

# Intermediate District 287

*Responsive. Innovative. Solutions.*

**GENERAL MEETING OF THE BOARD – Special**

**Wednesday, December 29, 2021**

**6:00 PM @ Boardroom / Teleconference**

**1820 Xenium Ln N**

**Minneapolis, MN 55441-3790**

**AGENDA**

**Page #**

- |   |                 |           |
|---|-----------------|-----------|
| <b>1. CALL TO ORDER</b>   | <b>(Action)</b> | <b>2</b>  |
| 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. |                 |           |
| <b>2. APPROVAL OF GENERAL MEETING AGENDA</b>  | <b>(Action)</b> |           |
| <b>3. OPEN FORUM</b>  | <b>- None</b>   |           |
| <b>4. APPROVAL OF CONSENT AGENDA</b>  | <b>- None</b>   |           |
| <b>5. SHARE THE SUCCESS &amp; RECOGNITION</b>   | <b>- None</b>   |           |
| <b>6. SUPERINTENDENT'S REPORT</b>   | <b>- None</b>   |           |
| <b>7. INSTRUCTIONAL REPORT</b>  | <b>- None</b>   |           |
| <b>8. BUSINESS SERVICES &amp; LABOR RELATIONS REPORT</b>  | <b>- None</b>   |           |
| 1. Facilities Report  | - None          |           |
| 2. Financial Report   | - None          |           |
| 3. Human Resource Report  | - None          |           |
| <b>9. BOARD BUSINESS - (60 minutes)</b>   |                 |           |
| 1. Policy Review & Revision   | - None          |           |
| 2. Board Reports  |                 |           |
| 1. Chair Report   |                 |           |
| 1. Proposed Superintendent Contract   | <b>(Action)</b> | <b>3</b>  |
| The board will review and recommend for approval the proposed Superintendent's contract.  |                 |           |
| 2. AMSD Report  |                 | <b>11</b> |
| 3. District News  |                 |           |
| 1. School Board Planning Calendar   |                 | <b>16</b> |
| 2. December 29, 2021, Board Event Calendar  |                 | <b>20</b> |
| 3. MSBA Leadership Conference Brochure 2022   |                 | <b>21</b> |
| 4. 2021-2022 Get on the Bus/Local 2209 Schedule   |                 | <b>29</b> |
| 4. Once Around the Table  |                 |           |
| <b>10. ADJOURNMENT</b>  |                 |           |

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

# Racial Equity Impact Analysis Tool

## 287 RACIAL EQUITY IMPACT ANALYSIS TOOL



### Purpose

This tool ensures that racial equity is front-and-center in discussions and prompts leaders to examine how BIPOC and low wealth communities may be affected by a proposed action or decision of the district.

### Instructions

**Use the Tool:** Have this tool available during any meeting where decisions are being made

- **Part 1 - Discussion:** Use the guiding questions to facilitate the racial equity discussion
- **Part 2 - Answer Racial Equity Impact Analysis Questions:** Before a decision is made, respond to the four equity impact analysis questions within your meeting agenda
- **Part 3 - Reflect:** Reflect on and recognize your own racial bias, as well as the presence and role of whiteness

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### Part 1: Discussion

Use the below guiding questions to facilitate a discussion about race equity impact

#### Guiding Questions

1. Are multiple racial perspectives involved in the planning? Are participants racially diverse? Were the groups most impacted by the decision included in the discussion?
2. In what ways are we maintaining status quo or advancing race equity? What could be done differently to better support or advance racial equity efforts?
3. Who is advantaged? Who is disadvantaged? Are decisions based on the majority or those at the margins?
4. In what ways does colorblindness exist?
5. How do you know the audience is communicated with in ways that will make sense through *their* lens?
6. In what ways are other marginalized people impacted?

### Part 2: Answer Racial Equity Impact Analysis Questions

1. **Who participated in completing this analysis?**
2. **What are the racial equity impacts of this decision?**
3. **Who will benefit from and/or be burdened by this decision?**
4. **Are there strategies to mitigate any unintended consequences of this decision?**

### Part 3: Reflect

1. Place yourself on the Compass. What feelings came up for you during the planning?
2. What role did your race, experiences, or bias have in the conversation?
3. What aspects of whiteness showed up for you or were observed in others? ([Bellevue Guide](#))

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

Special Meeting – December 29, 2021

**AGENDA SECTION:** SUPERINTENDENT REPORT

**ITEM:** Enter into a New Three Superintendent Contract

**PRESENTED BY:** Board Chair Neville

**1. Background Information**

The Board approves the July 1, 2022 – June 30, 2025 Superintendent Contract and directs the Board Chair and Board Clerk to sign it.

**2. Fiscal Impact/Funding Source:**

**3. RECOMMENDED ACTION:** The Board approves the new three year Superintendent Contract effective July 1, 2022, as presented.

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

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

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

# INTERMEDIATE DISTRICT 287

*Responsive. Innovative. Solutions.*

## SUPERINTENDENT CONTRACT

This Contract is entered into between Intermediate District 287, 1820 Xenium Lane North, Plymouth, Minnesota 55441 (District 287 or District) and Marcy Doud (Superintendent), a legally qualified and licensed superintendent, who agrees to perform the duties of Superintendent of Intermediate District 287.

### I. APPLICABLE STATUTE

This Contract is entered into between the District and the Superintendent in conformance with Minnesota Statutes § 123B.143, subd. 1.

### II. LICENSURE

The Superintendent shall furnish the Board, throughout the life of this Contract, a valid and appropriate license to act as Superintendent in the State of Minnesota as provided by applicable State laws, rules, and regulations.

### III. DURATION, EXPIRATION, TERMINATION, MUTUAL CONSENT AND CONTINGENCY

- A. Duration: This Contract is for a term of three years commencing July 1, 2022 and ending June 30, 2025. It shall remain in full force and effect unless modified by mutual consent of the Board and the Superintendent or unless terminated as provided in this Contract.
- B. Expiration: This Contract shall expire at the end of the term specified in Section III. A. At the conclusion of its term, neither party shall have any further claim against the other, and the District's employment of the Superintendent shall cease, unless a subsequent Contract is entered into in accordance with Minn. Stat. § 123B.143, subd. 1.
- C. Termination During the Term: The Superintendent's employment may be terminated during the term of this Contract only for cause as defined in Minn. Stat. § 122A.40, Subd. 9 and Subd. 13. Except for purposes of describing grounds for discharge, the provisions of Minn. Stat. § 122A.40 shall not be applicable. If the Board proposes to terminate the Superintendent during the Contract term for cause, as defined in Minn. Stat. § 122A.40, Subd. 9 or Subd. 13, it shall notify the Superintendent in writing of the proposed grounds for termination. The Superintendent shall be entitled to a hearing before an arbitrator, provided the Superintendent makes a request in writing to the Board Chair within 15 calendar days after receiving notification of the proposed termination. If a written request is submitted in a timely manner, the parties shall jointly petition the Bureau of Mediation Services (BMS) for a list of five (5) arbitrators. The arbitrator shall be selected by the parties through the normal striking process as provided by BMS rules. The arbitrator shall conduct a hearing under normal arbitration procedure rules and issue a written decision. The decision of the arbitrator shall be final and binding upon the parties, subject to normal judicial review of arbitration decisions as provided by law. The Superintendent may be suspended with pay pending final determination by the arbitrator. If the Superintendent fails to request a hearing within the 15-day calendar period, it shall be deemed acquiescence by the Superintendent to the Board's proposed action, and the proposed action shall become final on such date as determined by the Board, and the Superintendent shall have no further claim or recourse.

- D. Mutual Consent: This Contract may be terminated at any time by mutual consent of the Board and the Superintendent.
- E. Contingency: If this Contract is a subsequent Contract entered into prior to the completion of an existing Contract, this subsequent Contract is contingent upon the Superintendent completing the terms of the existing Contract.

