

# Intermediate District 287

*Responsive. Innovative. Solutions.*

**GENERAL MEETING OF THE BOARD – Regular**

**Thursday, June 10, 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 May 27, 2021  | 3  |
| 2. Renew Teachers on Call (TOC) Agreement   | 5  |
| 3. Health Insurance Carrier Recommendation  | 6  |
| 4. Liability and Workers Compensation - 2021 - 22 Carriers and Rates Approval                                 | 7  |
| 5. Approval of Three Year Agreement - Environmental Health & Safety Consulting                                | 8  |
| 6. Approval of Three Year Agreement - Trash Sanitation Services   | 9  |
| 7. Acceptance of Grant - CARES Act ESSER 1 Grant  | 10 |
| 8. Acceptance of Grant - Pulitzer Center 1619 Project Education Network Grant                                 | 11 |
| 9. Acceptance of Grant - MN DHS COVID 19 Public Health Support Funds for Child Care                           | 12 |
| 10. Acceptance of Grant - ESSER II Funds - 9.5% State Directed Grant  | 13 |
| 11. Acceptance of Grant - Governor's Discretionary American Rescue Plan Funds                                 | 14 |
| 12. Acceptance of Grant - Metro Regional Implementation Project - PBIS Subaward - Ann Bremer Education Center | 15 |
| 13. Acceptance of Grant - Metro Regional Implementation Project - PBIS Subaward - North Education Center      | 16 |
| 14. Acceptance of Grant - Metro Regional Implementation Project - PBIS Subaward - South Education Center      | 17 |
| 15. Acceptance of Grant - Metro Regional Implementation Project - PBIS Subaward - West Education Center       | 18 |
| 16. Acceptance of Grant - Pandemic Electronic Benefit Transfer (P-EBT) Coordinator Funding                    | 19 |

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

1. Spotlight: 2021 Graduation Video

**6. SUPERINTENDENT'S REPORT - (5 minutes) (Information)**

1. Strategic Priorities Update 20  
Understanding the timeline for a report on the District 287 strategic priorities.

**7. INSTRUCTIONAL REPORT - None**

**8. BUSINESS SERVICES & LABOR RELATIONS REPORT - (25 minutes)**

1. Facilities Report - None
2. Financial Report
- |   |    |
|---|----|
| 1. Food Services Year in Review Report (Information)  | 22 |
| Sarah Schreifels, Food Service Manager, will provide an overview of the food services program for the 2020-2021 school year.  |    |
| 2. Annual Food Service Program Resolution (Resolution)  | 35 |
| Mae Hawkins, Executive Director of Business Services, will present the Annual Food Service Resolution including changes in meal prices and the board will be asked to approve the resolution. |    |
3. Human Resource Report (Information)

1. What the Board Needs to Know about Local 2209 Negotiations Update

37

Michelle Axell, Director of Human Resources, will provide a written update on the status of Local 2209 negotiations.

- 9. **BOARD BUSINESS - (20 minutes)** **(Information)**
  - 1. Policy Review & Revision **(Information)**
    - 1. Wellness Policy 39

Anne Becker, General Counsel, will present the Wellness Policy for a first read. Radium Guess, Director of Racial Equity and Inclusion, will join Anne to support the board in using the Racial Equity Impact Analysis Tool in the application for policy analysis.
  - 2. Board Reports
    - 1. Chair Report
      - 1. Annual Organizational Memberships **(Action)** 46

It is recommended the Board approve the renewal of institutional memberships and dues in Association of Educational Services Agencies Minnesota Membership (AESM), Association of Metropolitan School Districts (AMSD), Educational Cooperative Services Unit (ECSU), Minnesota School Boards Association (MSBA), and National School Boards Association (NSBA).
      - 2. Superintendent Evaluation Summary **(Information)** 48

The Board Chair will summarize the Superintendent's evaluation.
    - 2. AMSD Report
  - 3. District News
    - 1. School Board Planning Calendar 49
    - 2. June 10, 2021, Board Event Calendar 54
  - 4. Once Around the Table

10. **ADJOURNMENT**

**Recommended Action: Board Chair calls meeting adjourned @ \_\_\_\_\_ PM**

***(The Board Work Session will follow immediately after the General Meeting of the Board)***

Recommended Action: Board Chair calls meeting adjourned @ \_\_\_\_\_ PM

**DISTRICT 287 WORK SESSION MEETING**  
**Intermediate District 287**  
**May 27, 2021**  
**MINUTES**

**1. CALL TO ORDER**

Chair Regina Neville called the general meeting to order at 6:30 PM in the District Service Center Boardroom and by the use of District 287 Teleconferencing. Board Director Cuene 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 8 member districts represented and the following Board members in attendance:

273	Edina	Regina Neville
270	Hopkins	Shannon Andreson
278	Orono	Michèle Kunz
280	Richfield	Crystal Brakke
286	Brooklyn Center	Ruthie Dallas
283	St. Louis Park	Anne Casey
284	Wayzata	Andrea Cuene
277	Westonka	Heidi Marty

Absent: 272/Seidel, 279/ Mosqueda-Jones, and 281/Sant

Guests:

287 Administration: Sandra Lewandowski, Michelle Axell, Melissa Brateng, Mae Hawkins, Rachel Hicks, Elisabeth Lodge Rogers, Ben Magras, and Wauneen Denson-Mgeni

287 Staff Members: Julie Tuorila

**2. APPROVAL OF GENERAL MEETING AGENDA**

The general meeting agenda was presented for approval. *Motion by Regina Neville, seconded by Heidi Marty, approve the meeting agenda. The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, 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 May 13, 2021, Finance Report April 2021, Award of 2021 Pavement Rehabilitation West Education Center (WEC), and Routine Human Resources Activities for May 27, 2021. *Motion by Michèle Kunz, seconded by Andrea Cuene to approve the Consent Agenda as presented. The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, and Neville. No votes against. Motion carried.*

**5. SHARE THE SUCCESS & RECOGNITIONS**

Superintendent Lewandowski shared a video highlighting Tahjer Dunn (TJ), a North Education student who wrote and recorded the rap song [Prolific](#).

Superintendent Lewandowski shared a video of District 287 honoring the 22 retirees who dedicated their careers to students, schools, and the district. [2021 Retirement Recognition](#)

**6. SUPERINTENDENT’S REPORT - None**

**7. INSTRUCTIONAL REPORT - None**

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

**Facilities Report – None**

**Financial Report - None**

**Human**

Michelle Axell, Director of Human Resource, presented a resolution motion relating to the Probationary Licensed Teacher Non-Renewal. *Resolution motion by Andrea Cuene, seconded by Heidi Marty, waives the reading and approves the resolution relating to the Probationary Licensed Teacher Non-Renewal as provided by the printed documentation shared. The following voted in favor: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, and Neville. The resolution passed.*

Michelle Axell, Director of Human Resource, presented a resolution motion relating to the Probationary Non-Licensed Employee Non-Renewal Resolution. *Resolution motion by Michèle Kunz, seconded by Anne Casey, waives the reading and approves the resolution relating to the Probationary Non-Licensed Employee Non-Renewal Resolution as provided by the printed documentation shared. The following voted in favor: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, and Neville. The resolution passed.*

Michelle Axell, Director of Human Resource, presented a resolution motion relating to the Temporary Licensed Tier 1, Tier 2, Out of Field Teacher Position Resolution. *Resolution motion by Andrea Cuene, seconded by Heidi Marty, waives the reading and approves the resolution relating to the Temporary Licensed Tier 1, Tier 2, Out of Field Teacher Position Resolution as provided by the printed documentation shared. The following voted in favor: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, and Neville. The resolution passed.*

**9. BOARD BUSINESS**

**Policy Review & Revision**

**Chair Report**

Board Chair Neville gave a brief update on the progress of the Superintendent Search.

