

General Meeting of the Board
Thursday, May 12, 2022 6:30 PM

Boardroom / Teleconference
1820 Xenium Ln N
Minneapolis, MN 55441-3790

Agenda

1. **CALL TO ORDER** (*Action*)
2. **APPROVAL OF GENERAL MEETING AGENDA** (*Action*)
3. **AUDIENCE OPPORTUNITY TO SPEAK** (*Information*)
4. **APPROVAL OF CONSENT AGENDA** (*Action*)
 - 4.1. General Board Meeting Minutes from April 14, 2022
 - 4.2. Approval of Hennepin County Lease Agreement
 - 4.3. Approval of Agreement for Safety & Security Software
 - 4.4. Approval of 3 year (2022-2024) agreement for AHERA Asbestos Inspections for Intermediate District 287
5. **SHARE THE SUCCESS & RECOGNITION - (10 minutes)** (*Information*)
 - 5.1. Recognitions
6. **SUPERINTENDENT'S REPORT - (30 minutes)** (*Information*)
 - 6.1. Member District Survey
7. **INSTRUCTIONAL REPORT - None**
8. **BUSINESS SERVICES & LABOR RELATIONS REPORT - (40 minutes)**
 - 8.1. Facilities Report - None
 - 8.2. Financial Report (*Action*)
 - 8.2.1. Approval of Routine Monthly Finance Report
 - 8.3. Human Resource Report - None
9. **BOARD BUSINESS - (30 minutes)**
 - 9.1. Policy Review & Revision - None
 - 9.2. Board Reports
 - 9.2.1. Chair Report
 - 9.2.1.1. Safety and Security - **Closed Session** (*Information*)
 - 9.2.1.2. SEIU Local 284 - **Closed Session**
 - 9.2.1.3. Schedule Meeting for Board Review of SEIU Local 284 Grievance (*Action*)
 - 9.2.1.4. Superintendent Evaluation Process (*Information*)
 - 9.2.2. AMSD Report
 - 9.2.2.1. May 2022 AMSD Connections Newsletter (*Information*)
 - 9.3. District News
 - 9.3.1. School Board Planning Calendar
 - 9.3.2. May 12, 2022, Board Event Calendar
 - 9.3.3. 2021-2022 Graduation Schedule
 - 9.4. Once Around the Table
10. **ADJOURNMENT**

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

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](#))

DISTRICT 287 GENERAL MEETING OF THE BOARD
Intermediate District 287
April 14, 2022
MINUTES

1. CALL TO ORDER

Board Chair Crystal Brakke 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 Chair Brakke recited Intermediate District 287 mission statement “The mission of Intermediate District 287 is to be the premier provider of innovative specialized services to ensure that each member district can meet the unique learning needs of its students”.

A Roll Call was taken, and a quorum was declared with 9 member districts represented and the following Board members in attendance:

286	Brooklyn Center	Ruthie Dallas
272	Eden Prairie	Francesca Pagan
270	Hopkins	Shannon Andreson
278	Orono	Michèle Kunz
279	Osseo	Jackie Mosqueda-Jones
280	Richfield	Crystal Brakke
281	Robbinsdale	Sam Sant
283	St. Louis Park	Anne Casey
277	Westonka	Heidi Marty

Absent: 273/Neville and 284/Johansen

Guests:

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

287 Staff Members: Annie Mitty, Greg Krohn, Branden Peterson, and Shawn Garvey

2. APPROVAL OF GENERAL MEETING AGENDA

The general meeting agenda was presented for approval. *Motion by Ruthie Dallas, seconded by Heidi Marty, approve the meeting agenda. No votes against. Motion carried.*

3. OPEN FORUM FOR COMMUNITY COMMENTS - None

4. APPROVAL OF CONSENT AGENDA

The Consent Agenda was presented for approval. The Consent Agenda included the General Meeting of the Board Minutes from March 24, 2022, Change of Fiscal Agent for Hennepin West Education Consortium – Perkins Grant, and Routine Human Resources Activities for April 14, 2022. *Motion by Sam Sant, seconded by Ruthie Dallas, to approve the Consent Agenda as presented. No votes against. Motion carried.*

5. SHARE THE SUCCESS & RECOGNITIONS

Superintendent Lewandowski presented a video of Jon Fila who was a finalist for Minnesota Teacher of the Year.