#### **IV. DUTIES**

The Superintendent shall have charge of the administration of the schools under the direction of the Board. The Superintendent shall be the chief executive officer of District 287; shall direct and assign teachers and other District employees under the Superintendent's supervision; shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves District 287 subject to the approval of the Board; shall select all personnel subject to the approval of the Board; shall, from time to time, suggest policies, regulations, rules, and procedures deemed necessary for the District, and, in general, perform all duties incident to the office of the Superintendent, and such other duties as may be prescribed by the Board from time to time. The Superintendent shall abide by all policies, regulations, rules, procedures and statutes established by the Board, the State of Minnesota and U.S. Government. The Superintendent has the right, and is expected, to attend all Board meetings and all Board and citizen committee meetings, serve as an ex-officio, non-voting member of the Board and all Board committees, and provide administrative recommendations on each item of business considered by each of these groups.

#### **V. SALARY**

The Superintendent shall be paid an annual salary of \$210,000 for the 2022-23 Contract year; \$216,300 for the 2023-24 Contract year; and \$222,789 for the 2024-25 Contract year. During the term of this Contract, the annual salary may be modified, but shall not be reduced. The salary shall be paid in 24 equal installments during the Contract year, or such other payroll cycle adopted by the District. The Superintendent's daily rate of pay shall be calculated by dividing the Superintendent's annual salary by 261.

#### **VI. DUTY YEAR AND LEAVES**

- A. Basic Work Year: The Superintendent's duty year shall be from July 1 through June 30. The Superintendent shall be on duty during any emergency, natural or unnatural, unless otherwise excused in accordance with Board administrative policy.
- B. Vacation: The Superintendent will earn 30 working days of annual paid vacation each Contract year. At least one-half of the annual vacation leave must be taken during the Contract year in which it is earned, and the remainder may be accumulated to a maximum overall total of 45 days.

Upon voluntary termination of employment or expiration of the Contract, if not offered a subsequent Contract, the Superintendent shall be entitled to payment for any unused vacation days earned and accrued pursuant to the provisions of this Section; however, if the Superintendent is involuntarily terminated, she shall not be entitled to payment for unused earned and accrued vacation days.

- C. Additional Paid Days Off/Holidays: The Superintendent will be entitled to 12 additional paid days off/holidays as designated by the Board each Contract year. The Superintendent shall perform duties on those legal holidays on which the Board is authorized to conduct school if the Board so determines.

D. Sick Leave: The Superintendent shall earn paid sick leave at the rate of one (1) day each working month. Earned sick leave may accumulate to a maximum of 90 days.

Upon voluntary termination of employment or expiration of the Contract, if not offered a subsequent Contract, the Superintendent shall be entitled to payment for any unused sick leave days earned and accrued pursuant to the provisions of this Section; however, if the Superintendent is involuntarily terminated, she shall not be entitled to payment for unused earned and accrued sick days.

E. Workers' Compensation: If the Superintendent is injured on the job in the service of the District, and absent from work as a result of a compensable injury under the Workers' Compensation Act, Minn. Stat. Chap. 176, the District will pay the difference between the compensation received by the Superintendent pursuant to the Act and the Superintendent's regular rate of pay, to the extent the Superintendent has accumulated sick and/or vacation leave.

1. A deduction will be made from the Superintendent's accumulated vacation or sick leave time according to the pro rata portion of days of sick leave or vacation time used to supplement worker's compensation benefits.
2. Such payment will be paid by the District to the Superintendent only during the period of disability due to the compensable injury.
3. In no event will the additional compensation paid to the Superintendent by virtue of sick leave or vacation pay result in the payment of a total daily, weekly, or monthly compensation that exceeds the normal compensation of the Superintendent.
4. The Superintendent, if absent from work as a result of an injury compensable under the Workers' Compensation Act, who elects to receive sick leave or vacation pay pursuant to this Article shall submit her workers' compensation check, endorsed to the District, prior to receiving payment from the District for being absent.

F. Bereavement Leave: The Superintendent shall receive up to five (5) days with pay per occurrence because of the death of the Superintendent's spouse, domestic partner, child, parent/guardian, grandparent, grandchild, parent-in-law, son/daughter-in-law, step/foster child, step/foster parent, sibling or any other relative domiciled in the employee's household. Up to four (4) days of any type of accrued leave may be used upon the death of any relative or friend not listed above.

G. Military Leave: Military leave shall be granted pursuant to applicable law.

H. Jury Service: The Superintendent who serves on a jury shall be granted the day(s) necessary as stipulated by the court to discharge the responsibility without any salary deduction or loss of leave time. The compensation and expenses the Superintendent receives from sources other than the District in connection with her jury service, shall be remitted to the District.

I. Disability: If the Superintendent is unable to perform her regular duties because of personal illness or disability and has exhausted all accumulated sick leave, the Board shall provide additional paid sick leave at a salary equal to 75 percent of the Superintendent's regular salary until the expiration of the waiting period for long-term disability insurance.

J. Medical Leave: Pursuant to Minnesota Statutes § 122A.40, Subd. 12, the Superintendent shall have the right to a leave of absence for health reasons.

If the Superintendent is unable to perform regular duties because of personal illness or disability and has exhausted all sick leave available or has become eligible for long-term disability compensation and has not been suspended or placed on leave of absence pursuant to Minnesota Statutes § 122A.40, Subd. 12, the Superintendent shall, upon request, be granted a medical leave of absence, without pay, up to one (1) year in duration. The Board may, in its discretion, extend such leave upon written request.

A request for a medical leave of absence or extension thereof pursuant to this Section shall be accompanied by a written statement from a physician outlining the condition of health and estimated time at which the Superintendent is expected to be able to resume normal responsibilities.

The Superintendent, when on medical leave of absence, is eligible to participate in group insurance programs as permitted under the insurance policy provisions, at the Superintendent's expense. If medical leave of at least one (1) full year is granted pursuant to this Section, the Superintendent voluntarily waives any right to a leave of absence to which the Superintendent might otherwise be entitled pursuant to Minnesota Statutes § 122A.40, Subd. 12.

- K. Insurance Application: A Superintendent on unpaid leave is eligible to continue to participate in group insurance programs if permitted under the insurance policy provisions. The Superintendent shall pay the entire premium for such insurance, commencing with the beginning of the leave and shall pay to the District the monthly premium in advance. In the event the Superintendent is on paid leave from the District under Section E above, the District will continue insurance contributions as provided in this Contract until the Superintendent's sick leave is exhausted. Thereafter, the Superintendent must pay the entire premium for any insurance retained.

## VII. INSURANCE

- A. Health and Hospitalization and Dental Insurance: The District shall pay 100% of the premium for single coverage on the highest deductible option on the District's group health and hospitalization insurance plan, and 100% of the premium for single dental coverage on the District's group dental insurance plan.

In addition, an amount equal to the contribution received from the District by administrators in the highest deductible plan with single health and hospitalization coverage for their Health Reimbursement Account (HRA) shall be deposited in the Superintendent's HRA.

- B. Life Insurance: The District shall provide, at its own expense, term life insurance for the Superintendent under the District's term life insurance plan in the amount of \$500,000, payable to the Superintendent's named beneficiaries.
- C. Long-Term Disability Insurance: The District shall provide, at its own expense, long-term disability insurance for the Superintendent under the District's group long-term disability insurance plan.
- D. Eligibility: The eligibility of the Superintendent and the Superintendent's dependent(s) and beneficiary(ies) for insurance benefits shall be governed by the terms of the insurance policies purchased by the District pursuant to this Article.
- E. Claims Against the District: The District's only obligation is to purchase the insurance policies described in this Article, and no claim shall be made against the District as a result of denial of insurance benefits by an insurer if the District has purchased the policies and paid the premiums described in this Article.

