access services
- Enrichment services are optional to families and students

13

Area Learning Centers

60 students, grades 9-12

NECA, SECA, W-Alt, Gateway

June 14-July 1 & July 6-22; 9:00-2:30

Two pathways

- Project-based learning for full credit
- Completion of courses started during the year

Northern Star Online

1390 students statewide, grades 7-12

Online with options for support

June 14 - August 20; anytime, any place

Two pathways for students preferring online courses

- Credit recovery (640 students)
- Enrichment or acceleration (750 students)

15

West Suburban Summer School

- 784 students, grades 2-12
- Maple Grove Senior High, Wayzata West Middle School, SEC
- June 21 - July 30; 8:30-4:00
- Provide challenging learning opportunities for students in areas of personal interest

16

Staff Professional Learning Opportunities

17

Staff Learning Opportunities

Trauma-Responsive Healing Practices

- Youth Mental Health First Aid
- Prepare Training
- Neurosequential Model in Education (NME) for Instructional Leaders
- Restorative Practices

18

Staff Learning Opportunities

Special Education

- Due Process
- Practical Functional Assessment
- Crisis Prevention Institute (CPI)
- Behavior 101
- Positive Behavioral Interventions & Supports (PBIS)

19

Staff Learning Opportunities

Racial Equity

- Culturally Relevant Teaching Model
- Facilitating Racial Equity conversations
- Incorporating diverse perspectives and social justice standards into curriculum projects

20

Staff Learning Opportunities

Evidence-Based Instruction

- Instructional practices for Tier 1-2 and new teachers
- Curriculum development in core subjects
- Literacy Seminars & resource development

21

WHAT THE BOARD NEEDS TO KNOW

Intermediate District 287

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Local Government Pay Equity

May 13, 2021

Authors

Michelle Axell, Director of Human Resources

Summary

The Local Government Pay Equity Act, Minn. Stat. Sections 471.991-471.999 and Minn. Rules, Chap. 3920 require local government jurisdictions to submit a pay equity report to the State of Minnesota every three years. Intermediate District 287's most recent report was due on January 31, 2021.

Pay Equity is a method of eliminating discrimination against women who are paid less than men for jobs requiring comparable levels of expertise. This goes beyond the familiar idea of equal pay for equal work where men and women with the same jobs must be paid equally. A policy to establish pay equity usually means: 1) that all jobs will be evaluated and given points according to the level of knowledge and responsibility required to do the job; and 2) that salary adjustments will be made if it is discovered that women are consistently paid less than men for jobs with similar points.

Results

On April 6, 2021, Intermediate District 287 received the notification of compliance for successfully meeting the requirements of the Local Government Pay Equity Act and related rules. This notice followed a review of the District's 2021 pay equity report by Minnesota Management & Budget.

A close-up photograph of three young children of diverse backgrounds smiling warmly at the camera. The child on the left is a young girl with dark hair, wearing a blue sweater. The child in the middle is a young boy with dark hair, wearing a pink and white striped sweater. The child on the right is a young girl with dark, curly hair, wearing a blue turtleneck. The background is softly blurred, suggesting an outdoor setting.