6. SUPERINTENDENT’S REPORT

Ben Magras, Executive Director of School and Student Outcome, Annie Mitty, Program Facilitator, Kim Helgeson, Director of Technology, Brandon Peterson, Information Systems Architect, and Greg Krohn, Information Systems Architect. Ben and the team presented an overview of the newly created Data Dashboard.

Ben Magras, Executive Director of School and Student Outcome, and Tonya Allen, Director of Mental Health and Family Engagement shared the District’s progress in responding to the safety and mental health needs in Intermediate District 287.

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS

Facilities Report - None

Financial Report

Mae Hawkins, Executive Director of Business Services, presented an update on the current budget reduction process. A summary document entitled “[What the Board Needs to Know about 2022-23 Budget Reduction.](#)”

Human Resources Report - None

9. BOARD BUSINESS

Policy Review & Revision - None

Chair Report

Superintendent Lewandowski and Radious Guess, Director of Equity and Inclusion, presented an update on the recent 2022 NSBA Annual Conference. A summary document entitled "[What the Board Needs to Know about NSBA 2022 Annual Conference.](#)"

Superintendent Lewandowski presented an update on the Gender Inclusion Policy.

AMSD Report

Once Around the Table

10. ADJOURNMENT

Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 8:39 PM.

The next general meeting will be held on May 12, 2022, 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



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Hennepin County Leased Space at Ann Bremer Education Center

April 28, 2022

Author

Mae Hawkins Executive Director Business Services

Summary

The Juvenile Probation Office within Hennepin County has leased space at Ann Bremer Education Center for the past three (3) years. They are seeking an extension of the lease for an additional three (3) year term.

- Term of the extended lease is 7/1/22 – 6/30/25
- Both parties may terminate the lease at any time with 30 days' notice

Recommendation

It is recommended that the Board approve this lease agreement as presented.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Approval of Agreement for Safety/Security Software

May 12, 2022

Authors

Jacob Horejsh, Senior Manager, Health, Safety, and Security
Mae L. Hawkins, Executive Director of Business Services

Summary

The Safety Response Team, as part of our comprehensive review, identified an opportunity to move to a more effective and industry standard emergency notification and visitor management platform. It is proposed that the District will implement Raptor Technologies across our District. This system is considered state of the art, and very widely used with schools across Member Districts and the State of Minnesota due to usability and functionality in hopes of improving safety and security across the District.

Fiscal Impact/Funding Source

The District is aware of the potential for minimal increases on an annual basis and is prepared to allocate Safe Schools Funding for the ongoing cost.

Recommendation

It is recommended that the school board approve the agreement with Raptor Technologies for a period of 36 months, starting July 1, 2022 with a total three year cost not to exceed \$51,703, consisting of Year 1 startup costs of \$14,426 and Year 1 annual cost of \$11,824, Year 2 annual cost not to exceed \$12,416 and Year 3 annual cost not to exceed \$13,037.

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Approval of 3 year (2022-2024) agreement for AHERA Asbestos Inspections for Intermediate District 287

May 12, 2022

Author

Kurt Vredenburg, Senior Facilities Manager
Mae L. Hawkins, Executive Director of Business Services

Summary

These inspections are required for the Ann Bremer Education Center by the Environmental Protection Agency (EPA's) Asbestos Hazard Emergency Response Act (AHERA)-40 CFR Part 763.85.

The intent of this Three Year Contract is to spread the cost of the AHERA inspection services over three fiscal years, which allows the district to budget the same amount for these services each year. It also allows the district to fix the cost of future inspections for the three- year period.

The dates of inspections and payment terms are as follows,

Round 1 periodic Inspection (June 2022)	\$500.00
Round 2 periodic Inspection (December 2022)	\$500.00
Round 3 periodic Inspection (June 2023)	\$500.00
Round 4 periodic inspection (December 2023)	\$500.00
Round 5 periodic inspection (June 2024)	\$500.00
Third Year Re-Inspection (December 2024)	\$900.00
Total Three-Year Contract	\$3,400.00

Recommendation

It is recommended that the school board approves the 3-year AHERA Asbestos Inspection contract.