## VIII. OTHER BENEFITS

- A. Tax-Sheltered Annuity: The Superintendent shall be eligible to participate in a tax-sheltered annuity through payroll deduction established pursuant to the Internal Revenue Code of 1986, 26 U.S.C. § 403(b), Minn. Stat. § 123B.02, subd. 15, as amended, District Policy, and as otherwise provided by law, and to make, during the term of this Contract, any and all elections and decisions necessary for such participation.

The District shall match the Superintendent's participation up to \$3,000 annually.

- B. Vehicle: The District shall provide the Superintendent with a monthly allowance of \$600 for business use of the Superintendent's private vehicle pursuant to Minn. Stat. § 471.665, Subd. 3.
- C. Retirement Plan - TRA: The District shall make annual TRA contributions at a rate prescribed by Minnesota Statutes.
- D. Conferences and Meetings: The District shall pay all legally valid expenses and fees for the Superintendent's attendance at professional conferences and meetings with other educational agencies when such attendance is required, directed, or permitted by the Board. The Superintendent shall periodically report to the Board relative to all meetings and conferences attended. The Superintendent shall file itemized expense statements to be processed and approved as provided by Board policy, administrative procedures, and law.
- E. Memberships: The Superintendent is encouraged to belong to and participate in appropriate professional, educational, community, and civic organizations when such memberships will serve the strategic priorities of the District. Accordingly, the District will pay the membership dues for such organizations as are required, directed or permitted by the Board.

## **IX. EVALUATE PERFORMANCE**

The Board shall direct and evaluate the Superintendent in accordance with Board policy. X.

### **OTHER PROVISIONS**

- A. Medical Examination: The Superintendent shall have a comprehensive medical examination not less than once every two (2) years. A summary document from the examining physician certifying the fitness of the Superintendent to perform the duties of the position shall be provided to the Board Chair upon request. The cost of the examination not covered by the District's insurance program shall be paid by the District.
- B. Indemnification and Provision of Counsel: In the event that an action is brought or a claim is made against the Superintendent arising out of or in connection with her employment and the Superintendent is acting within the scope of employment or official duties, the District shall defend and indemnify the Superintendent to the extent provided by law. Indemnification, as provided in this Section, shall not apply in the case of malfeasance of office or willful or wanton neglect of duty, and the obligation of the District in this regard shall be subject to the limitations provided in Minn. Stat. Chap. 466.
- C. Outside Activities: While the Superintendent shall devote full time and due diligence to the affairs and the activities of the District, the Superintendent may also serve as a consultant to other school districts or educational agencies, lecture, engage in writing and speaking activities, and engage in other activities if, as solely determined by a majority of the Board, such activities do not impede the Superintendent's ability to perform the duties of the Superintendent. However, the Superintendent shall not engage in other employment, consultant service, or other activity for which a salary, fee, or honorarium is paid without the prior approval of the Board. The Board may require that the Superintendent use vacation time or unpaid time for such activities.

## **XI. SEVERABILITY**

The provisions of this Contract shall be severable, and if any such provision or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this Contract or the application of any provision hereof.

This Contract shall be effective only upon signature of the Board Chair, after authorization for such signature has been provided by the Board in appropriate action recorded in its minutes.

IN WITNESS THEREOF, we have  
subscribed our signatures this 29 day  
of, December, 2021

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Board Chair

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Superintendent

IN WITNESS THEREOF, we have  
subscribed our signatures this 29 day of,  
December, 2021

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Board Clerk

*Subscribed and sworn to before me on  
December 29, 2021*

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Notary Public

# Superintendent Salaries

## Member Districts & Intermediate Districts of 287

<b>Brooklyn Center</b>	\$186,340
<b>Eden Prairie</b>	\$238,921
<b>Edina</b>	\$220,000
<b>Hopkins</b>	\$222,560
<b>Orono</b>	\$190,000
<b>Osseo</b>	\$232,950
<b>Richfield</b>	\$222,360
<b>Robbinsdale</b>	\$223,000
<b>St. Louis Park</b>	\$202,953
<b>Wayzata</b>	\$244,000
<b>Westonka</b>	\$212,400
<b>Intermediate District 288</b>	\$192,900
<b>Intermediate District 916</b>	\$200,000
<b>Intermediate District 917</b>	\$202,655

December 2021

Volume 19

Number 3

## Columbia Heights Public Schools Takes Sustainability to the Next Level

### December 17, 2021 Executive/Legislative Committee Meeting

7:30 a.m. - 9 a.m.  
Anderson Center  
Bethel University  
Arden Hills

### January 7, 2022 Legislative Session Preview

7:30 a.m. - 10 a.m.  
Quora Education Center  
NE Metro 916  
Little Canada

### January 28, 2022 Executive/Legislative Committee Meeting

7:30 a.m. - 9 a.m.  
Anderson Center  
Bethel University  
Arden Hills

### February 4, 2022 Board of Directors Meeting

7 a.m. - 9 a.m.  
Quora Education Center  
NE Metro 916  
Little Canada

Columbia Heights Public Schools (CHPS) is home to an innovative solution for sorted organic waste: The Biodigester. Housed at CHPS's very own North Park School for Innovation (NPSfI), the Biodigester is being integrated into the PreK-Fifth Grade curriculum at the school. North Park School for Innovation is focused on Science, Technology, Engineering and Math education that inspires creativity grounded in a commitment to sustainability. The educational experience of the students is supported by a newly renovated building with outside learning and play spaces that include edible landscaping and rain gardens. A unique feature of NPSfI is the Biodigester that takes all the food waste and much of the paper waste from the school and turns it into soil that can be used in the school gardens and turned into fuel to heat the building.



The NPSfI Biodigester is one of four in the country in use, so in regards to sustainable schools, they are on the cutting edge of integrating this technology into the field of education. Jeff Cacek, NPSfI Principal, said "It started 10 to 12 years ago, when we started putting a lot of energy into recycling. Every year we have decided to add one more thing." NPSfI has been leading the way for CHPS in sustainability programs and was named a U.S. Department of Education Green Ribbon School in 2018, so adding this new equipment is the perfect addition to a sustainable school. "The Biodigester takes all of our carbon-based

*Continued on page 2*

The recently released state budget forecast projects a budget surplus of \$7.7 billion for the current biennium and almost \$6 billion for the 2024-25 biennium! This incredibly positive news provides state policymakers with a golden opportunity to stabilize Minnesota's education funding system and help our students and communities recover from the pandemic as outlined in AMSD's legislative priorities which are highlighted in this newsletter. We look forward to sharing our legislative priorities with legislators at AMSD's annual Session Preview program on January 7. Further details about the preview are available [here](#). Happy holidays and I look forward to seeing you on January 7!

*From the AMSD Chair, Kelsey Dawson Walton, Osseo Area Schools Board Member*

# Students Taking Action on Food Insecurity and Climate Change

*Continued from page 1*

waste," says Cacek, "and instead of putting it onto a compost pile to produce methane and taking eight months to create compost, the Biodigester does it overnight." This system is a fully-automated, waterless digester process that is capable of reducing the mass and volume of organic waste by a minimum of 70 percent.

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How does the biodigester and biomass boiler work?



1. Empty our food waste and compostable material into the biodigester.
  2. Let the system process for about a day.
  3. The food waste and compostable material is converted into a high biofuel in 24 hours.
  4. The fuel is used to run an integrated biomass boiler.
  5. The resulting heat is delivered to the existing heating system.
- 

CHPS's Agriculture Specialist, Wes Nugteren, works in all of the district's schools and focuses lessons on the Blooming Heights School Garden and nutrition programming. Nugteren uses the Biodigester's compost to help the gardens at both NPSfl and Blooming Heights flourish. "Students can feel a source of pride in what they're learning about and taking action toward these issues like food insecurity and climate change." By integrating the Biodigester into not only his lesson plans, but multiple NPSfl teachers' lesson plans, students not only reap the benefits of having such a system, but are also learning about how important composting and sustainability is for the planet.