At the recommendation of Board Chair Neville, a motion was made by Andrea Cuene, seconded by Michèle Kunz, the Board may close the meeting, pursuant to Minnesota Statutes section 13D.05, Subd. 3(a) to evaluate the performance of the Superintendent. *The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, and Neville. No votes against. Motion carried.* The meeting was closed to the public at 7:04 PM. A motion was made by Andrea Cuene, seconded Anne Casey, to reopen the general meeting. *The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, and Neville. No votes against. Motion carried.* The general meeting reopened at 7:37 PM.

**AMSD Report**

**Once Around the Table**

**10. ADJOURNMENT**

*A motion was made by Andrea Cuene, seconded by Michèle Kunz, to adjourn the meeting. The following voted in favor of the motion: Andreson, Brakke, Casey, Cuene, Dallas, Kunz, Marty, and Neville. No votes against. Motion carried.* Meeting adjourned at 7:50 PM.

The next general meeting will be held on June 10, 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 \_\_\_\_\_

# CONSENT AGENDA - RECOMMENDATION

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## Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

### Recommendation for Board Approval to Renew Teachers on Call (TOC) Agreement

June 10, 2021

#### Author

Michelle Axell, Director of Human Resources

#### Summary

The partnership between Intermediate District 287 and Teachers on Call to contract for substitute staffing services began January 1, 2016, and has continued through the 2020-2021 school year.

The District would like to continue to partner with Teachers On Call (TOC) because of the crucial role that substitutes play in the District. Because of the high level of staff injuries, and FMLA leaves, we are often pressed to provide sufficient staff for student learning, and Teachers on Call is a crucial part of the solution. With the COVID-19 pandemic, substitutes played an even more crucial role, as staff absences happened unexpectedly and for longer periods due to COVID-19 illness, exposures, and quarantine periods. The District's partnership with Teachers on Call helps to ensure substitutes are available when these situations arise.

TOC helps District 287 focus on our strategic priorities, especially around student outcomes and employee wellbeing by:

- Creating a dedicated TOC team to make the morning calls and filling 664+ substitute teacher requests during the 2020-2021 school year:
  - 91% fill rate for substitute requests > 24 hours
- Over the summer months, TOC plans to increase their recruiting efforts and offer additional training to their staff.

The District paid Teachers On Call \$148,000 for substitute staffing services in FY21 through May 14, 2021.

#### Recommendation

For the Board to approve the renewal agreement with Teachers on Call (TOC) for substitute staffing services from July 1, 2021 - June 30, 2022.

# CONSENT AGENDA - RECOMMENDATION

## Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

### Recommendation for Board Approval of the Insurance Committee's Recommendation to Enter into a Contract with HealthPartners

June 10, 2021

#### Author

Michelle Axell, Director of Human Resources  
Stephanie Klingelutz, Human Resources Coordinator

#### Summary

The District completed a Request for Proposals (RFP) for services that begin on January 1, 2022. The District followed the requirements of the Health Insurance Transparency Act (HITA). The RFP sought bids to provide third-party administration and stop-loss insurance for our self-insurance plan by advertisement, and by direct solicitation to HealthPartners, Medica, PreferredOne, UnitedHealthCare, Allina/AETNA, and Blue Cross Blue Shield.

Bids were opened on May 5, 2021 and included the presence of representatives by the exclusive representative of the largest group of employees, Local 2209. The District received a self-insured bid from HealthPartners, who is the District's current health insurance carrier. Medica, Preferred One, United Healthcare, Allina/AETNA, and Blue Cross Blue Shield declined to quote.

It was determined by the group (consultant, management, and Local 2209 representatives) to request a "best and final" bid from HealthPartners in order to reduce costs. The "best and final" bids were opened on May 12, 2021. HealthPartners' provided a "best and final" bid.

There are several considerations on why the District only received proposals from HealthPartners:

- The District has a long-lasting relationship with HealthPartners for the last 10+ years;
- The District has had several "high" claimants incurring claims over the stop-loss amount of \$100,000 during the last 2 plan years;
- Several "high" claimants from the 2020 plan year are continuing to incur ongoing claims during the 2021 plan year.

The recommendation to proceed with HealthPartners was presented to the Insurance Committee, composed of representatives from all four employee groups, on May 20, 2021. The Committee discussed the recommendation and approved bringing it forward to the School Board.

The third party administrator fees per participant (inclusive of stop-loss) for January 1, 2022 through December 31, 2022 are \$119.36 for Single and \$244.15 for Family. The fees for January 1, 2023 through December 31, 2023 are \$125.32 for Single and \$261.15 for Family.

#### Recommendation

Approve the Insurance Committee's Recommendation to enter into a self-insured contract with HealthPartners to provide third-party administration and stop-loss insurance effective January 1, 2022 through December 2023.

# CONSENT AGENDA - RECOMMENDATION

Intermediate District 287  
RESPONSIVE. INNOVATIVE. SOLUTIONS.

## Recommendation for Board Acceptance of the Liability and Workers Compensation Insurance.

June 10, 2021

### Author

Mae Hawkins, Executive Director of Business Services

### Summary

The district has had multiple years of high claim levels with our mod increasing yet again to 3.05. The district changed Insurance Brokers and did go to the market and other carriers provided quotes on Workers Compensation, the other carrier's quotes were substantially higher than the renewal from the district's current carrier. USI, the district's current insurance broker has a dedicated team assisting the district with addressing workers compensation, written practices and protocols, identifying potential areas of liability risk and strategies to mitigate them. The district has already seen marked changes in Workers' Compensation costs in the few months since changing brokers.

- Liability Insurance Coverage Renewal with Hanover Insurance – \$267,925
  - Includes property, auto, educators legal, inland marine, and umbrella coverages.
  - This is a 46.2% rate increase over the prior year mostly due to increases in property values and the hardening of the current insurance market.
  - Renewal includes increases in many deductibles.
  
- Workers Compensation Insurance Coverage Renewal with United Heartland - \$1,151,340
  - This is a 6% rate decrease over the prior year – a decrease of 63,883.
  - District 287's mod increase history
    - 2.15 - 2018-19
    - 2.37 - 2019-20
    - 2.82 - 2020-21
    - 3.05 - 2021-22
  - The decrease is due mainly to switching brokers and implementing better systems and also due to decreased payroll.
  
- Cyber Liability Insurance Coverage Renewal with Beazley Insurance - \$27,821
  - This coverage provides both legal services and notifications, and liability/crime coverage in the event of a data breach. Due to increases in ransomware attacks – this premium has experienced a 215% increase.

### Recommendation

It is recommended that the school board approves this Liability, Workers Compensation Insurance and Cyber Risk insurance with the carriers named above for each type of insurance at the premiums listed for the 2021-22 school year.

# CONSENT AGENDA - RECOMMENDATION

Intermediate District 287  
RESPONSIVE. INNOVATIVE. SOLUTIONS.

## Recommendation for Board Acceptance of Three-Year Contract for Environmental Health & Safety Services.

June 10, 2021

### Author

Mae Hawkins, Executive Director of Business Services

### Summary

Institute for Environmental Assessment, Inc. (IEA) provides consulting services to assist the district in meeting environmental health & safety compliance requirements as defined in State & Federal regulations.