Teaching & Learning Program Update

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Program Overview

What programs are these?

Area Learning Center Academies	Career Tech Pathways
Enrichment Programs	Online Learning

	Current Participation	Pre-COVID High	Member Districts	Fast Facts
ALC	172	243	11	4 sites, full-day programs for students under grad incentives Funding: ADM flow-through
HTC	230	370	9	10 course areas, 2-hour blocks Articulated MN State credit Funding: district fees
DI	430	1750	7	Creative problem-solving tournament for region & state Funding: fees & scholarships
WSSS	877	1119	11	120 challenge courses, full day, 5 x week-long sessions Funding: fees & scholarships

District survey

Where should we go in the future?

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Survey scope

GROUP	#
Career Tech Contacts	7
Counselors	13
Enrichment Contacts	10
Principals/APs	6
T&L Directors	7
Superintendents	6

- Phase 1: Gauge current understanding
- Phase 2: Deeper dive into specific questions
- Sent to 104 representatives from members
- 49 responses from March 22 - April 15
- Focus on ALC, Career Tech, Enrichment
- Key areas to gather feedback:
 - Awareness of usage
 - Satisfaction with programs used
 - Further information needed
 - Additional comments

Awareness

- Many are not aware of usage
 - Role may limit exposure
 - Many new to position
 - Limited reach of survey

Which programs does your district use?
(that you are aware of)

Group	PW	ALC	DI	WS
Career Tech Contacts	7	2	0	0
Counselors	11	11	1	0
Enrichment Contacts	3	4	4	10
Principals/APs	2	5	0	2
T&L Contacts	3	5	1	6
Superintendents	5	6	4	4

Satisfaction

- Many responses are Unsure (45-85%)
- Most who have an opinion are satisfied
- Only a very small number are not at all satisfied (1 each)
- Satisfaction highest among program contacts

Respondents with an opinion

Program [n]	Highly/ Satisfied	Somewhat/ Not Satisfied
HTC [27]	78%	22%
ALC [26]	85%	15%
DI [7]	71%	29%
WSSS [21]	81%	19%

Suggestions and Comments

- Overall
 - Full reviews for new leadership
 - Additional follow up
 - Regular updates and communication
- Pathways
 - More course offerings and hands-on work
 - More communication on progress
- ALC
 - Support for remediation, similar programs
- Enrichment
 - Details on student demographics, feedback

West Suburban Summer School Racial Equity Plan

- Goal: increase BIPOC participation to match population
- Barriers addressed
 - Changed registration
 - Added scholarships
 - Work with districts on transportation
- Improvement areas
 - Teacher Recruitment
 - Course offerings
 - Student outreach

Next Steps

Phase 2: Deeper dive on specifics

- Individual district summaries
- Follow up meetings with leadership
- Expanded outreach and feedback gathering
- Long term plans
 - WSSS Equity plan extension
 - Pathways course offerings
 - ALC opportunities in Project-Based Learning

QUESTIONS?

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



Regular Meeting – May 12, 2022

AGENDA SECTION: BUSINESS SERVICES REPORT

ITEM: Approval of Routine Monthly Finance Report

PRESENTED BY: Mae Hawkins, Executive Director of Business Services

1. Background Information

The March Budget vs. Actual Reports are presented for Board information and review. These reports indicate that year-to-date revenue in all funds total \$67,387,591 or 62.7% of the Revenue Budget of \$107,471,010. The District’s monthly revenue will continue to be based upon the cash payments we receive from MDE Special Education Uniform Tuition system and other state aids. Revenue will be made whole at the end of each fiscal year as we calculate all of our receivables and recognize the revenue receivable as part of the audit.

Year-to-date expenditures in all funds total \$70,240,890, or 64.8% of the Expenditure Budget of \$108,331,213.