The Biodigester and Biomass Boiler were a gift to the ISD #13 courtesy of Waste to Energy Canada (WTEC) and is valued at over \$269,000. This gift allows CHPS to decrease waste and continue to pave the way for sustainability in schools. WTEC is a technology driven company, focused on providing off-grid holistic infrastructure solutions, that deploy logical, proven, economical, modular/scalable, technology platforms. They are focused on community independence, security, home, family and the next generation. Director of Technology, Security & Building Operations Bryan Hennekens has discussed how the district can start to turn its organic waste into energy without shipping it off to be properly disposed of. The Biodigester at NPSfl is the first initiative for CHPS to implement this innovative sustainability initiative.

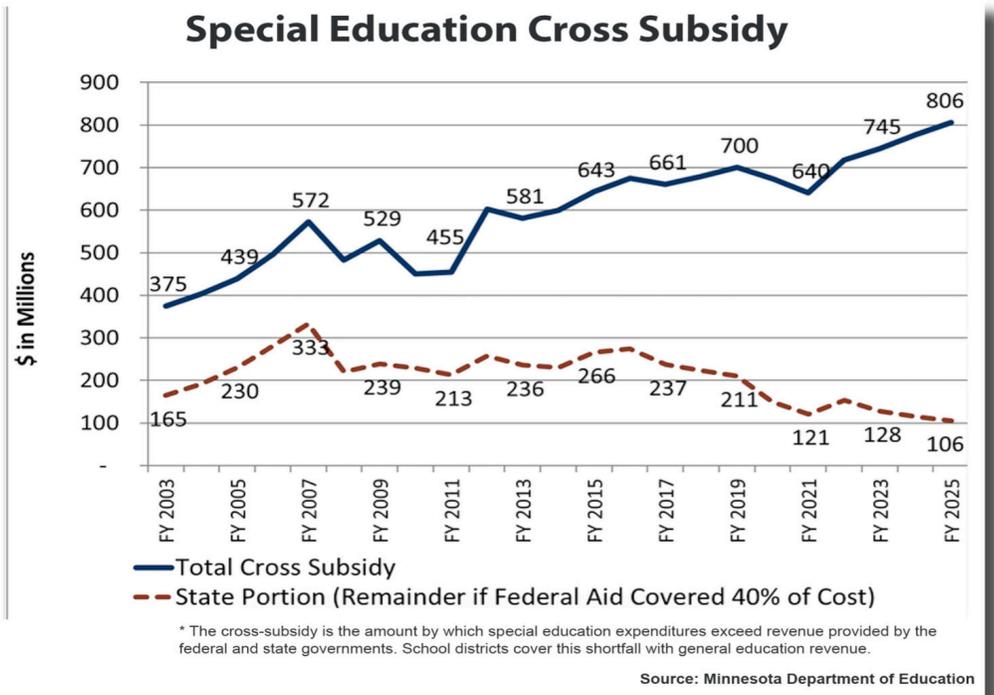
North Park School for Innovation's key messages are: our learners unlock their potential through a strong academic foundation, they use science and the design thinking process to develop new solutions, they create an environmentally-sustainable community, they discover their passion through creativity and our learners see challenges as an opportunity for growth. These commitments are what drive the curriculum at NPSfl and adding the Biodigester to their school sustainability plan is just one more way of helping our young students become well-rounded individuals in the future. CHPS is proud of the steps that NPSfl is taking at a building level and is excited to start implementing more sustainable practices throughout the district.

*This month's member feature was submitted by Emma Bute, Communications Coordinator, Columbia Heights Public Schools.*

# AMSD Board Adopts 2022 Legislative Platform

The 2022 legislative session convenes on January 31. While the biennial budget was adopted last session, the recently announced budget surplus provides state policymakers a once in a generation opportunity to stabilize Minnesota’s education funding system and address the challenges exacerbated by the pandemic such as student mental health and severe staff shortages.

Teachers, staff, and administrators are filling new roles and duties that require additional support. Growing needs (mental health support; public health protocols; student nutrition; childcare) dominate not just district board meetings, but media headlines.



One-time federal funding has provided critical resources during the pandemic to address some of these challenges — including technology, transportation costs, personal protective equipment, school nutrition programs, COVID testing and more — but this funding does not continue into the future, creating what has been described as a “fiscal cliff” for school districts. The projected budget surplus offers state policymakers the opportunity to eliminate the pending fiscal cliff and ensure that school districts can continue to respond to the challenges of the pandemic.

Not to mention that many of Minnesota’s longstanding financial challenges for education continue.

The 2019 Legislature made significant strides to address the growing special education cross-subsidy by reforming the special education funding formula and establishing cross-subsidy reduction aid. However, the 2021 Omnibus Education Finance Bill fell far short of the funding needed to prevent the cross-subsidy from growing again. As the chart above shows, the cross-subsidy is projected to grow to \$806 million by FY 2025. Similarly, the shortfall in the English learner program was more than \$117 million in FY 2020. The 2021 bill included the largest increase to the basic formula in 15 years — a 2.45 percent increase for the current school year and a 2 percent increase for the 2022-23 school year. But as the chart on page 4 shows, the basic formula would be \$598 per pupil higher today if it had simply kept pace with inflation since 2003. Furthermore, current inflationary pressures are significantly exceeding the formula increase approved in the 2021 session.

AMSD member school districts are committed to helping students recover from the COVID-19 pandemic and closing opportunity gaps based on race and socioeconomic status. With that backdrop, the Association of Metropolitan School Districts Board of Directors adopted a legislative platform focused on four key areas:

# Surplus Offers Chance to Stabilize Education Funding

Continued from page 3

## Stabilizing Education Funding

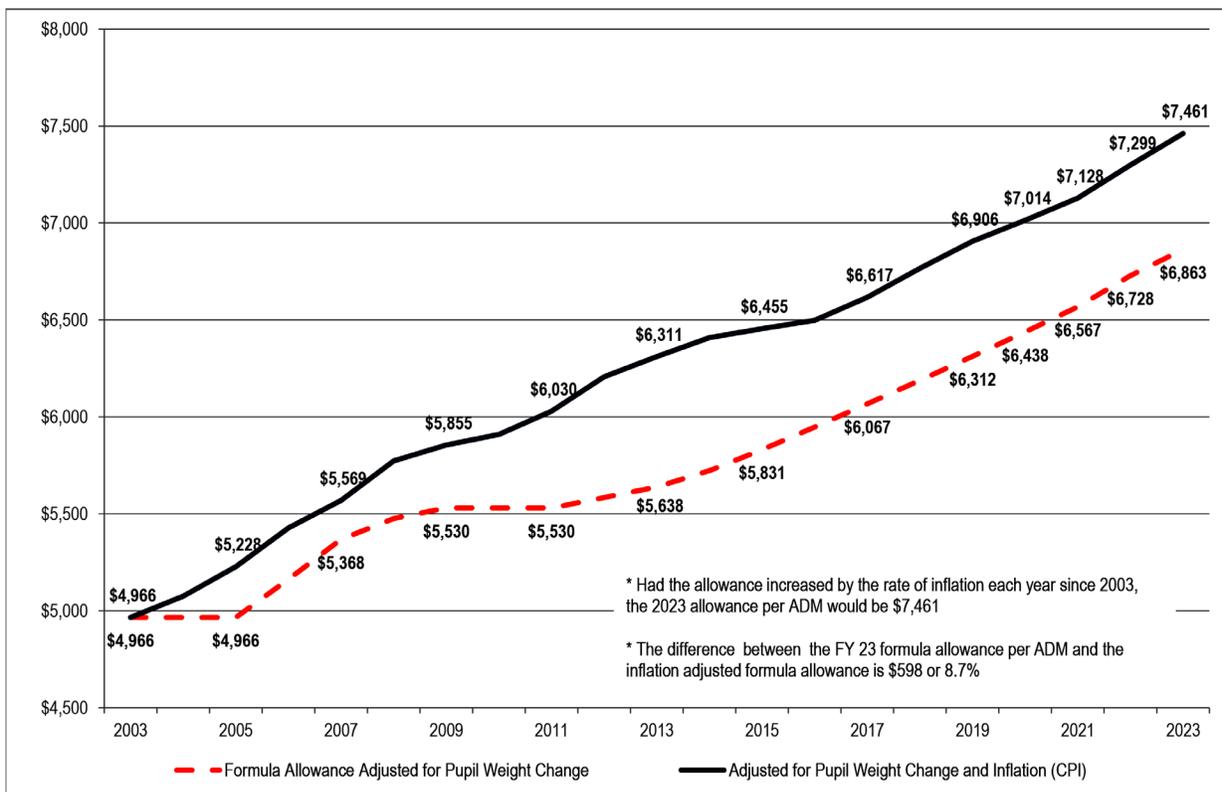
Stable education funding remains a key priority for AMSD member school districts. In addition, the COVID-19 pandemic continues to bring additional unforeseen costs and challenges that need to be addressed by state policymakers.