Innovative Teaming in District 287

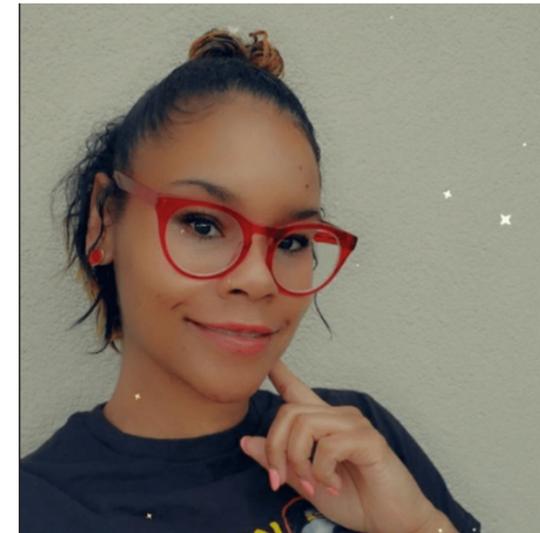
New Innovative Coaches



Letitia Jennings-Holmes

INNOVATIVE TEAMING COACH

Supports NEC and SEC



Dwquita Nash

INNOVATIVE TEAMING
COACH

Supports ABEC and WEC



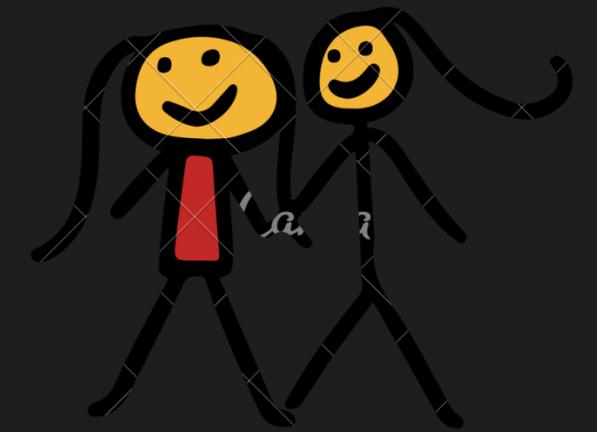
DeNedra Howell

FAMILY LITERACY SPECIALIST

Supports Family Literacy

Learning Intentions

- Understand the role of Innovative Teaming Coaches and Family Literacy Specialist in District 287
- Celebrate the successes of these Coaches in District 287
- Look Ahead to our 2021-2022 Goals



Needs & Supports

- Teaming Support: PELSB Grant
- Literacy: CLSD Grant
- Opportunity to add coaching
- Recognize and elevate EA expertise

Coaches

- Family Literacy Specialist
- Literacy Coaches
- Innovative Teaming Coaches

Family Literacy

.....

THE GOAL OF THE FAMILY LITERACY SPECIALIST IS TO STRENGTHEN THE COLLABORATION BETWEEN FAMILIES AND EDUCATORS TO SUPPORT CHILDREN'S LITERACY DEVELOPMENT.

Responsibilities

- Collaborate with families
- Build relationships
- Connect culture and language
- Provide Professional development
- Conduct outreach
- Plan Family Literacy events
- Provide Resources

Successes from the 2020-2021 School Year

- Home visits
- Literacy Kits
- Classroom libraries
- Family Engagement Training

Collaboration

.....

THE GOAL OF THE INNOVATIVE TEAMING COACH POSITION IS TO STRENGTHEN THE COLLABORATION BETWEEN TEACHERS AND EDUCATIONAL ASSISTANTS TO SUPPORT STUDENTS' ACADEMIC DEVELOPMENT.

Responsibilities

- Develop positive and trusting relationships with staff and students by co-serving and modeling expectations for classroom teams
- Support staff with the development and delivery of group and individualized intervention plans
- Support staff with core instructional strategies
- Develop techniques for data collection and data management and enter collected data into proprietary and other computer databases
- Support teachers and educational assistants through observations and feedback with a focus on teaming and best practices.
- Attend staff, building, parent, committee, open house, and coordinator meetings, including staff development activities for teams promoting increased understanding of staff roles & responsibilities.
- Increase focus on equity, trauma, and SEL.

Successes from the 2020-2021 School Year

- Lead and support Check and Connect, a mentoring program for students during connected learning
- Developed and lead a variety of learning opportunities
- Developed and piloted a Team Intervention tool that helps identify gaps in team collaboration and measure the need for interventions.
- Support with multiple school, sites, building relationships, and student support district wide.
- Collaboration with other coaches for wrap around services and support.

Looking Ahead



By the June of 2022, classroom teams will have had the opportunity to participate in a year of learning progressions that focus on collaboration and co-serving.

Creating an Impact

Impact 1

Student Outcomes will Increase

Impact 2

Classroom teams will have an opportunity to apply their learning with support from our Innovative Teaming Coaches.