DDA

Attachments

2. Fiscal Impact/Funding Source: None

3. RECOMMENDED ACTION: Board approval of the Monthly Finance Report Items as presented.

4.
Motion by: _____ Yes ____ Passed ____

Second by: _____ Yes ____ Failed ____

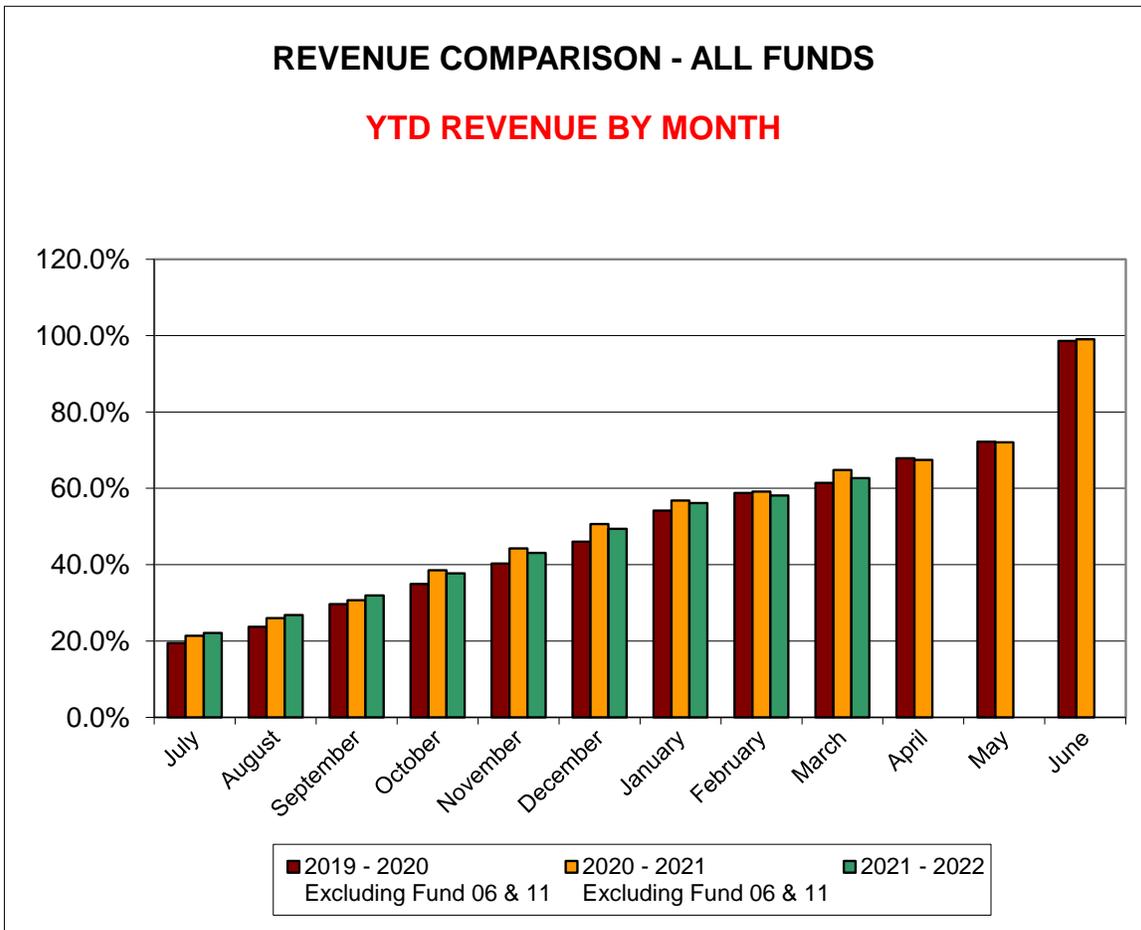
Abstentions: _____

DISTRICT 287
REVENUE COMPARISON

Month	2019 - 2020		2020 - 2021		2021 - 2022	
	Excluding Fund 06 & 11		Excluding Fund 06 & 11			
	\$	%	\$	%	\$	%
	Amount	of Budget	Amount	of Budget	Amount	of Budget
July	22,526,381	19.5% ¹	23,045,139	21.3% ²	23,731,333	22.1%
August	4,938,169	23.7% ¹	4,992,183	26.0% ²	5,084,693	26.8%
September	6,849,779	29.6% ¹	5,108,432	30.7% ²	5,527,550	32.0%
October	6,136,978	34.9% ¹	8,500,611	38.6% ²	6,233,283	37.8%
November	6,188,449	40.3% ¹	6,125,945	44.2% ²	5,744,399	43.1%
December	6,662,707	46.0% ¹	6,926,379	50.7% ²	6,751,237	49.4%
January	9,383,971	54.1% ¹	6,603,947	56.8% ²	7,295,217	56.2%
February	5,422,778	58.8% ¹	2,594,384	59.2% ²	2,102,436	58.1%
March	3,026,005	61.4% ¹	6,080,355	64.8% ²	4,917,443	62.7%
April	7,430,333	67.8% ¹	2,873,340	67.5% ²		
May	5,048,705	72.2% ¹	4,939,931	72.0% ²		
June	30,577,603	98.6% ¹	29,145,602	99.0% ²		
TOTAL	114,191,856	98.6%	106,936,248	99.0%	67,387,591	62.7%
BUDGET	115,793,894¹		107,978,713²		107,471,010	

¹ excludes Funds 06 & 11 budgeted revenue of \$86,194

² excludes Funds 06 & 11 budgeted revenue of \$28,500