## Association of Metropolitan School Districts

### General Education Formula Allowance, 2003-2023

Adjusted for Pupil Weight Change and Inflation (CPI)



Source: MDE Inflation Estimates, July 2021



Association of Metropolitan School Districts



As happens all too frequently, the regular 2021 legislative session ended without the omnibus education finance bill being adopted. The unpredictable nature of the current funding system leaves school leaders scrambling to finalize budgets and makes long-term planning nearly impossible.

AMSD urges state policymakers to stabilize the funding system by linking the basic formula to inflation to provide a predictable and consistent funding stream that allows school boards and administrators to engage in strategic, long-range planning. In addition, it is critical that lawmakers address the ongoing shortfalls in the special education and English learner programs.

Funding stability would further be enhanced by allowing locally elected school boards to renew an existing operating referendum at the same level, and by increasing equalization of the operating

Continued on page 5

# Student Mental Health at a Crisis Level

*Continued from page 4*

referendum, local optional, and debt service levies to reduce taxpayer and education funding disparities.

## **Ensuring Safe, Modern School Facilities**

The COVID-19 pandemic has exacerbated the mental health challenges facing our students. In addition, safe and modern school facilities remain a high priority and are essential for student learning.

The 2022 Platform urges lawmakers to address these needs by increasing the Safe Schools Levy to allow school districts and intermediate school districts to hire additional support staff to address the growing mental health needs of our students which have been compounded by the COVID-19 pandemic. The platform also urges lawmakers to remove the per pupil limit and expand the allowable uses of Long-Term Facilities Revenue to allow school districts and intermediate school districts to enhance safety through security modifications, remodeling and making additions to existing buildings.

## **Increase and Diversify Teacher Workforce**

Addressing the labor shortage is a critical issue. Virtually every school district has faced shortages of teachers, substitute teachers, paraprofessionals, bus drivers and other staff. Demographics make it likely that this challenge will continue even after the pandemic. As we work to grow the educator workforce, it is critical that state policymakers continue efforts to diversify that workforce to better reflect the growing diversity of our students.

Research shows that among the most critical elements to ensuring students can realize their full potential is the reflection of the student population among the staff. According to the 2021 Teacher Supply and Demand Report, just 5.6 percent of Minnesota's more than 100,000 licensed teachers self-identified as teachers of color, while more than one third — 36.3 percent — of the 2020-21 student population was composed of students of color.

The 2021 Legislature made significant investments to recruit and retain teachers of color in Minnesota. The 2022 AMSD legislative platform calls on state policymakers to build on this momentum by expanding incentives and alternatives to attract, develop and retain teachers, particularly teachers of color and teachers in shortage areas. An important strategy to reach this goal is to maintain multiple pathways to licensure in the tiered licensure system.

## **Reduce Mandates and Enhance Local Control**

Locally elected school boards are in the best position to work with their staff, students, parents and communities to address local needs and challenges. The 2022 AMSD platform continues to urge legislators to oppose new unfunded mandates and reduce existing unfunded mandates. The platform also calls on lawmakers to provide greater flexibility for school districts to implement a competency-based education model in lieu of seat time requirements, to collaborate with post-secondary institutions, nonprofit organizations and businesses to enhance course offerings and opportunities for students, to establish the school calendar that best meets the needs of their students and community, and to replace the high school MCA exams with a nationally-recognized college entrance exam. AMSD is also asking the Legislature to address the rapidly escalating costs associated with data information requests so scarce resources can be directed to student programming.

- LINK: [View the 2022 AMSD Legislative Platform](#)

# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## School Board Planning Calendar 2021-2022

2021 Meetings (August - December)		2022 Meetings (January - June)	
July 22	October 14	January 13	March 24
August 26	October 28	(possible conflicts with MASA)	April 14
September 9	November 11	January 27	May 12
September 23	December 9	February 10	May 26
		February 24	June 9
		March 10	June 23

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

JULY 22, 2021

- Consent agenda:
  - Approval of Radio Bid
  - Approval of Agreement - Camera Software
  - Approval of Multiple Agreements to Provide Educational Services - Care and Treatment Sites
  - Approval of Authorization for Issuance of Purchasing Cards
- Update on State & Federal Funding report
- 2209 Closed Session

AUGUST 26, 2021

### Kudos & Recognition

- What Board Members Need to Know About “2021-2022 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)
- COVID 19 POLICIES
- Update on Back to School Planning

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

- Wilder Contracts - TTM & KOFI

SEPTEMBER 9, 2021

### Kudos & Recognition

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

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

### Coherence Result 2021

### Update to Public Comment Procedure

### Special Presentation:

- Moving Racial Consciousness to Action tool
- Update on the Year of Learning

### Annual Presentation

SEPTEMBER 23, 2021

### Kudos & Recognition

### 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 (Summary of Summer Projects)~~
- What the Board Needs to Know

<ul style="list-style-type: none"> <li>KPI update / Strategic Plan update HOLD for Aug/Sept meeting</li> </ul> <p><b>Spotlight</b> - TBD</p>	<p>Emergency and Crisis Plans for 2021-22 Jake Horejsh ..... (<i>Action</i>)</p> <ul style="list-style-type: none"> <li><b>What the Board Needs to Know</b> MSBA Resolution on TTM funding ..... (<i>Action</i>)</li> </ul>
<p><b>OCTOBER 14, 2021</b></p> <p><b>Kudos &amp; Recognition</b></p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <p><b>Special Presentation</b></p> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>Facilities Report ( Summary of Summer Projects)</li> </ul>	<p><b>OCTOBER 28, 2021</b></p> <p><b>Kudos &amp; Recognition</b></p> <ul style="list-style-type: none"> <li>Above &amp; Beyond: Ann Bremer Education Center (virtual)</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>Insurance Premium Rate recommendation</li> </ul> <p><b>Special Presentation</b></p> <ul style="list-style-type: none"> <li>2021 Strategic Priorities/Coherence Impact Report and Presentation - <a href="#">Presentation</a></li> </ul> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>Financial Report September - Quarterly Update (<i>Action</i>)</li> <li>HR Closed Session: <ul style="list-style-type: none"> <li>Local 2209 Negotiations - Update 2021-2023 Contract</li> </ul> </li> </ul>
<p style="text-align: center;"><b>NOVEMBER 11, 2021</b> <i>(Only one Board meeting this month!)</i></p> <p><b>Kudos &amp; Recognition</b></p> <ul style="list-style-type: none"> <li>Above &amp; Beyond: Care &amp; Treatment</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Fund balance transfers (consent agenda item)</li> </ul> <p><b>Special Presentation: Board Work Session</b></p> <ul style="list-style-type: none"> <li>KPI update &amp; School Improvement Plans update - 2020-21 plans (30 min) (<i>carryover from last year</i>)</li> </ul> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>Grant updates - Ben and Jon [SRCL update] (<i>carryover from last year</i>)</li> <li>National Trends - COVID 19 and Future Economic Impacts (Mae Hawkins)</li> <li>Update on Key Performance Indicators <ul style="list-style-type: none"> <li>What the Board Needs to Know about Emergency &amp; Crisis Plans (<i>Action</i>)</li> <li>Jake Horejsh, Student &amp; Staff Safety Manager - Health and Safety will present a brief overview of our 21-22 emergency preparedness plan and answer questions.</li> </ul> </li> <li>HR Closed Session: <ul style="list-style-type: none"> <li>Local 2209 Negotiations - Tentative Agreement 2021-2023 Contract</li> <li>2021-2023 Employment Guide for Administrative and Unaffiliated Employees</li> </ul> </li> </ul>	
<p style="text-align: center;"><b>DECEMBER 9, 2021</b> <i>(Only one Board meeting this month!)</i></p> <p><b>Kudos &amp; Recognition</b></p> <ul style="list-style-type: none"> <li>Above &amp; Beyond: District Service Center</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Financial Report October (<b>consent agenda</b>)</li> <li>Legislative Platform</li> </ul> <p><b>Special Presentation</b></p> <ul style="list-style-type: none"> <li>STOP Violence Federal Grant Update (Ben M.) (<i>carryover from last year</i>)</li> <li>Data Presentation (PowerBI)</li> </ul> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>Officer Election Process - (Chair Report)</li> <li>World's Best Workforce Report &amp; ESSA Update (Jon Ben)</li> <li>Unaudited Financial Report for FY21 (action item)</li> <li>2021-2022 Yearly ADM Summary</li> </ul>	