Impact 3

Adult relationships will improve

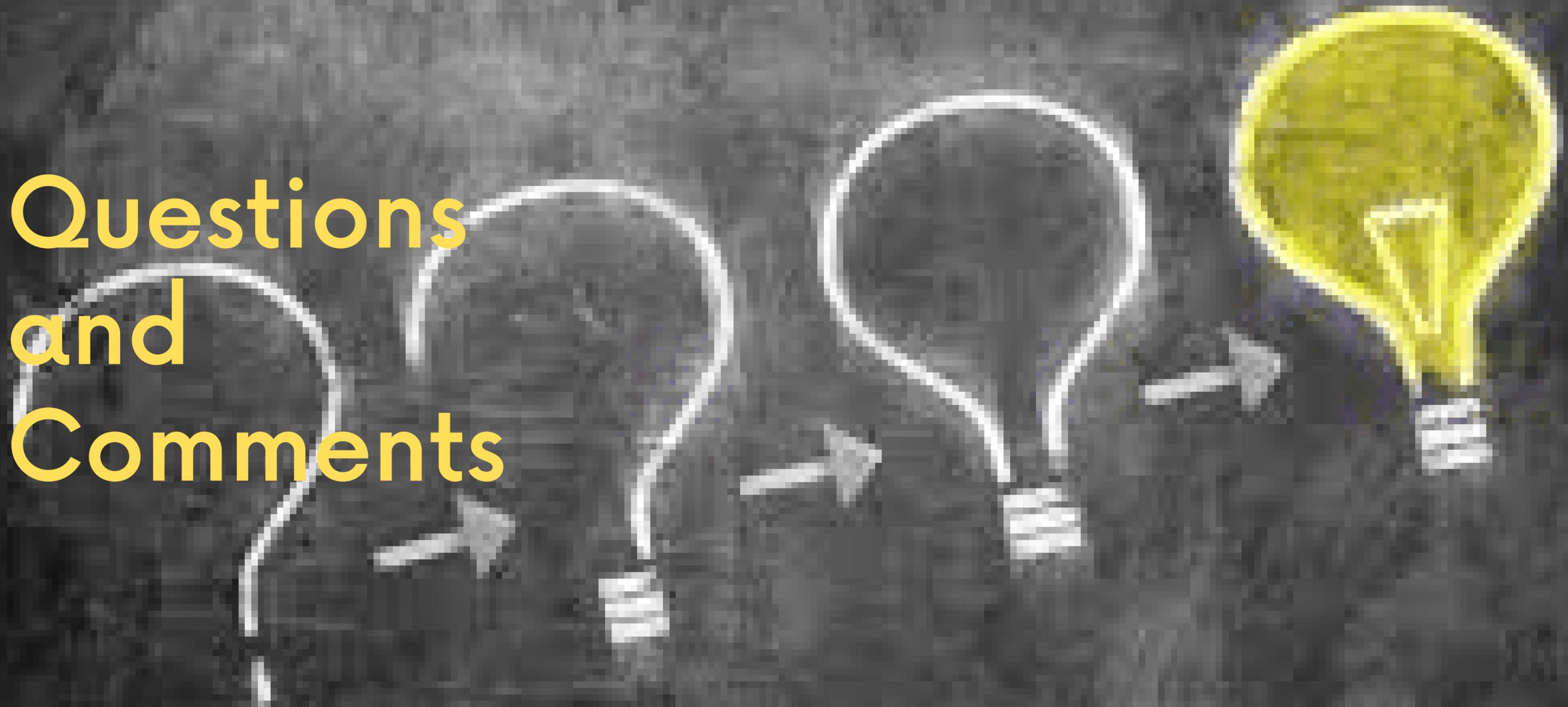
Impact 4

Working towards creating a culture of professional learning

Impact 5

Incentives tied to micro-credentialing

Questions and Comments





Solar Project Proposal Informational Report

May 13, 2021
Mae L. Hawkins
Executive Director of Business Services



Intermediate District 287

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• Solar Project Proposal

Learning Objectives

- December Board Member Request
- Feasibility Review
- Steps in the Process
- Energy Savings
- Environmental
- Next Steps