Board- Revenue/Expense Summary by Fund Report

March

2021-2022

Intermediate District No. 287

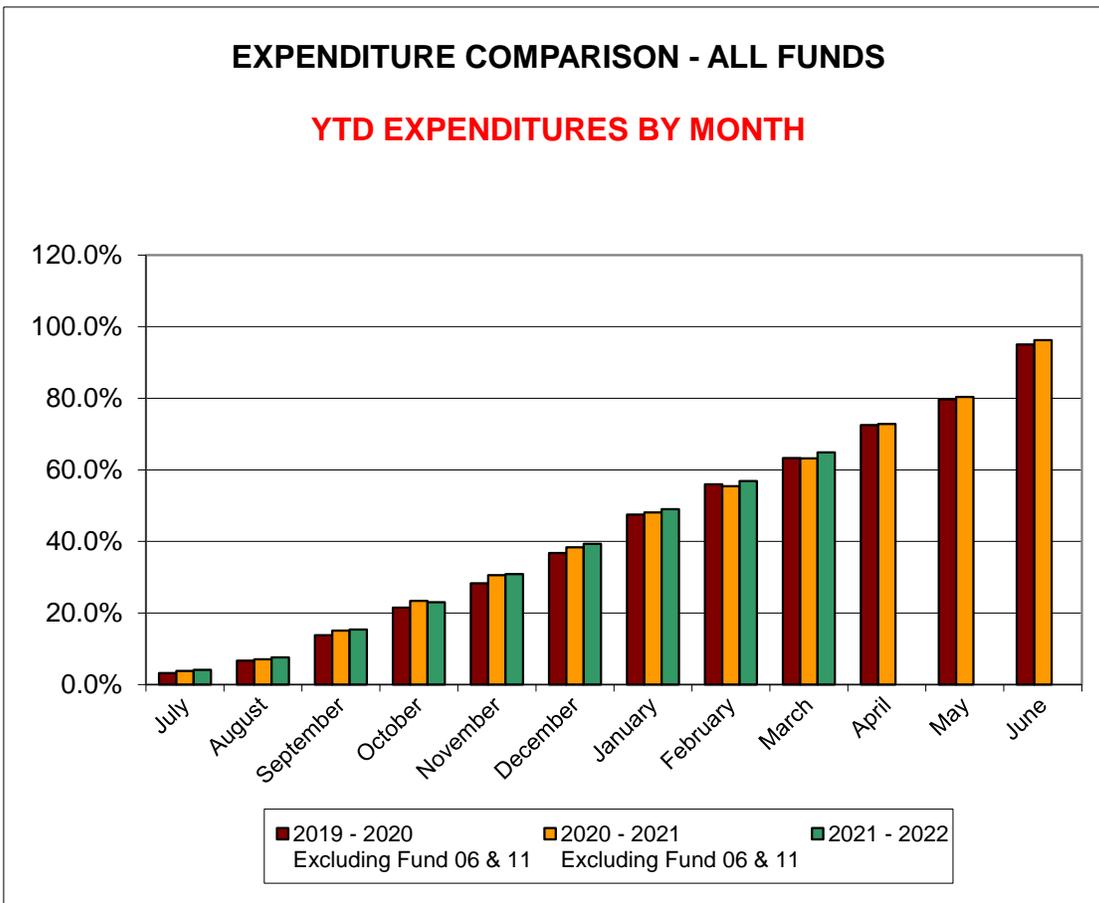
Revenue Fund	Prior YE Act	Budget	MTD Activity	YTD Activity	% Used	YTD Unrealized
01 - GENERAL FUND	16,259,913.31	17,327,115.00	186,326.47	4,872,008.50	28.12%	12,455,106.50
02 - FOOD SERVICE FUND	707,653.10	888,498.00	44,110.78	288,412.92	32.46%	600,085.08
04 - COMMUNITY SERVICE FUND	0.00	0.00	0.00	0.00		0.00
06 - BUILDING CONSTRUCTION FUND	17.39	0.00	0.00	0.00		0.00
07 - DEBT SERVICE FUND	8,343,042.49	8,169,571.00	0.00	6,970,151.94	85.32%	1,199,419.06
08 - TRUST FUND	0.00	0.00	0.00	0.00		0.00
10 - SCHOLARSHIP FUND	2,162.92	1,367.00	0.00	3,857.75	282.21%	-2,490.75
11 - EDGEWOOD LTFM BOND FUND	23.64	0.00	0.00	0.00		0.00
12 - ALC - ACADEMIC FUND	8,378,439.10	9,628,627.00	473,913.68	2,542,422.31	26.40%	7,086,204.69
13 - CAREER & TECH FUND	1,084,353.25	1,159,517.00	0.00	1,126,702.33	97.17%	32,814.67
14 - SPECIAL EDUCATION FUND	58,456,369.29	57,615,395.00	2,835,426.21	40,604,794.50	70.48%	17,010,600.50
20 - INTERNAL SERVICE FUND	638,383.80	636,000.00	60,693.94	456,977.70	71.85%	179,022.30
21 - SELF HEALTH INSURANCE FUND	13,064,048.41	12,029,720.00	1,315,972.41	10,518,513.95	87.44%	1,511,206.05
51 - STUDENT CLUB FUND	1,882.20	15,200.00	999.50	3,748.61	24.66%	11,451.39
Total Revenue	106,936,288.90	107,471,010.00	4,917,442.99	67,387,590.51	62.70%	40,083,419.49