<p style="text-align: center;"><b>JANUARY 13, 2022</b> <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 27, 2022</b> <b>Regular Meeting</b></p> <p><b>Kudos &amp; Recognition</b></p> <ul style="list-style-type: none"> <li>Above &amp; Beyond: Hennepin Technical College programs</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Superintendent Mid-Year Evaluation Procedure (recurring)</li> </ul> <p><b>Special Presentation -</b></p> <ul style="list-style-type: none"> <li>Learning model, phase three update for the Board.</li> </ul> <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 style="text-align: center;"><b>FEBRUARY 10, 2022</b></p> <p><b>Kudos &amp; Recognition</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>Update on Culture and Climate Uber Goal -Staff WELLBEING</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>What the Board Needs to Know: HR Planning and upcoming hiring season: Michelle Axell, Director of Human Resources and 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 style="text-align: center;"><b>FEBRUARY 24, 2022</b></p> <p><b>Kudos &amp; Recognition</b></p> <ul style="list-style-type: none"> <li>Above &amp; Beyond: Itinerant</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Financial Report January -consent agenda</li> <li>2022-2023 School Calendar Approval (recurring)</li> <li>HR Report: Resolution Reducing Programs and Positions (recurring) Michelle Axell will present a Resolution asking the Board to direct administration to make recommendations for any necessary reductions in programs and positions.</li> </ul> <p><b>Special Presentation -Coherence and Strategic Planning</b></p> <p><b>Annual Presentation</b></p> <p><b>Chair Report</b></p> <ul style="list-style-type: none"> <li>Trauma Sensitive Organization Ben M</li> </ul>
<p style="text-align: center;"><b>MARCH 10, 2022</b></p> <p style="text-align: center;"><b>Equity (60 min)   Equity Work Session</b></p> <p><b>Kudos &amp; Recognition</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> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>Approval of revised Administrative Organizational Plan (recurring)</li> </ul> <p>FY22 Budget Revision - annual report (action item) FY23 Budget Assumption/Program Withdrawal Report - Annual Report (Action item)</p>	<p style="text-align: center;"><b>MARCH 24, 2022</b></p> <p><b>Kudos &amp; Recognition</b></p> <ul style="list-style-type: none"> <li>Above &amp; Beyond: North Education Center</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Financial Report February - consent agenda</li> <li>Verbal update: Expansion of Furthering Your Education program (The Transforming Teaching &amp; Learning (TTL) Scholarship)</li> <li>What the Board Needs to Know about <a href="#">Operational Results</a> (recurring) (video)</li> <li>Approval of Contracts:</li> <li>FY23 - Food Services Prime Vendor Contract (consent agenda)</li> </ul>

<p><b>HR Closed Session (2209)</b></p> <ul style="list-style-type: none"> <li>Initial Review - Parameters for Negotiations</li> </ul>	<ul style="list-style-type: none"> <li>Approval of the RFQ Transportation Contracts</li> </ul> <p><b>Special Presentation -</b>  <b>Annual Presentation - none</b>  <u>Chair Report</u></p>
<p><b>APRIL 14, 2022</b></p>	
<p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>Above &amp; Beyond: Northern Star Online</li> <li>Gateway to College award?</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>HR Report: Discontinuing Educational Programs and Positions/Staff Reduction ULA Resolution (only if necessary)</li> <li>Organizational Chart Approval</li> </ul> <p><b>Special Presentation - none</b>  <b>Annual Presentation -</b></p> <ul style="list-style-type: none"> <li>Facilities - Long Term Facilities Maintenance Plan Approval - (Action item)</li> </ul> <p><u>Chair Report</u></p>	
<p><b>MAY 12, 2022</b></p> <p><b>RETIREMENT EVENT</b>  <b>5:00 PM - 6:30 PM</b></p>	<p><b>MAY 26, 2022</b></p>
<p><b>Kudos &amp; Recognition</b></p> <ul style="list-style-type: none"> <li>Itinerant</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Superintendent Evaluation Closed Session (carry over)</li> </ul> <p><b>Special Presentation - none</b>  <b>Annual Presentation - none</b></p> <ul style="list-style-type: none"> <li>Financial Report March - Quarterly update (Action)</li> </ul> <p><u>Chair Report</u></p>	<p><b>Kudos &amp; Recognition</b></p> <p>Above &amp; Beyond: South Education Center</p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>Superintendent's Evaluation Update (10 min)</li> <li>Approval of Computer Refresh (carry over)</li> <li>Financial Report April- consent agenda</li> </ul> <p><b>Special Presentation - none</b>  <b>Annual Presentation -</b></p> <ul style="list-style-type: none"> <li>Probationary Licensed, and Non-Licensed Non-Renewal Resolutions (recurring)</li> <li>Learning Conversations, Superintendent Luncheon Recap</li> </ul>
<p><b>JUNE 9, 2022</b></p>	<p><b>JUNE 23, 2022</b></p>
<p><b>Kudos &amp; Recognition/Spotlight</b></p> <ul style="list-style-type: none"> <li>2022 Graduation video</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <p>Jaynie Leung FY 23 Lease Agreement</p> <p><b>Special Presentation - none</b>  <b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>Food Services Report - (Annual Report)</li> <li>Annual Food Service Program Resolution <b>Action Item</b></li> <li>Liability and WC Renewal Rates</li> <li>Consent Agenda: Recommendation to Renew Teachers on Call (TOC) Agreement</li> </ul> <p><u>Chair Report</u></p> <p>Data Privacy &amp; Records policy bucket - 1st read</p>	<p><b>Kudos &amp; Recognition/Spotlight</b></p> <p>Above &amp; Beyond: West Education Center</p> <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 May (consent agenda)</li> <li>Special Education Monitoring Report (Ask Melissa)</li> <li>PrairieCare Partnership Report (Kate and Chad Jayasekera)</li> </ul> <p><b>Special Presentation - none</b>  <b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>KPI update / Strategic Plan update <b>HOLD for Aug/Sept meeting</b></li> <li>2022-23 Original Budget Approval - Annual Report <b>Action Item</b></li> <li>Approval of 2022-23 Rates. <b>Action Item</b></li> <li>Staff Reduction ULA Resolution (<b>Resolution</b>) Michelle Axell, Director of Human Resources, will present a Resolution placing tenured licensed staff on unrequested leave of absence.</li> <li>SEIU Local 284 – <b>Closed Session (Information)</b> Michelle Axell, Director of Human Resources will present the <i>Tentative Agreement</i> for Board approval. The School Board may hold a closed meeting to consider strategy for labor negotiations. Minn. Stat. §13D.03.</li> </ul> <p><u>Chair Report</u></p> <p>Data Privacy &amp; Records policy bucket - 2nd read</p>