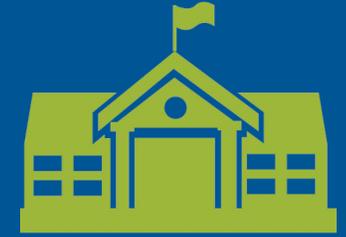
39

Board Request:



- December Board Meeting
- Former Board Member - Steve Adams
- Recommendation that District 287 relook at Solar

Feasibility Review:



- District 287 discussions with member districts
- Completed a feasibility review - no cost
 - Energy usage
 - Roof space needed
 - Cost Analysis

41

Steps in the Process:

- Feasibility Review - completed
- Roof Analysis - in process
 - Potential delay for 2 building's roof replacements
- Contract/Financing RFP
 - More details on next slide
- Board Approval
- Construction Spring - Fall 2022



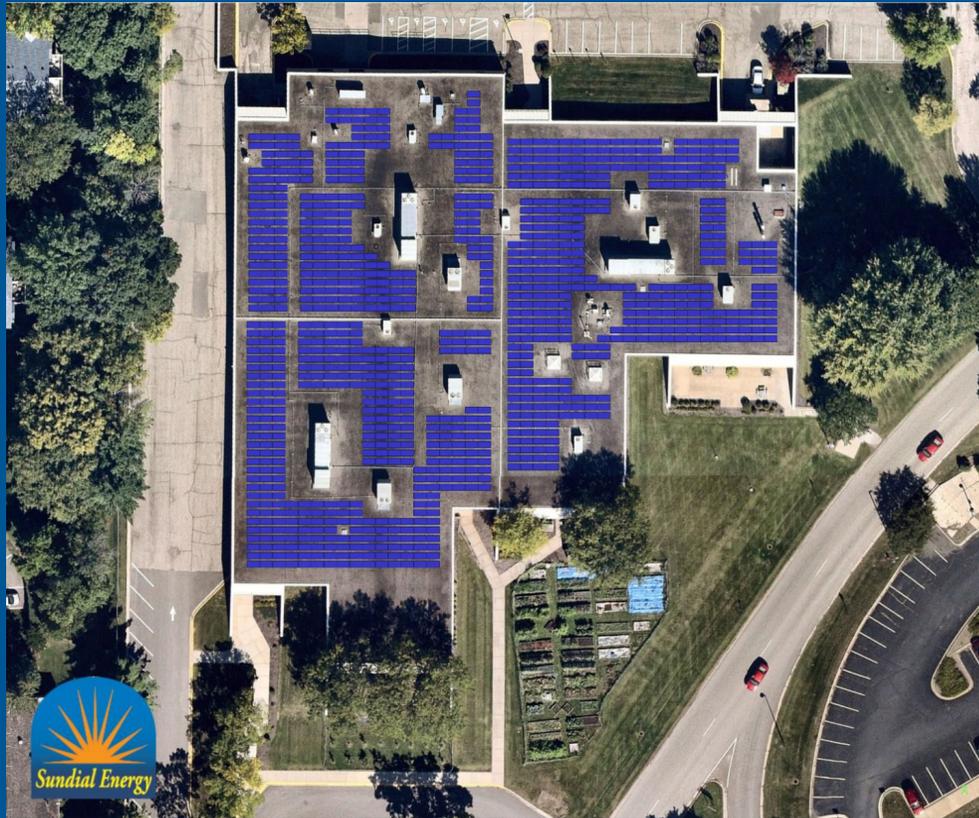
Steps in the Process - Financing:

Contract/Financing

- Private Investor builds and owns array
 - No Upfront District cost
 - Solar Credits used by Private Investor
- District purchases power - Power Purchase Agreement (PPA)
- At end of agreement District owns array



Rooftops with Draft Panel Layout



West Education Center



North Education Center

Intermediate District 287

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Energy Savings

Power Purchase Agreement

- District agrees to purchase power at a fixed rate
- Rate is lower than electrical rates less credits
- Rate remains the same for life of the agreement
- All 5 buildings - estimated savings of \$43,380/yr 1
- Savings grow each year as no increase in PPA rate