#### IEA's 3 Year Proposal for Health & Safety consulting services.

- Year 1 - 2021-22 - \$13,000
- Year 2 - 2022-23 - \$13,000
- Year 3 - 2023-24 - \$13,000

### Recommendation

It is recommended that the school board approves this three year contract.

# CONSENT AGENDA - RECOMMENDATION

Intermediate District 287  
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## Recommendation for Board Acceptance of Three-Year Contract for Waste Management's Sanitation Services for All Intermediate District 287 Sites.

June 10, 2021

### Author

Mae Hawkins, Executive Director of Business Services

### Summary

The district requested quotes on Trash Sanitization Services for the upcoming school years. The quotes include recycling and organics services. Two companies submitted quotes and the quote received from the Waste Management Company was the lowest.

### Waste Management Proposal: 3 Year Trash Sanitation Contract

- Year 1 - 8/1/21 - 7/31/22 - \$40,751.52
- Year 2 - 8/1/22 - 7/31/23 - \$42,381.58
- Year 3 - 8/1/23 - 7/31/24 - \$44,076.84

### Recommendation

**It is recommended that the school Board approves this three year contract for Trash Sanitation Services.**

# CONSENT AGENDA - RECOMMENDATION

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

## **Recommendation for Board Acceptance of state-directed funds from the Elementary and Secondary School Emergency Relief (ESSER) fund created by the Coronavirus Aid, Relief, and Economic Security (CARES) Act.**

June 10, 2021

### **Author**

Mae Hawkins, Executive Director of Business Services

### **Summary**

Intermediate District 287 has been awarded \$247,037.35 from the Elementary and Secondary School Emergency Relief (ESSER) fund. The funds from this grant will be used to offset unanticipated costs related to COVID 19 in the areas of technology, personal protective equipment, COVID 19 related building preparedness and disinfection, and communication. This grant runs March 13, 2020 – September 30, 2022

### **Recommendation**

It is recommended that the Board approves this award.

# CONSENT AGENDA - RECOMMENDATION



**Intermediate District 287**  
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## Recommendation for Board Acceptance of the Pulitzer Center 1619 Project Education Network Grant

June 10, 2021

### Author

Mae Hawkins, Executive Director of Business Services

### Summary

Intermediate District 287 has been awarded \$5,000.00 from Pulitzer Center for the 1619 Project Education Network Grant. The funds from this grant will be used to create a unit for African American Studies for grades K-12 and Transition students. This grant runs from May 1, 2021 – February 25, 2022.

### Recommendation

It is recommended that the Board approves this award.

# CONSENT AGENDA - RECOMMENDATION



**Intermediate District 287**  
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## **Recommendation for Board Acceptance of funds from Minnesota Department of Human Services for COVID-19 Public Health Support Funds for Child Care**

June 10, 2021

### **Author**

Mae Hawkins, Executive Director of Business Services

### **Summary**

Intermediate District 287 has been awarded \$17,000.00 from COVID-19 Public Health Support Funds for Child Care through the Minnesota Department of Human Services. The funding for this program will be used to offset the districts child care staff salaries at NEC. This grant runs March 1, 2021 – May 31, 2021.

### **Recommendation**

It is recommended that the Board approves this award.

# CONSENT AGENDA - RECOMMENDATION

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

## **Recommendation for Board Acceptance of state-directed funds from the Elementary and Secondary School Emergency Relief (ESSER) II fund – 9.5% State Directed Grant**

June 10, 2021

### **Author**

Mae Hawkins, Executive Director of Business Services

### **Summary**

Intermediate District 287 has been awarded \$205,573.00 from the Elementary and Secondary School Emergency Relief (ESSER) II fund. The funds from this grant will be used to offset unanticipated costs related to COVID-19 and plans for spending will be in school year 2021-2022. This grant runs July 1, 2020 – September 30, 2022.

### **Recommendation**

It is recommended that the Board approves this award.

# CONSENT AGENDA - RECOMMENDATION



**Intermediate District 287**  
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## **Recommendation for Board Acceptance of the Governor’s Discretionary American Rescue Plan Funds**

June 10, 2021

### **Author**

Mae Hawkins, Executive Director of Business Services

### **Summary**

Intermediate District 287 has been awarded \$63,695.00 from the Governor’s Discretionary American Rescue Plan Fund. This grant will be used to help students recover from the learning challenges of the COVID-19 pandemic. The funds will be used for programming that will support academic enrichment and mental health starting in summer 2021 for students in summer programs. This grant runs from June 2021 – August 31, 2022.

### **Recommendation**

It is recommended that the Board approves this grant.

# CONSENT AGENDA - RECOMMENDATION



**Intermediate District 287**  
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## **Recommendation for Board Acceptance of the Metro Regional Implementation Project - Positive Behavior Intervention and Support (PBIS) Sub-Award with Minnesota Association for Children’s Mental Health Program**

June 10, 2021

### **Author**

Mae Hawkins, Executive Director of Business Services

### **Summary**

Intermediate District 287 – Ann Bremer Education Center has been awarded \$1,941.00 from Minnesota Association for Children’s Mental Health Metro Regional Implementation Project PBIS Sub-Award. The funds from this award will be used to purchase supplies to create a school mural which will incorporate ABEC’s mascot and school-wide PBIS expectations. This grant runs from April 1, 2021 – June 30, 2021.

### **Recommendation**

It is recommended that the Board approves this award.

# CONSENT AGENDA - RECOMMENDATION



**Intermediate District 287**  
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## **Recommendation for Board Acceptance of the Metro Regional Implementation Project - Positive Behavior Intervention and Support (PBIS) Sub-Award with Minnesota Association for Children’s Mental Health Program**

June 10, 2021

### **Author**

Mae Hawkins, Executive Director of Business Services

### **Summary**

Intermediate District 287 – North Education Center has been awarded \$1,974.00 from Minnesota Association for Children’s Mental Health Metro Regional Implementation Project PBIS Sub-Award. The funds from this award will be used to purchase student water bottles with the NEC logo, staff T-Shirts with the ROARS behavioral expectations, and items for the Jaguar Shop where students can spend their positive behavior earned ROAR tickets. This grant runs from April 1, 2021 – June 30, 2021.

### **Recommendation**

It is recommended that the Board approves this award.

# CONSENT AGENDA - RECOMMENDATION



**Intermediate District 287**  
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## **Recommendation for Board Acceptance of the Metro Regional Implementation Project - Positive Behavior Intervention and Support (PBIS) Sub-Award with Minnesota Association for Children’s Mental Health Program**

June 10, 2021

### **Author**

Mae Hawkins, Executive Director of Business Services

### **Summary**

Intermediate District 287 – South Education Center has been awarded \$2,000.00 from Minnesota Association for Children’s Mental Health Metro Regional Implementation Project PBIS Sub-Award. The funds from this award will be used to purchase small prizes and gifts to stock their incentive cart. Hoping these incentives will increase buy in with SEC positive behavior expectations. This grant runs from April 1, 2021 – June 30, 2021.

### **Recommendation**

It is recommended that the Board approves this award.

# CONSENT AGENDA - RECOMMENDATION

**Intermediate District 287**  
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## **Recommendation for Board Acceptance of the Metro Regional Implementation Project - Positive Behavior Intervention and Support (PBIS) Sub-Award with Minnesota Association for Children’s Mental Health Program**

June 10, 2021

### **Author**

Mae Hawkins, Executive Director of Business Services

### **Summary**

Intermediate District 287 – West Education Center has been awarded \$2,000.00 from Minnesota Association for Children’s Mental Health Metro Regional Implementation Project PBIS Sub-Award. The funds from this award will be used to purchase staff t-shirts with new mascot and PBIS expectations, student water bottles with the new mascot, and durable theme posters with expectations to post throughout the building. This grant runs from April 1, 2021 – June 30, 2021.