DISTRICT 287
EXPENDITURE COMPARISON

Month	2019 - 2020		2020 - 2021		2021 - 2022	
	Excluding Fund 06 & 11		Excluding Fund 06 & 11			
	\$	%	\$	%	\$	%
	Amount	of Budget	Amount	of Budget	Amount	of Budget
July	3,679,480	3.2% ¹	4,177,239	3.8% ²	4,493,228	4.1%
August	3,943,776	6.7% ¹	3,598,620	7.1% ²	3,753,484	7.6%
September	8,172,502	13.8% ¹	8,693,373	15.0% ²	8,447,438	15.4%
October	8,740,956	21.5% ¹	9,144,055	23.4% ²	8,194,961	23.0%
November	7,836,546	28.3% ¹	7,897,782	30.6% ²	8,523,649	30.8%
December	9,588,270	36.7% ¹	8,444,956	38.3% ²	9,205,713	39.3%
January	12,328,880	47.5% ¹	10,697,937	48.1% ²	10,442,639	49.0%
February	9,612,601	55.9% ¹	8,032,344	55.4% ²	8,521,055	56.8%
March	8,426,944	63.3% ¹	8,529,603	63.2% ²	8,658,724	64.8%
April	10,518,060	72.5% ¹	10,515,187	72.8% ²		
May	8,227,221	79.7% ¹	8,314,387	80.4% ²		
June	17,517,170	95.1% ¹	17,379,894	96.3% ²		
TOTAL	108,592,405	95.1%	105,425,376	96.3%	70,240,890	64.8%
BUDGET	114,246,965 ¹		109,506,874 ²		108,331,213	