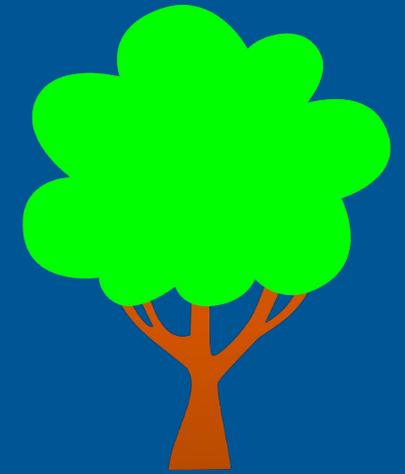


45

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Environmental - Green Energy



46

Annual Impact

- Reduce coal burned annually by 2,350,080 tons
- Reduce greenhouse gas and carbon emissions by 62%
- Similar impact to planting 6,360 trees per year

30 Year Life Impact

- Reduce coal burned - 70,502,400 tons
- Reduce greenhouse gas and carbon emissions by 62%
- Similar impact to planting 190,800 trees

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Next....



- Results of Roofing Study
- Request for Proposals
- Board Votes on Approval
- Engineering & Permits
- Pre-build and Procurement
- Build Array
- Final Commissioning
- Start Up

Questions?



May 2021
vol 18 ♦ no 8

Hastings Creates Equity Action Planning Team

On the heels of the death of George Floyd in May of 2020, the Hastings School District, like many districts around the state and nation, wrestled with how to respond. Given a "mostly White" school district (more than 83% of our student body identifies as White and our faculty and staff are even less diverse), district, school, and teacher leaders acknowledged that a focus on personal growth was an important place to begin. To that end, staff was invited to engage with colleagues across the district using one of eight texts as a guiding resource. Nearly half of our teaching staff participated in the initiation of the systems-wide equity work that would begin in the Fall of 2021.



Hastings Equity Action Planning Team members participate in YMCA's Equity Innovation Center's "Transforming Workplace Culture" training.

Guided by the newly seated superintendent, Dr. Bob McDowell, the district took steps to create and solicit members for an Equity Action Planning Team. This group would serve as the catalyst for the first district-wide focus on equity. The 23 members were selected to offer a balanced representation of schools, grade levels, experience, and expertise. Dr. McDowell welcomed with these words: "My vision is that together, we will collectively design, deliver, and be champions of anti-racist actions and systems to actively provide a safe and supportive place for all our current and future students to learn. This is our call as a school district: to be anti-racist and equity-focused. We must ensure that

Continued on page 2

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

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

Conference committee negotiations are under way and your voice is needed! Key proposals on the table would greatly stabilize the education funding system. The House Omnibus Education Finance bill would link the basic formula to inflation by 2026. It is difficult to overstate how impactful this would be in stabilizing our funding system. In addition, bipartisan legislation sponsored by Rep. Cedrick Frazier and Sen. Zach Duckworth, to allow locally elected school boards to renew an existing referendum by a vote of the school board, is alive for consideration in the conference committee. These two changes would arguably be the most consequential changes to Minnesota's education funding system in many years. Please contact the conference committee members, legislative leaders and your local legislators to advocate for these game changing provisions that would benefit students across the state. Your voice matters -- let it be heard!

49

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

Team Has Worked to Articulate and Support a Systemic Change Plan

Continued from page 1

all our students feel welcome and supported and that the burden of pushing back on systemic racism does not fall primarily onto the shoulders of our students of color.”

Since October, under the leadership of Jenn Reichel, Director of Teaching and Learning, and Gabriel Moreno, Equity Coordinator, the team has met every other week and has worked to develop their growth plan and articulate and support a systemic change plan. Among the most meaningful personal growth work that the team has engaged in has been participating in the Intercultural Development Inventory and partnering with Gabriel Moreno for individual debriefs. One of the team members frequently reminds the group of Maya Angelou's important words, "Do the best you can until you know better. Then when you know better, do better." This message and the intentional focus on personal growth outlined in the IDI debrief drives individual work.