### **Recommendation**

It is recommended that the Board approves this award.

# CONSENT AGENDA - RECOMMENDATION



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

## **Recommendation for Board Acceptance of funds from the Pandemic Electronic Benefit Transfer (P-EBT) Coordinator Funding**

June 10, 2021

### **Author**

Mae Hawkins, Executive Director of Business Services

### **Summary**

Intermediate District 287 has been awarded \$3,500.00 from the state's Pandemic Electronic Benefit Transfer (P-EBT) plan, through the Minnesota Department of Education and the Minnesota Department of Human Services. This non-competitive one-time grant provides funds to public schools who operate the USDA Child Nutrition Program and have at least 200 free and reduced-priced eligible students. The funding for this program will be used to offset the districts P-EBT coordinators time needed to conduct the P-EBT activities. This grant runs March 1, 2021 – June 30, 2021.

### **Recommendation**

It is recommended that the Board approves this award.

# WHAT THE BOARD NEEDS TO KNOW

## Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## WHAT THE BOARD NEEDS TO KNOW ABOUT DISTRICT 287 STRATEGIC PRIORITIES UPDATE

June 10, 2021

### Authors

Rachel Hicks, Director of Communications and Public Relations

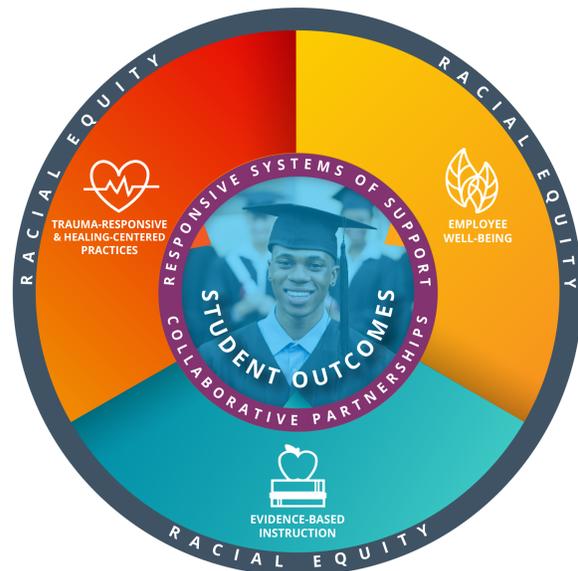
### Summary

Intermediate District 287's most recent Strategic Plan concluded in 2020. Since then, the District has focused on the following strategic priorities:

- Racial Equity
- Student Outcomes
- Trauma-Sensitive & Healing-Centered Practices
- Evidence-Based Instruction
- Employee Well-being

The Board will receive a report on the progress of these strategic priorities and future forecasts in the fall of 2021.

A dual purpose of this report will be to support potential superintendent candidates to understand the District's strategic priorities better, and it will be included in recruitment materials for interested candidates.



The Strategic Implementation Team conducted a Racial Equity Impact Analysis on the best format to inform our publics on District strategic priorities. It was determined that a written report, translated into Spanish and Somali, written in a staff and family-friendly way and includes multimedia formats to tell stories of the impact of the strategic priorities, was the most effective format.

More information will be shared with the Board next fall.



# Food Service Board Report 2020-21

---

22



**FREE MEALS FOR ALL STUDENTS!**

## ○ How were free meals provided? ○

Meals were provided 7 days a week including Holidays and school breaks.

- In Person Learners / meals in the classroom
- Weekly Meal Deliveries
- Weekly Meal Pick Ups
- Weekend/Hybrid Learning Meal Packs
- Community Participants

24

# MEAL COUNTS (September-May)

**Breakfast**

**37,198**

**Lunch**

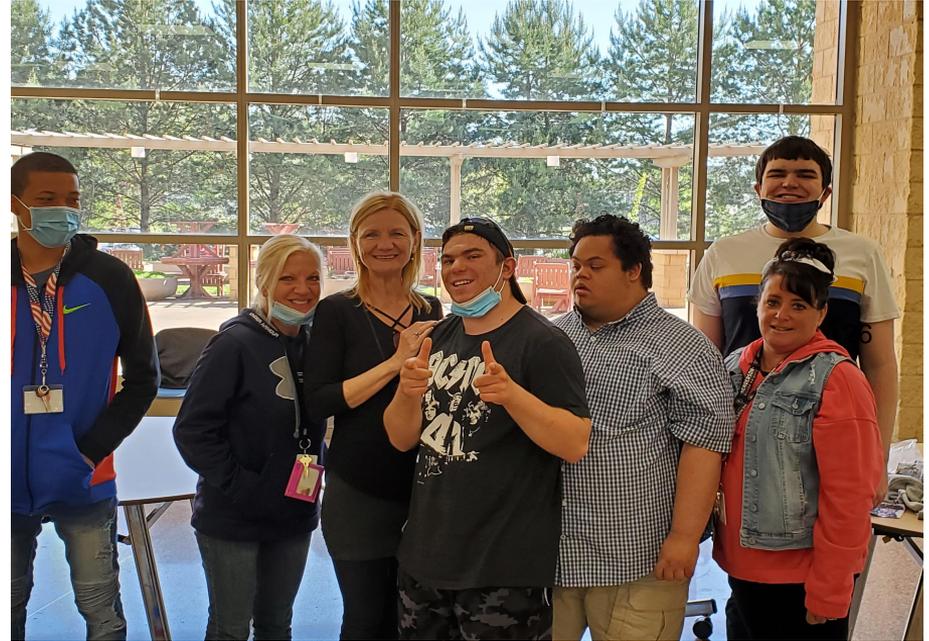
**41,672**

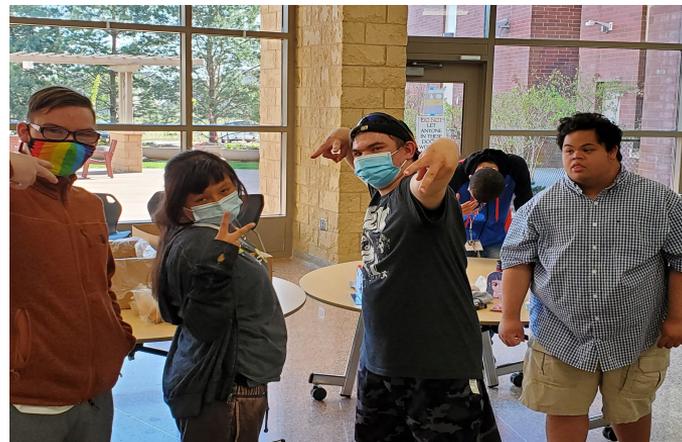
25

# STUDENT WORK PROGRAM

8 Students from ABEC & NEC  
4 job coaches all worked with the NEC  
food service team 4 days per week for  
an hour a day.

- Assisted with packing weekend and distance learning meal packs for their peers.
- Packaging produce into individual portions.
- Rolling silverware
- Retrieving trays and carts from meals in the classroom.





**STUDENT WORKERS**  
Building positive relationships  
between students and staff.

## ◦ Food Service Collaborations ◦

- Transportation Department
- Every Meal
- Koch Bus
- Maintenance/Janitorial Departments
- Communications Department
- IT/SIS Departments
- Social Workers
- Student Work Coordinators
- Education Assistants/Teachers
- Member Districts



## COVID-19 FOOD SERVICE SAFETY

### **Training**

Covid-19 training was provided to all Food Service staff on PPE, Social Distancing, and MDH Restaurant guidance at the beginning of the year.