**INTERMEDIATE DISTRICT 287**  
**December 29, 2021**  
**SCHOOL BOARD CALENDAR**

**December 2021**

01	Tuesday	Special Board Meeting	5:00PM	DSC
02	Tuesday	Special Board Meeting	5:00PM	DSC
03	Tuesday	Special Board Meeting	5:00PM	DSC
06	Tuesday	Special Board Meeting	5:00PM	DSC
07	Tuesday	Special Board Meeting	5:00PM	DSC
08	Tuesday	Special Board Meeting	5:00PM	DSC
09	Thursday	General Board Meeting	6:30PM	DSC
14	Tuesday	Local 2209/Board Breakfast	7:00AM	DSC-Rm316

***TENTATIVE*****January 2022**

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

**February 2022**

08	Tuesday	Get on the Bus	8:00AM	DSC
10	Thursday	General Board Meeting	6:30PM	DSC
22	Tuesday	Local 2209/Board Breakfast	7:00AM	DSC-Rm316
24	Thursday	General Board Meeting	6:30PM	DSC

**March 2022**

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

**April 2022**

12	Tuesday	Get on the Bus	8:00AM	DSC
14	Thursday	General Board Meeting	6:30PM	DSC
26	Tuesday	Local 2209/Board Breakfast	7:00AM	DSC-Rm316

**May 2022**

12	Thursday	General Board Meeting	6:30PM	DSC
26	Thursday	General Board Meeting	6:30PM	DSC

**June 2022**

09	Thursday	General Board Meeting	6:30PM	DSC
23	Thursday	General Board Meeting	6:30PM	DSC

◆ General Board Meeting – Date Change

◆ New Event

◆ Event Date Change



*Where School Boards Learn to Lead*



# January 13-14, 2022

## Minneapolis Convention Center

- Learning to Lead – School Board Basics: Phase I, January 11, Hilton Hotel Minneapolis
- Leadership Foundations – School Finance and Management: Phase II, January 12, Hilton Hotel Minneapolis
- Charter School Board Member Training, January 12, Hilton Hotel Minneapolis
- Evening Early Birds, January 12, Minneapolis Convention Center

# Conference at a Glance

## Tuesday, January 11

6:30 p.m. – 9:30 p.m. Learning to Lead – School Board Basics: Phase I (Hilton Hotel Minneapolis)

## Wednesday, January 12

8:30 a.m. – 4:00 p.m. Leadership Foundations – School Finance and Management: Phase II (Hilton Hotel Minneapolis)

8:30 a.m. – 3:30 p.m. Charter School Board Member Workshop (Hilton Hotel Minneapolis)

7:00 p.m. – 9:30 p.m. Early Bird Sessions (Minneapolis Convention Center)

- Inclusive School Board Leadership, Kinect Education
- When Board Meetings Go Sideways, MSBA staff

## Thursday, January 13

7:30 a.m. Registration

8:00 a.m. Exhibit Hall opens

8:00 a.m. Board Skills Sessions, MSBA staff

8:00 a.m. Board Chair Q & A with MSBA Executive Director

9:00 a.m. Opening Session (doors open)

- Keynote: John Miller: “Personal Accountability and the Question Behind the Question”

11:00 a.m. Exhibit Hall time

11:00 a.m. School Board and Superintendent Support Staff Networking Opportunity

11:00 a.m. School Excellence Showcase

11:30 a.m. Recognition Luncheon

12:50 p.m. Director District Discussions

1:30 p.m. Round Tables

2:30 p.m. Workshops

3:45 p.m. Workshops

5:00 p.m. Governor Tim Walz invited

Minnesota School Board Directors of Color and Indigenous Fellowship Awards and Celebration (after Governor)

## Friday, January 14

7:30 a.m. Registration & Exhibit Hall opens

8:00 a.m. Round Tables

9:15 a.m. Workshops

10:15 a.m. Closing Session (doors open)

- Keynote: Cindra Kamphoff: “Shifting Your Mindset: Developing Resilience and Grit in Uncertain Times”

Noon Adjourn

Visit <https://mnmsba.org/workshops-events/msba-leadership-conference> for more details.

Visit [www.mnmsba.org/LeadershipConferenceHousing](http://www.mnmsba.org/LeadershipConferenceHousing) to register for housing online or call 888-947-2233 between 9:00 a.m. and 3:00 p.m.

**Thank you to Ratwik, Rozak and Maloney, P.A.,  
for supporting the printing and mailing of this conference brochure.**

# Featured Speakers



**Thursday, January 13**

**John G. Miller**

**“Personal Accountability and The Question Behind the Question”**

In this last year, more than ever, board members have seen the all-too common traps of complaining, victim thinking, entitlement, finger-pointing, and blame from our communities and others in school districts. How do we practice personal accountability while bringing our communities and school districts back together for the common purpose of student achievement of all students?

Are you asking yourself:

- How can I provide leadership in this changing world?
- What can I do to develop myself?
- What can I do to understand other people’s challenges and frustration?
- How can I become part of the solution?

Explore a practical method for putting personal accountability into daily action for yourself and those around you. An invaluable resource for anyone seeking to learn, grow, and change in their leadership role and everyday life.

## **Biography**

John Miller was born in 1958 in Ithaca, N.Y. At 18, John asked 16-year-old Karen on a date and they married in June 1980. They finally settled in Minneapolis. In early 1986, John began a new career providing leadership and sales management training to Twin Cities’ corporations from all industries.

This is how and when John created *QBQ! The Question Behind the Question*. Throughout a decade of selling and facilitating training for executives and managers, he discovered the incredible need for personal accountability. In 1995, he chose to become a keynote speaker, titling his sessions “Personal Accountability and the QBQ!”—even though some people told him that “personal accountability isn’t a topic.” John’s speaking career took off and he began writing books, gaining the new title of “author.”



**Friday, January 14**

**Cindra Kamphoff**

**“Shifting Your Mindset: Developing Resilience and Grit in Uncertain Times”**

In uncertain times, we need to master our mindset and emotions every day to handle the challenges we experience in our lives and as school board members. Join Dr. Cindra Kamphoff, a consultant to the World’s Best, to learn how to lead yourself and your team with resilience and grit to embrace today’s challenges.

## **Biography**

Dr. Kamphoff is recognized nationally for her work and contributions to the field of performance psychology. As a leader, high performance coach, author, professor, and speaker, Dr. Kamphoff brings passion, energy, and authenticity to her work with athletes, performers, and business people. She believes we perform each day, and the strategies and skills used to enhance performance in sport are similar strategies and skills used to enhance life.

She received her M.S. and Ph.D. degrees in Sport and Performance Psychology from the University of North Carolina at Greensboro, and her B.S. from the University of Northern Iowa. She is the CEO of Mentally Strong Consulting, a consulting company that provides mental training for individuals, teams, and groups. She has over 20 years of work with elite, Olympic, college, and high school athletes.

# Pre-Conference Extras

Registration begins 30 minutes before each workshop.  
All workshops are held at the Hilton Hotel Minneapolis.

## **Learning to Lead – School Board Basics: Phase I**

6:30 p.m. – 9:30 p.m. Tuesday, January 11

Tuition is \$125. Walk-ins add \$10.

Help new board members hit the ground running with this session. *Learning to Lead – School Board Basics: Phase I* covers the role of the school board, the role of the superintendent, the leadership team relationship, and common scenarios facing new board members.

Visit <https://mnmsba.org/workshops-events/learning-to-lead-school-board-basics-phase-i> for more information and to register.

## **Leadership Foundations – School Finance and Management: Phase II**

8:30 a.m. – 4:00 p.m. Wednesday, January 12

Tuition is \$210. Walk-ins add \$20.