In addition to the individual equity development the team members have engaged in, they have been diligent in supporting colleagues in all roles across the district to take additional steps on their journey. The group began by articulating and sharing common understandings of three essential concepts in equity work (race, ethnicity, and culture). Following each meeting, the group synthesizes a summary that team members share with colleagues in their building. This personalized distribution of the summary is seen as effective by team members and staff across the district.

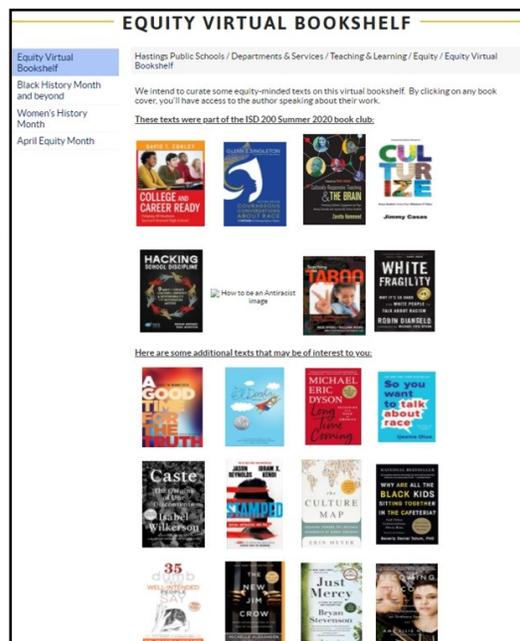
In February, the team championed Black History Month with an information campaign. Staff across the district were invited to engage with 2-3 communication blasts per week coupled with resources that could be used immediately or curated for later reference. In preparing, the group articulated its commitment to February (Black History Month) as a catalyst for action and deliverables and affirmed the importance of not tokenizing February but rather ensuring that any initiative connected to Black History Month must continue. As a result, team members worked collaboratively to deliver eight Women's History Month messages in March, eight equity-focused messages in April, and plan to wrap up May with eight messages highlighting contributions by Asian/ Pacific Islanders. The intent, as was shared with staff in one of the post-meeting summaries, is to invite staff to consider how they acknowledge the contributions of Black, Indigenous, and other People of Color throughout the year within various courses and with all students. How do you ensure these diverse voices are heard in all our classes? Following each month, the staff is invited to share their feedback about the content and frequency. One high school special educator shared, "Thanks for putting in the effort to do this! Great opportunity for all of us to take a step forward and be better!"

Since January, the team has curated dozens of resources for staff and community on their [Equity website](#). During Black History Month, the team curated dozens of resources, including podcasts, texts, and even Minnesota-based black-owned businesses that staff could choose to support. The group has also begun to add to its virtual bookshelf - a page that houses suggestions for texts partnered with short video or audio files that offer viewers a taste of the concepts or views of the author.

The group was eager to grow their understanding and leadership and, as a result, opted to partner with the YMCA's Equity Innovation Center and are participating in an 8-session course, "Transforming Workplace Culture." Among the various topics, the team is most interested in learning about developing cultural agility, implicit bias, and better understanding anti-racism. Equity Action Planning Team member Katie Nye shares, "This committee has helped me to ensure that each day I am including something with my students to open their eyes up to more than their own world or perspective. It is so easy to get stuck in the day to day, and I really think that this has helped to broaden both me as a person and my teaching, along with the worldview of my kids. I continue to look for projects and learning opportunities that open up to a broader world."

The team would like to wrap up this article similar to how each meeting summary is closed - with an action step. This one was shared following our February 10th meeting: As you think about how we support all of our students to find success, we invite you to think about and respond to these questions: In what ways do we serve as gatekeepers or access-givers to our students? In what ways might we unintentionally cause students to feel like they need "permission" to access opportunities? In what ways have we intentionally worked on abandoning practices like these? What "hidden curriculum" exists in your school district? Under what circumstances do we expect behaviors from students that are not explicitly taught? And how might we react when students don't follow the "unwritten rules"?