### **Implementation**

Staff implemented Covid-19 safety protocols at their sites, including new disinfecting procedures and meal service models.

### **Success**

100% on all health inspections at all sites.

29

No kitchens were shut down due to Covid exposures.

**A Federal finance audit and State desk review of the Food Service financial operations were completed with no findings.**



30

# RACIAL EQUITY

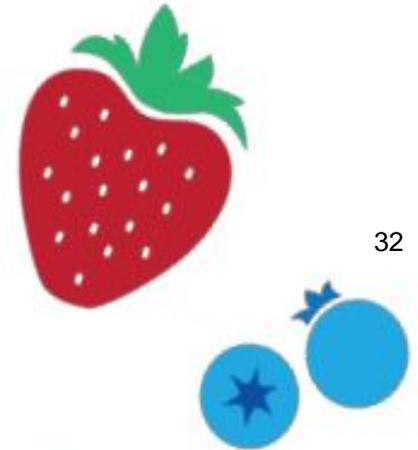
- Food Service Staff Racial Equity Training
- Year of Learning with Reesma
- Business Services Equity Team Meetings
- Triads
- My School Lunch - Menu Translations

31

# SUMMER FOOD SERVICE

- Download the **Free Meals for Kids** app provided by [Hunger Impact Partners](#) to your phone or device.
- Call the **211 Hotline**. From a cell phone – Twin Cities Metro Area: 651-291-0211, Greater Minnesota: 1-800-543-7709, TTY: 651-291-8440.
- Call the **Minnesota Food HelpLine** at 1-888-711-1151, available from Monday through Friday, 8:30 a.m.-4:30 p.m., Central Time.
- Text "**Food**" to 877-877. Spanish speakers, text "comida" to 877-877.
- Free meals will be provided at Intermediate District 287 summer school programs. (NEC, SEC, WEC, ABEC)

**KIDS  
EAT  
FREE  
HERE**



32

**All Children 18 and Under**



This institution is an equal opportunity provider.



## ◦ Planning for next School Year ◦

Meals continue to be free for all students for the 2021-22 school year under the Seamless Summer Option.

MDE is providing additional trainings on USDA waivers for the 2021-22 SY throughout this summer.

33

Regularly scheduled Food Service Racial Equity Training, with emphasis on microaggressions and in collaboration with our maintenance/janitorial staff.



**Thank you!**

*Any questions?*

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

Regular Meeting – June 10, 2021

**AGENDA SECTION:** Business Services/Food Service

**ITEM:** Approval of Food Service Resolution 2021-22

**PRESENTED BY:** Mae Hawkins, Executive Director of Business Services

**1. Background Information**

As this School District has facilities to provide reimbursable meals to students, and  
As this School District has participated in the Federal Commodities Program, and  
As this School District has invited family participation in the Educational Benefits program in past years, and as the Nutrition Services program must be self-supporting and follow the requirements of the State and Federal Child Nutrition programs.

THEREFORE, BE IT RESOLVED by the School Board of Intermediate School District No. 287 that effective for the 2021-22 school year the District provide reimbursable meals and milk to its students and staff according to the following:

- A. Families may apply to learn of student eligibility for free or reduced price meals through the Educational Benefits program. Although applications for educational benefits are not needed to qualify for free meals in the 2021-22 school year, families may still submit an application to gain benefits from other programs that utilize school meal applications for qualification. Applications are available at all school sites and on the Food Service page on the District website.
- B. All students enrolled in district schools/programs that qualify for the USDA SSO program will receive free lunch.
- C. Adult lunches shall be \$4.50 per meal and the amount charged will be adjusted automatically to comply with any changes to the USDA minimum required amount.
- D. One carton of milk shall be furnished with each reimbursable meal at no extra charge. Additional milk may be purchased at \$0.75 per half-pint carton.
- E. The District's Nutrition Services Department may offer a la carte items to all district students and staff at appropriate prices.
- F. All students enrolled in district schools/programs that qualify for the USDA SSO program will receive free breakfast.
- G. Adult breakfasts shall be \$2.75 per meal and the amount charged will be adjusted automatically to comply with any changes to the USDA minimum required amount.
- H. The School Board reserves the right to change prices during the school year.

2. **Fiscal Impact/Funding Source:** This resolution is required for federal funding.

3. **RECOMMENDED ACTION:** The Board approves the resolution authorizing the food service program and meal/milk prices for the 2021-22 school year.

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

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

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

# WHAT THE BOARD NEEDS TO KNOW

## Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## Negotiations for the 2021-2023 Contract between Intermediate District 287 and Education Minnesota Local 2209

June 10, 2021

### Author

Michelle Axell, Director of Human Resources

### Summary

Negotiations for the 2021-2023 Contract between Intermediate District 287 and Education Minnesota Local 2209 have begun. Our goal is to produce a mutually satisfactory agreement that supports career success, promotes positive labor relations and advances the achievement of the School District's mission and strategic priorities.

### Local 2209 Membership

There are currently 825 instructional staff which represents approximately 390 licensed employees and 435 non-licensed employees covered under the Local 2209 contract.

### Negotiating Committees

Local 2209 is represented by the following negotiating committee members:

- Susan Stradtmann, Lead Negotiator, Educational Assistant with Care & Treatment programs
- Cindy Brose, Educational Assistant at Ann Bremer Education Center
- Bonnie Moe, Instructional Coach/Due Process Facilitator at West Education Center
- Mary Semmer, ASD Teacher at Ann Bremer Education Center

The School District Administration is represented by the following negotiating committee members:

- Michelle Axell, Lead Negotiator, Director of Human Resources
- Anne Becker, General Counsel & Executive Director, Labor Relations
- Amanda Achterkirch, Talent Acquisition Professional
- Tonya Allen, Director of Mental Health & Family Engagement
- Brian Burns, Assistant Principal, ABEC
- Alexia Finley-Poppy, Principal, WEC and HTC 287 Programs
- Melissa Martin, Assistant Principal, Itinerant

### What has happened so far?

With the pandemic and the uncertainty of the legislative timeline this spring, the negotiating teams agreed to meet starting in late April with limited hours and after the student day.

So far negotiating teams have:

- Met ten times in person at the Service Center
- Suspended meetings during the last two weeks of school
- Shared their goals, hopes and success
  - [Management Presentation](#)
  - [Sandy's Remarks](#)
- Agreed to and have used the Racial Equity Analysis Tool to ensure decisions are considered from an equity perspective
- Agreed voice and perspective matters and are committed to getting feedback from others to advance our collective work on race equity with the intent of ending individual racism, institutional racism and structural racism.
- Discussed eighteen proposals presented by Local 2209
- Agreed and signed MOU's which were set to expire on June 30, 2021 and would have an impact on student and staff planning for the 2021-2022 school year
- Begun to identify issues that are non-contractual yet important to employee satisfaction and address certain employee concerns

### **What happens next?**

The negotiating committee teams will restart the negotiation sessions the week of June 14, 2021.

There are four scheduled meeting dates on the calendar through June 24, 2021. A closed session will be held during the July 22, 2021 board meeting to update the Board and discuss financial parameters .

# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## DISTRICT POLICY

*(First Read)*

**POLICY SERIES:** Health and Medical

**SUBJECT:** Wellness

**BOARD APPROVED:** February 2013, June 2017, **December 2019**

**REVISION DATE:** **June 2021**

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### HM180 Wellness

#### I. PURPOSE

The purpose of this policy is to articulate the Board's commitment to wellness **as it relates to food, nutrition and physical activity** and to set forth methods that promote student and staff wellness, and prevent and reduce childhood obesity. This policy is also designed to assure that school meals and other food and beverages sold and otherwise made available at school during the school day are consistent with applicable local, state, and federal standards.