Presented by MSBA staff and state experts. *Leadership Foundations – School Finance and Management: Phase II* includes the training school boards are required to have by state law. The session covers core topics such as the budget, school finance, local levies, policies, significant laws affecting school boards, collective bargaining, and personnel issues.

Visit <https://mnmsba.org/workshops-events/leadership-foundations-school-finance-and-management-phase-ii> for more information and to register.

## **Charter School Board Member Workshop**

8:30 a.m. – 3:30 p.m. Wednesday, January 12

Tuition is \$210 for MSBA Charter Associates; \$270 for Non-Associates. Walk-ins add \$20.

Presented by MSBA staff. This workshop covers the three state-mandated areas for charter school board members: governance, employment, and finance. Charter school board members are required to start these workshops within six months of election to a charter school board and complete the workshops within one year.

Visit <https://mnmsba.org/workshops-events/charter-school-board-training> to register.

# Pre-Conference Extras: Evening Early Birds

Registration begins 30 minutes before each workshop.  
All workshops are held at the **Minneapolis Convention Center**.

## **Inclusive School Board Leadership**

7:00 p.m. – 9:30 p.m. Wednesday, January 12

Tuition: \$125; walk-ins add \$10

*Presenters: Staff, Kinect Education*

Inclusive School Board Leadership engages school board members to consider their role in creating equitable and inclusive learning environments. Ensuring a district-wide sense of value and belonging requires that all school board members have the tools they need to provide inclusive recommendations, make inclusive decisions, and achieve equitable success in academic outcomes. Join the partners of Kinect Education Group for an immersive and engaging session with tangible takeaways and tools for success as an inclusive school board member.

## **When Board Meetings Go Sideways**

7:00 p.m. – 9:30 p.m. Wednesday, January 12

Tuition: \$125; walk-ins add \$10

*Presenters: Staff, Minnesota School Boards Association*

Public school boards are facing more instances of public incivility, interruptions of meetings, and problems when citizens don't follow courtesies for open forum. Learn some strategies for keeping your board meetings on point and walk through some small group scenarios on handling difficult situations at board meetings. This workshop will be interactive and will involve table-top exercises.

## **Health & Safety**

MSBA will monitor the impact of the COVID-19 pandemic on in-person events. We are working closely with our hotels and the Minneapolis Convention Center to help mitigate and prevent the spread of COVID-19 to provide a safe conference experience. We are also following CDC (Centers for Disease Control) guidance, as well as local, state, and federal guidelines.

No matter our safety protocols, there is an inherent risk of exposure to COVID-19 with any public gathering. The best way to have a safe event is for everyone to be diligent about their own personal safety both inside and outside of the conference. With many school districts having implemented masking requirements, we anticipate that our conference safety guidelines will align with those policies. As our guidelines are finalized, we will continue to inform attendees through emails as well as on the MSBA website.

# Workshop Topics & Special Features

**Workshop topics:** In December, view a complete list of workshops with descriptions at <https://mnmsba.org/workshops-events/msba-leadership-conference>.

Workshop topics will include: School-Based Mental Health, Engineering in the Classroom, Board Meeting Management, Board-Superintendent Relationships, Contracts, Nutrition, Creative Collaboration, MSHSL, PELSB, Law Updates, Data Practices, Crisis Management, Finance, and much more.

## SPECIAL FEATURES

### Skills Sessions

Join us Thursday morning for special sessions on the nitty-gritty aspects of school boarding: The Open Meeting Law, superintendent contracts, and legislative advocacy. Board chairs can attend a special session to talk to MSBA Executive Director Kirk Schneidawind about what districts need from MSBA.

### School Excellence Showcase

Visit with proud Minnesota students and staff who are showcasing unique programs from their schools.

### Recognition Luncheon

Celebrate the accomplishments of Minnesota's school leaders at Thursday's luncheon. Registration is required.

### Director District Discussions and Elections

Your MSBA Director District representatives will be setting aside time to meet with board members from their region. Director Districts with openings on the MSBA Board of Directors will also have presentations from board members running for those positions. Bring any issues you'd like to discuss to add to the conversation.

### Round Tables

Join us for two 20-minute sessions 1:30 p.m. Thursday, and three rounds of 20-minute sessions 8:00 a.m. Friday in the Exhibit Hall. These informal sessions provide a great opportunity to converse with an expert in a small-group setting.

### Minnesota School Board Directors of Color and Indigenous (MSBDOCI) Fellowship Awards and Celebration

The Minnesota School Board Directors of Color and Indigenous Fellowship will present the 2022 Annual Lighthouse and Xiong Awards. All are welcome to attend.

### School Board and Superintendent Support Staff Networking Opportunity

Get to know other school district staff with similar positions and job duties. Share tips and tricks to become the most effective in your position. Connect and check-in with your colleagues.

# Join Us in Person

## Reserve Your Hotel Room Today

Housing is open for the 2022 MSBA Leadership Conference. MSBA encourages you to **make your hotel reservation early** at one of our long-time conference hotels (the Hilton Minneapolis, the Millennium Hotel, and Hyatt Regency Minneapolis).

Please visit <https://mnmsba.org/workshops-events/leadership-conference-housing> to make your housing reservations as early as possible.



R R M

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School Business Office Affairs

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# Update Board Members' Information As Soon As Election Results are Canvassed

## How Do I Update My Board Members' Information?

After Election Day, a district administrator needs to log into [www.mnmsba.org](http://www.mnmsba.org) and click on the Member Admin link (located toward the top right of the screen) to let us know who your new board member(s) are and who will be leaving your board. You will be asked to enter contact information (address, e-mail address, phone number, etc.) for the new board member(s).

## Why?

Registration for all MSBA events is online only. The MSBA database must be updated before event registration for any new board member(s) can occur.

## Registration

The Leadership Conference registration/tuition is FREE as a benefit to your district for being a member of MSBA. Even though the conference is free, please go online to register your attendees.

Other pre-conference and conference-related opportunities to register for include:

- Learning to Lead – School Board Basics: Phase I (\$125) – January 11, 2022
- Leadership Foundations – School Finance and Management: Phase II (\$210) – January 12, 2022
- Early Bird Workshops (\$125) – January 12, 2022
- The Recognition Luncheon (\$38) – January 13, 2022

To register for the above-mentioned opportunities, please visit <https://mnmsba.org>. After logging in, click on the "Member Admin" link at the top of the webpage and then click on "Event Registration." All registrations should go through your district office.

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**Watch for the MSBA Leadership Conference App!**

## Minnesota School Boards Association

1900 West Jefferson Avenue  
St. Peter, MN 56082

[www.mnmsba.org](http://www.mnmsba.org)

Phone: 507-934-2450

Fax: 507-931-1515

# Intermediate District 287

*RESPONSIVE. INNOVATIVE. SOLUTIONS.*

## Get on the Bus & Local 2209 Breakfast Schedule

2021-2022

### Get on the Bus



Tuesday, ~~December 7<sup>th</sup>~~ **November 30<sup>th</sup>**

North Education Center

Bus leaves 287 DSC @ 8:30 AM

Michèle Kunz

_____	_____
_____	_____
_____	_____
_____	_____

Tuesday, February 8<sup>th</sup>

West Education Center & Hennepin Tech Center

Bus leaves 287 DSC @ 8:30 AM

Michèle Kunz

_____	_____
_____	_____
_____	_____
_____	_____

Tuesday, April 12<sup>th</sup>

Itinerant Center

Bus leaves 287 DSC @ 8:30 AM

Michèle Kunz

_____	_____
_____	_____
_____	_____
_____	_____

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

Tuesday, December 14<sup>th</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Michèle Kunz \_\_\_\_\_

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Tuesday, February 22<sup>nd</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Michèle Kunz \_\_\_\_\_

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Tuesday, April 26<sup>th</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Michèle Kunz \_\_\_\_\_

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