This month's member spotlight was submitted by Jennifer Reichel, ⁵⁰Director of Teaching and Learning, Co-facilitator of the Equity Action Planning Team, Hastings Public Schools.



AMSD Legislative Committee Adopts Conference Committee Priorities

The 2021 legislative session is quickly winding down. The constitutionally mandated date of adjournment, the first Monday following the third Saturday in May, falls on May 17 this year. The House and Senate have each approved their respective omnibus budget bills and conference committee have been appointed to reconcile the differences in the bills.

The Omnibus Education Finance Conference Committee has been named, and will be co-chaired by Sen. Roger Chamberlain (R-Lino Lakes) and Rep. Jim Davnie (DFL-Minneapolis). Additional members of the committee are Senators Justin Eichorn (R-Grand Rapids), Zach Duckworth (R-Lakeville), Gene Dornink (R-Hayfield) and Chuck Wiger (DFL-Maplewood) and Representatives Ruth Richardson (DFL-Mendota Heights), Laurie Pryor (DFL-Minnetonka), Hodan Hassan (DFL-Minneapolis) and Ron Kresha (R-Little Falls).

The AMSD Legislative Committee has approved a list of [Conference Committee Priorities](#) for inclusion in the final E-12 Education Bill that will allow school districts to help their students recover from the COVID-19 pandemic, close opportunity gaps, and address our unacceptable racial disparities. To achieve these goals, it is imperative that House and Senate leaders agree on a \$750 million budget target for the E-12 conference committee. That is the funding level needed to address the following priorities:

COVID-19 Recovery

Yes, the federal government has provided significant funding to address many of the challenges facing school districts as a result of the COVID-19 pandemic. But the fact is that many school districts suffered significant, unanticipated enrollment declines that had major budgetary impacts. The federal dollars are addressing some needs, including technology acquisition, internet connectivity, personal protective equipment, cleaning supplies and summer learning, but it is imperative that the state provide strong and sustainable funding. To help school districts recover from the pandemic, state policymakers should:

- Allow school districts to use the greater of the FY 20 or FY 21 pupil count or, at a minimum, enhance the declining enrollment formula;
- Extend authority for school districts to offer distance learning at least through the 2021-22 school year;
- Streamline the process to obtain a short-call substitute teaching license so that districts can adequately staff urgent needs.

The Legislature also needs to address the priorities below to stabilize the funding system and invest in programs that will allow each and every student to reach their full potential.

Funding Stability

Even before the pandemic, the state’s education funding system was unstable and unpredictable. Conference committee members should:

- Increase the basic formula by 2 percent per year for the next two years and **index the formula to inflation**;
- Link local optional revenue to the formula;
- At a minimum, increase special education funding to a level sufficient to prevent the cross-subsidy from growing and develop and implement a plan to close the cross-subsidy;
- Allow school boards to renew existing operating referendums following a public hearing;
- Refrain from enacting any new unfunded mandates.



Anoka-Hennepin Supt. David Law and North St. Paul-Maplewood-Oakdale Supt. Christine Tucci Osorio shared an overview of Reimagine Minnesota earlier in the session.

Continued on page 4

Strong and Stable Funding Critical to Closing Opportunity Gaps

Continued from page 3

Address Opportunity Gaps

To close opportunity gaps and address our unacceptable racial disparities, the conference committee should:

- Increase funding for the English learner program to close the funding shortfall and link the EL formula to the basic formula allowance;
- Expand programs and incentives to attract, develop and retain teachers of color;
- Maintain multiple pathways to licensure in the tiered licensing system;
- Provide permanent funding for the 4,000 VPK seats that will otherwise expire.

Taxes

Property tax levies play a critical role in funding education programs and facilities. These levies have widely varying impacts on local property taxpayers depending on the property wealth of the school district. To address taxpayer and education funding disparities and support public education, the conference committee should:

- Increase equalization of the operating referendum, local optional revenue and debt service levies to enhance taxpayer equity;
- Oppose taxpayer subsidies of private education through vouchers, savings accounts, tax credits or scholarships.