#### II. GENERAL STATEMENT OF POLICY

- A. The Board recognizes that nutrition promotion and education, physical activity, and other school-based activities that promote student wellness are essential components of the educational process and that good health fosters student attendance and learning.
- B. The school environment should promote students' health, well-being, and ability to learn by encouraging healthy eating and physical activity.
- C. The District encourages the involvement of parents/**guardians**, students, food service personnel, teachers, school health professionals, the Board, administrators, and the general public in the development, implementation, and periodic review and update of the District's wellness policy.
- D. All students in grades K-12 will have opportunities, support, and encouragement to be physically active on a regular basis.
- E. Qualified food service personnel will provide students with access to a variety of affordable, nutritious, and appealing foods that meet the health and nutrition needs of students and try to accommodate the religious, ethnic, and cultural diversity of the student body in meal planning.
- F. School staff are encouraged and supported to practice healthy nutrition and physical activity behaviors in and out of school;

- G. The District establishes and maintains oversight, implementation, communication and monitoring of the policy and its established goals and objectives.

### III. WELLNESS GOALS

#### A. Nutrition Promotion and Education

1. The District will encourage and support healthy eating by students and engage in nutrition promotion and education that is:
  - a. ~~as~~ part of a comprehensive program designed to provide students with the knowledge and skills necessary to promote and protect their health;
  - b. part of health education classes, as well as classroom instruction in subjects such as math, science, language arts, social sciences, and elective subjects, where appropriate; and
  - c. enjoyable, developmentally appropriate and culturally relevant wellness and participatory activities, such as contests, promotions, taste testing, gardening and ~~field trips~~ community-based instruction as teaching tools.
2. The District will encourage all students to make age appropriate, healthy selections of foods and beverages, including those sold individually outside the reimbursable school meal programs, such as through a la carte/snack lines, ~~vending machines~~, fundraising events, concession stands, and student stores.

#### B. Physical Activity

1. Students need opportunities for physical activity and to fully embrace regular physical activity as a personal behavior. Toward that end, health and physical education will reinforce the knowledge and self-management skills needed to maintain a healthy lifestyle and reduce sedentary activities;
2. Opportunities for physical activity will be incorporated into other subject lessons, where appropriate; and
3. ~~Licensed physical education instructional staff will provide short 5-10 minute physical activity breaks between lessons or classes, as appropriate.~~
4. Schools will not withhold or use physical activity as consequence or punishment.

#### C. Communications with Parents

1. The District recognizes that parents and guardians have a primary role in promoting their children's health and well-being.
2. The District will support parents'/guardians' efforts to provide a healthy diet and daily physical activity for their children.
3. The District encourages parents/guardians to pack healthy lunches and snacks and refrain from including beverages and foods without nutritional value.
4. The District will provide information about physical education and other school-based physical activity opportunities and will support parents'/guardians' efforts to provide their children with opportunities to be physically active outside of school.

#### IV. STANDARDS AND NUTRITION GUIDELINES

##### A. School Meals

1. The District will provide healthy and safe school meal programs, including the USDA School Breakfast Program, that comply with all applicable federal, state, and local laws, rules, and regulations.
2. Food service personnel will provide students with access to a variety of affordable, nutritious, and appealing foods that meet the health and nutrition needs of students.
3. Food service personnel will try to accommodate the religious, ethnic, and cultural diversity of the student body in meal planning.
4. Food service personnel will take every measure to ensure that student access to foods and beverages meets or exceeds all applicable federal, state, and local laws, rules, and regulations and that reimbursable school meals meet USDA nutrition standards.
5. Food service personnel will adhere to all applicable federal, state, and local food safety and security guidelines.
6. The District ~~will make every effort~~ has implemented plans to eliminate any social stigma attached to, and prevent the overt identification of, students who are eligible for free and reduced-price school meals.
- 7a. Applications for free/reduced priced meals are sent home to all families at the beginning of the school year. The application is also available on the district website. Families who have Social workers follow up with families who have School staff will follow up with families who have not returned the applications.
7. The District will provide students access to hand washing or hand sanitizing before they eat meals or snacks.
8. The District will ~~make every effort to~~ provide students with sufficient 20 minutes of seat time to eat lunch to eat school meals and will schedule meal periods at appropriate times during the school day.
9. The District will discourage tutoring, club, or organizational meetings or activities during mealtimes unless students may eat during such activities.
10. To promote hydration, free, safe, unflavored drinking water will be available to all students throughout the school day and throughout every school campus. The District will make drinking water available near cafeterias and accessible during mealtimes. Students will be allowed to bring and carry (approved) water bottles filled with only water with them throughout the day.
11. The District will promote healthy food and beverage choices using the following marketing and merchandising techniques:
  - Whole fruit options are available.
  - Sliced or cut fruit is available daily.
  - Daily fruit and vegetable options are displayed in a location in the line of sight and reach of students.

- All staff members, especially those serving, have been trained to politely prompt students to select and consume the daily vegetable options with their meal.
- White milk is available with other beverages in all coolers.
- Alternative entrée options are highlighted on posters or signs within all service and dining areas.
- A reimbursable meal can be created in any service area available to students (e.g., salad bars, snack rooms, etc.).
- Student surveys and taste testing opportunities are used to inform menu development, dining space decor and promotional ideas.
- Daily online announcements are used to promote and market menu options.

B. School Food Service Program/Personnel

1. The District shall designate an appropriate person to be responsible for the school district’s food service program, whose duties shall include the creation of nutrition guidelines and procedures for the selection of foods and beverages made available on campus to ensure food and beverage choices are consistent with current USDA guidelines.
2. As part of the District’s responsibility to operate a food service program, the District will provide continuing professional development for all food service personnel.

C. Competitive Foods and Beverages

1. All foods and beverages sold at school to students, outside of reimbursable meals, are considered “competitive foods.” Competitive foods include items sold a la carte in the cafeteria, ~~from vending machines~~, school stores, and for in-school fundraisers.
2. All competitive foods sold during the school day and extended school day will meet the USDA Smart Snacks in School (Smart Snacks) nutrition standards and any applicable state nutrition standards, at a minimum. Smart Snacks aim to improve student health and well-being, increase consumption of healthful foods during the school day, and create an environment that reinforces the development of healthy eating habits.

D. Celebrations, Rewards and Fundraising

1. Student wellness will be a consideration for all foods offered, but not sold, to students at school, including those foods provided through:
  - a. Celebrations and parties. The District will provide a list of healthy party ideas to parents/~~guardians~~ and teachers, including non-food celebration ideas.
  - b. Classroom snacks brought by parents/~~guardians~~. The District will provide to parents/~~guardians~~ a list of suggested foods and beverages.
2. Rewards and incentives. Schools will not use non-Smart Snack compliant foods or beverages as rewards for academic performance or good behavior

(unless this practice is allowed by a student's individual education plan or behavior intervention plan) and will not withhold food or beverages as a consequence or punishment, and will recommend staff use physical activity as a reward when feasible.

3. Fundraising. Non-food fundraising is recommended. If food is sold as part of an out-of-school fundraiser, it should be sold according to the Competitive Foods Nutrition Standards. Please see the Fundraising Procedure for further information.

E. Food and Beverage Marketing in Schools

1. School-based marketing will be consistent with nutrition education and health promotion.
2. Schools will restrict food and beverages marketing to the promotion of only those foods and beverages that meet the Smart Snacks nutrition standards, including but not limited to marketing on school property, in educational materials, media/publications.

V. **WELLNESS LEADERSHIP AND COMMUNITY INVOLVEMENT**

A. Wellness Coordinator

1. The Superintendent will designate a District official to oversee the District's wellness-related activities (Wellness Coordinator). The Wellness Coordinator will ensure that each school implements the policy.
2. The principal of each school, or a designated school official, will ensure compliance within the school and will report to the Wellness Coordinator regarding compliance matters upon request.

B. Public Involvement

1. The Wellness Coordinator will permit parents/guardians, students, food service personnel, teachers of physical education, school health professionals, the Board, administrators, and the general public to participate in the development, implementation, and periodic review and update of the wellness policy.
2. The Wellness Coordinator will hold quarterly meetings, from time to time, for the purpose of discussing the development, implementation, and periodic review and update of the wellness policy. All meeting dates and times will be posted on the District's website and will be open to the public.

C. Staff Wellness and Health Promotion

The District will have a Wellbeing Action Team that focuses on staff wellness issues, identifies and disseminates wellness resources and performs other functions that support staff wellness in coordination with human resources staff to establish and support local school building level wellness committees. When feasible, the District will offer professional learning opportunities and resources for staff to increase knowledge and skills about promoting healthy behaviors. Professional learning will help District staff understand the connections between academics and health and the

ways in which health and wellness are integrated into ongoing District reform or academic improvement plans/efforts.

## VI. POLICY IMPLEMENTATION AND MONITORING

### A. Implementation and Publication

1. After approval by the Board, the wellness policy will be implemented throughout the District.
2. The District will post its wellness policy on its website.

### B. Annual Reporting

The Wellness Coordinator will annually inform the public about the content and implementation of the wellness policy and make the policy and any updates to the policy available to the public.

### C. Triennial Assessment

1. At least once every three years, the District will evaluate compliance with the wellness policy to assess the implementation of the policy and create a report that includes the following information:
  - a. the extent to which schools under the jurisdiction of the District are in compliance with the wellness policy;
  - b. the extent to which the District's wellness policy compares to model local wellness policies; and
  - c. a description of the progress made in attaining the goals of the District's wellness policy.
2. The Wellness Coordinator will be responsible for conducting the triennial assessment.
3. The triennial assessment report shall be posted on the District's website.

### D. Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy. The records to be retained include, but are not limited to:

1. The District's written wellness policy.
2. Documentation demonstrating compliance with community involvement requirements, including requirements to make the wellness policy and triennial assessments available to the public.
3. Documentation of the triennial assessment of the wellness policy for each school and efforts to review and update the wellness policy (including an indication of who is involved in the update and methods the District uses to make stakeholders aware of their ability to participate on the Wellness Committee).

**Legal References:** [\*Minn. Stat. § 121A.215 \(Local School District Wellness Policy\)\*](#)  
[\*42 U.S.C. § 1751 et seq. \(Healthy and Hunger-Free Kids Act\)\*](#)  
[\*42 U.S.C. § 1758b \(Local School Wellness Policy\)\*](#)

*42 U.S.C. § 1771 et seq. (Child Nutrition Act of 1966)*  
*7 U.S.C. § 5341 (Establishment of Dietary Guidelines)*  
*7 C.F.R. § 210.10 (School Lunch Program Regulations)*  
*7 C.F.R. § 220.8 (School Breakfast Program Regulations)*

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

**Regular Meeting – June 10, 2021**

**AGENDA SECTION:**   BOARD BUSINESS  

**ITEM:**   2021-2022 Annual Organizational Memberships  

**PRESENTED BY:**   Chair Neville  

**1. Background Information**

It is recommended the Board approve the renewal of institutional memberships and dues in Association of Educational Services Agencies Minnesota Membership (AESA), Association of Metropolitan School Districts (AMSD), Educational Cooperative Services Unit (ECSU), Minnesota School Boards Association (MSBA), and National School Boards Association (NSBA).

**2. Fiscal Impact/Funding Source: Superintendent/Board Budget**

**3. RECOMMENDED ACTION: The Board approve the continuation of memberships in various educational programs as presented.**

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

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

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

# Intermediate District 287

*RESPONSIVE. INNOVATIVE. SOLUTIONS*

## ANNUAL ORGANIZATIONAL MEMBERSHIPS

It is recommended the Board approval the renewals of institutional memberships and dues in the following organizations (some fees are estimated at this time):

<b>Organization – Fees/Dues</b>	<b>Past Year</b>	<b>2021-2022</b>
AESA - Association of Educational Services Agencies MN Membership	850.00*	900.00*
AMSD – Association of Metropolitan School Districts	7,084.00*	7,130.00*
ECSU – Educational Cooperative Service Unit	900.00*	950.00*
MSBA – Minnesota School Board Organization	9,842.00*	9,892.00*
MASA – Minnesota Association of School Administrators	1,345.00	1,365.00
NSBA – National School Boards Association	2,172.00	2,232.00

\*Estimated amounts as invoice for FY22 have not yet been received.

June 10, 2021

Regina Neville, Board Chair  
District Service Center  
1820 Xenium Lane North  
Plymouth, MN 55441-3708

2020-2021 Superintendent Evaluation Summary

Telephone: 763.550.7101  
[www.district287.org](http://www.district287.org)

Good evening District 287 Board Members:

On Thursday, May 27, 2021, the School Board of Intermediate 287 went into closed session pursuant to Minnesota Statute Section 13 D.05, subdivision 3 (a) to evaluate the performance of the Superintendent.

Superintendent Lewandowski's annual performance evaluation was for the period of July 1, 2020, through May 27, 2021, and was based on Board Members' input to seven overarching questions to provide feedback to Superintendent Lewandowski relative to her work performance on behalf of Intermediate 287.

Comments were overwhelmingly positive as board members spoke about Superintendent Lewandowski's leadership throughout the past year. The challenges of adapting to the needs of students, families and staff during the pandemic were significant and required extensive flexibility and innovation. Superintendent Lewandowski prioritized the needs of our students as she led the district in creating adaptive solutions.

Superintendent Lewandowski's focus on Racial Equity received repeated validation through leading the district with continued learning and movement into action. The board recognizes the growth made possible by the engagement with Resmaa Menakem in the district's "Year of Learning" as well as participation in the AASA 2020-2021 Equity Cohort. The elevation of staff support for Race and Equity to a director's position has endorsed the importance of the work and is moving the district forward to better meet the needs of our students.

The board recognized Superintendent Lewandowski's tireless advocacy for our students through her consistent communication with the legislature. She takes action to push for systemic change regarding Racial Equity, Trauma-Centered Healing and Mental Health and Wellness. Board members asked that the Superintendent use her final year with 287 to continue to advocate for our students and staff at every level of government and in the press.

The board encourages Superintendent Lewandowski to continue to listen to staff and to practice a life-work balance. They noted the effectiveness of her communication with the board and that their expectations are being met and exceeded. She is a passionate advocate for our students and has built strong relationships with our staff. The board is grateful for her final year of leadership.