AMSD members and public education advocates can contact the members of the conference committee, legislative leaders and their local legislators using the contact information below:

[LINK: Contact the 2021 Omnibus Education Finance Bill Conference Committee](#)

[LINK: Contact the Governor, Senate and House Leadership](#)

[LINK: View the Conference Committee Schedule, Summaries and Side by Side Comparison](#)

[LINK: View the final AMSD Conference Committee Priorities](#)



Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

School Board Planning Calendar 2020-2021

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

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 Superpower Campaign: North Education Center (Antwon Willims and Jeffery Chhay)</p> <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <p>Financial Report January -consent agenda</p> <ul style="list-style-type: none"> 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 <u>Chair Report</u></p>

MARCH 11, 2021

Equity (60 min) | Equity Work Session

Kudos & Recognition/Spotlight

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

- Confidentiality Commitments

Special Presentation

- 2021-2022 School Calendar Approval (recurring)
- Coherence and Strategic Planning

Annual Presentation

MARCH 25, 2021

Kudos & Recognition/Spotlight

- WEC/Alexia Poppy-Finley
- HTC/ Alexia Poppy-Finley

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

- 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)

Special Presentation -

Annual Presentation - none

Chair Report

Next Steps: Superintendent Transition

HR Closed Session (2209)

- ~~Initial Review~~ Parameters for Negotiations

APRIL 8, 2021

Superpower Spotlight

- ABEC/Greg B.
- SEC/Jayne T
- Gateway to College award?
- Recognition Valerie Castile

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

HR Report: Discontinuing Educational Programs and Positions/Staff Reduction ULA Resolution (only if necessary)

- Organizational Chart Approval

Special Presentation - none

Annual Presentation -

- Facilities - Long Term Facilities Maintenance Plan Approval - (Resolution item)

Chair Report

Next Steps: Superintendent Transition

HR Closed Session (2209)

- ~~Review (may include both initial/final decisions by the board)~~ Parameters for Negotiation

MAY 13, 2021

Kudos & Recognition/Spotlight

- Itinerant/Melissa B
- Care & Treatment Amanda K

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

- ESY Overview Melissa
- EA PD Sessions Report

Special Presentation - none

Chair Report

Next Steps: Superintendent Transition

Literacy/PELSB grants & coaching: EA coaches, FLS

Annual Presentation - none

Financial Report March 2021 - Quarterly update (Action)

MAY 27, 2021

Kudos & Recognition/Spotlight

- ABEC/Greg B
- SEC/ Jayne T
- Retirement Recognition Video

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

- Superintendent's Evaluation
- Approval of Computer Refresh (carry over)
- Financial Report April- consent agenda

Special Presentation - none

Chair Report - Next Steps: Superintendent Transition

West Metro Partnership Presentation

Annual Presentation -

Probationary Licensed, and Non-Licensed Non-Renewal Resolutions (recurring)
Learning Conversations, Superintendent Luncheon Recap

JUNE 10, 2021**Kudos & Recognition/Spotlight**

- 2021 Graduation video
- Recognition Wilder Foundation

Consent Agenda OR What the Board Needs to Know OR Verbal Update**Jaynie Leung FY 22 Lease Agreement**

- Recommendation to Renew Teachers on Call (TOC) Agreement

Special Presentation - none

Annual Presentation

- Food Services Report - (Annual Report)
- Annual Food Service Program Resolution Action Item

Chair Report

Data Privacy & Records policy bucket - 1st read

Annual Presentation - none**Next Steps:** Superintendent Transition**JUNE 14, 2021 Special Meeting of the Board (possible)****Interview:** Superintendent Search Firms**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)
- Liability and WC Renewal Rates

Annual/Special Presentation - none

- 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

Next Steps: Superintendent Transition (*possible Closed Session: Interview for Superintendent Search Firms*)

INTERMEDIATE DISTRICT 287
May 13, 2021
SCHOOL BOARD CALENDAR

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