Thank you,

Regina Neville  
District 287 Board Chair

# 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 <sup>st</sup> Meeting of the Month	2 <sup>nd</sup> Meeting of the Month
--------------------------------------	--------------------------------------

**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;"><b>JANUARY 14, 2021</b></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"> <li>Electronic signatures resolution - was this included in the annual resolutions? <i>(Please move to the annual organizational meeting)</i></li> <li>FY20 Audit - Auditor Presentation - (Annual Report) (recurring) (action item) <i>(Please move to top of Agenda behind election of officers)</i></li> <li>Financial Report November (consent agenda)</li> <li>Report on UBER goal including strategic implementation plans and budget</li> </ul>	<p style="text-align: center;"><b>JANUARY 28, 2021</b> <b>Regular Meeting</b></p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Superintendent Mid-Year Evaluation Procedure (recurring)</li> </ul> <p><b>Special Presentation -</b></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><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>Financial Report December - Quarterly update (action item)</li> <li>2021-22 Budget Update</li> <li>Equity Policy Second Read</li> </ul>
<p><b>FEBRUARY 11, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b> *online student letter</p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>FY22 - Food Services Prime Vendor Contract (consent agenda)</li> </ul> <p><b>Special Presentation</b></p> <ul style="list-style-type: none"> <li>EL Certificates</li> <li>Radios and the Vaccine Article</li> </ul> <p><b>Under HR Report:</b></p> <ul style="list-style-type: none"> <li>HR Recruitment &amp; Retention: Amanda Achterkirch, Talent Acquisition Professional will share recruitment &amp; retention strategies.</li> </ul> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>ESSA submissions for schools identified for Comprehensive Support and Improvement (will recur annually)</li> </ul>	<p><b>FEBRUARY 25, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b> Superpower Campaign: North Education Center (Antwon Willims and Jeffery Chhay)</p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <p>Financial Report January -consent agenda</p> <ul style="list-style-type: none"> <li><b>Update on Culture and Climate Uber Goal</b> FY21 Budget Revision - annual report (action item) FY22 Budget Assumption/Program Withdrawal Report - Annual Report (Action item)</li> <li>HR Report: Resolution Reducing Programs and Positions (recurring) Michelle Axell will present a Resolution asking the Board to direct administration to make recommendations for any necessary reductions in programs and positions.</li> </ul> <p><b>Special Presentation -</b></p> <ul style="list-style-type: none"> <li>Coherence and Strategic Planning</li> </ul> <p><b>Annual Presentation</b> <u>Chair Report</u></p>

<p><b>MARCH 11, 2021</b> Equity (60 min)   Equity Work Session</p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Confidentiality Commitments</li> </ul> <p><b>Special Presentation</b></p> <ul style="list-style-type: none"> <li>2021-2022 School Calendar Approval (recurring)</li> <li>Coherence and Strategic Planning</li> </ul> <p><b>Annual Presentation</b></p>	<p><b>MARCH 25, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>WEC/Alexia Poppy-Finley</li> <li>HTC/ Alexia Poppy-Finley</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Financial Report February - consent agenda</li> <li>Verbal update: Expansion of Furthering Your Education program (The Transforming Teaching &amp; Learning (TTL) Scholarship)</li> <li>What the Board Needs to Know about <a href="#">Operational Results</a> (recurring) (video)</li> </ul> <p><b>Special Presentation - Annual Presentation - none</b></p> <p><b>Chair Report</b> Next Steps: Superintendent Transition</p> <p><b>HR Closed Session (2209)</b></p> <ul style="list-style-type: none"> <li><del>Initial Review - Parameters for Negotiations</del></li> </ul>
<p><b>APRIL 8, 2021</b></p> <p><b>Superpower Spotlight</b></p> <ul style="list-style-type: none"> <li>ABEC/Greg B.</li> <li>SEC/Jayne T</li> <li>Gateway to College award?</li> <li>Recognition Valerie Castile</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <p>HR Report: Discontinuing Educational Programs and Positions/Staff Reduction ULA Resolution (only if necessary)</p> <ul style="list-style-type: none"> <li>Organizational Chart Approval</li> </ul> <p><b>Special Presentation - none</b></p> <p><b>Annual Presentation -</b></p> <ul style="list-style-type: none"> <li>Facilities - Long Term Facilities Maintenance Plan Approval - (Resolution item)</li> </ul> <p><b>Chair Report</b> Next Steps: Superintendent Transition</p> <p><b>HR Closed Session (2209)</b></p> <ul style="list-style-type: none"> <li><del>Review (may include both initial/final decisions by the board) - Parameters for Negotiation</del></li> </ul>	
<p><b>MAY 13, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Itinerant/Melissa B</li> <li>Care &amp; Treatment Amanda K</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>ESY Overview Melissa</li> <li>EA PD Sessions Report</li> </ul> <p><b>Special Presentation - none</b></p> <p><b>Chair Report</b> Next Steps: Superintendent Transition Literacy/PELSB grants &amp; coaching: EA coaches, FLS</p> <p><b>Annual Presentation - none</b></p> <p>Financial Report March 2021 - Quarterly update (Action) Solar Energy Project Report</p>	<p><b>MAY 27, 2021</b></p> <p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Retirement Recognition Video</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Superintendent's Evaluation</li> <li>Approval of Computer Refresh (carry over)</li> <li>Financial Report April- consent agenda</li> <li>Bid Award - WEC Pavement</li> </ul> <p><b>Special Presentation - none</b></p> <p><b>Chair Report</b> - Next Steps: Superintendent Transition West Metro Partnership Presentation</p> <p><b>Annual Presentation -</b></p> <p>Probationary Licensed, and Non-Licensed Non-Renewal Resolutions (recurring) Learning Conversations, Superintendent Luncheon Recap</p>

**JUNE 10, 2021**

**Kudos & Recognition/Spotlight**

- 2021 Graduation video
- SEC/ Jayne T

**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
- Insurance Carrier Recommendation
- Liability and Workers Compensation Rates

**Special Presentation**

Annual Presentation

- Food Services Report - (Annual Report)
- Annual Food Service Program Resolution Action Item
- What the Board Needs to Know - Local 2209 Negotiations Update (summary only/no presentation)
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**Chair Report**

Data Privacy & Records policy bucket - 1st read

**Annual Presentation - none**

Annual Organizational Memberships

Superintendent Evaluation Summary

Superintendent Search (Work Session)

**Next Steps:** Superintendent Transition---Board will need work session to review RFP's of search firms

**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)
- Approval of 2021-22 Rates. Action Item

**Annual/Special Presentation - none**

- KPI update / Strategic Plan update HOLD for Aug/Sept meeting
- 2021-22 Original Budget Approval - Annual Report Action Item
- HR Report: What the Board Needs to Know - Employment Guide for Administrators and Unaffiliated Employees (summary only/no presentation)
- HR Report: Resolution Position Elimination/Staff Reduction resulting in a layoff

**Chair Report**

Wellness policy - 2nd read

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

Add: Sept/Oct time frame - 2021: Strategic Priorities Report

**INTERMEDIATE DISTRICT 287**  
**June 10, 2021**  
**SCHOOL BOARD CALENDAR**

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**June 2021**

08	Tuesday	Ann Bremer Education Center Graduation <i>Tier 2 &amp; 3 Transition</i>	9:00AM	Gym
08	Tuesday	Ann Bremer Education Center Graduation <i>Tier 2 &amp; 3 High School</i>	10:30AM	Gym
08	Tuesday	North Education Center Graduation <i>NECA and Special Education combined</i>	6:00PM	Gym
09	Wednesday	South Education Center Graduation <i>CIP &amp; FOCUS</i>	11:00AM	Parking Lot
09	Wednesday	South Education Center Graduation <i>SUN/SUN Transition</i>	1:00PM	Parking Lot
09	Wednesday	South Education Center Graduation <i>SECA &amp; InVEST</i>	6:00PM	Parking Lot
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