¹ excludes Funds 06 & 11 budgeted expenditures of \$5,685,666

² excludes Funds 06 & 11 budgeted expenditures of \$1,739,175



Board- Revenue/Expense Summary by Fund Report

March	2021-2022	Intermediate District No. 287				
Expenditure Fund	Prior YE Act	Budget	MTD Activity	YTD Activity	% Used	YTD Unrealized
01 - GENERAL FUND	16,413,082.71	18,687,460.00	1,487,910.86	12,429,239.62	66.51%	6,258,220.38
02 - FOOD SERVICE FUND	707,653.10	888,498.00	81,512.10	538,926.84	60.66%	349,571.16
04 - COMMUNITY SERVICE FUND	0.00	0.00	0.00	0.00		0.00
06 - BUILDING CONSTRUCTION FUND	409,249.22	0.00	0.00	0.00		0.00
07 - DEBT SERVICE FUND	6,590,460.87	6,584,826.00	0.00	4,243,322.26	64.44%	2,341,503.74
08 - TRUST FUND	0.00	0.00	0.00	0.00		0.00
09 - AGENCY FUND	0.00	0.00	0.00	0.00		0.00
10 - SCHOLARSHIP FUND	1,612.00	8,137.00	0.00	3,413.34	41.95%	4,723.66
11 - EDGEWOOD LTFM BOND FUND	167,794.85	0.00	0.00	0.00		0.00
12 - ALC - ACADEMIC FUND	10,760,249.90	10,683,091.00	836,953.46	6,535,019.79	61.17%	4,148,071.21
13 - CAREER & TECH FUND	1,514,310.50	1,122,820.00	97,248.67	683,369.42	60.86%	439,450.58
14 - SPECIAL EDUCATION FUND	57,773,178.91	58,218,777.00	5,057,335.96	37,328,252.94	64.12%	20,890,524.06
20 - INTERNAL SERVICE FUND	689,372.56	684,320.00	47,494.15	437,370.37	63.91%	246,949.63
21 - SELF HEALTH INSURANCE FUND	10,969,670.42	11,436,774.00	1,049,085.25	8,038,032.35	70.28%	3,398,741.65
51 - STUDENT CLUB FUND	5,785.16	16,510.00	1,183.05	3,943.47	23.89%	12,566.53
Total Expenses	106,002,420.20	108,331,213.00	8,658,723.50	70,240,890.40	64.84%	38,090,322.60

Intermediate District 287

Responsive. Innovative. Solutions.

INTER-OFFICE MEMORANDUM

DATE: **April 20, 2022**

TO: Members of the School Board

FROM: Mae L. Hawkins, Executive Director of Business Services

RE: **Cash Report - March** Claims, Payroll, Receipts, and Investments

A. Recommendation: Request the Board approve payment of the items listed below:

1. A/P payments for:	March 2022	Totaling	<u>\$</u>	<u>4,317,707.20</u>
a) Check #'s	109301 - 109536			
and Wire Transfers - #'s	4000001121 - 4000001144, 9000003355 - 9000003429			
2. Payroll for:	March 2022	Totaling	<u>\$</u>	<u>2,835,427.80</u>
a) Check #'s	60029 - 60030			
b) Direct Deposit #'s	9000085078 - 9000086893			
3. Receipts for:	March 2022	Totaling	<u>\$</u>	<u>5,413,300.08</u>
a) Receipt #'s	20220718 - 20220808			
4. Invest. at end of mo.	March 2022			
a) Fund 01 - General Fund			<u>\$</u>	<u>17,969,686.50</u>

This report has been prepared under the direction of Dave Anderson and is presented for approval by the School Board. Dave and I would be glad to answer any questions.

INTERMEDIATE DISTRICT 287
 INVESTMENTS ON HAND
 MARCH 2022

#01-104-00 - Investments (General)

INSTITUTION	RATE OF RETURN (%)	PURCHASE DATE	MATURITY DATE	AMOUNT INVESTED
PMA - MNTrust IS Account Balance	0.038			1,184.62
PMA - MNTrust Savings Deposit Account - Bell Bank	0.240			12,026,575.78
PMA - MNTrust Savings Dep. Acct. - Nexbank, SSB - ICS	0.240			5,941,926.10
PMA - MNTrust Term Series	0.030			-
Total PMA - MNTrust Investments on Books				17,969,686.50

ACTIVITY DETAIL:

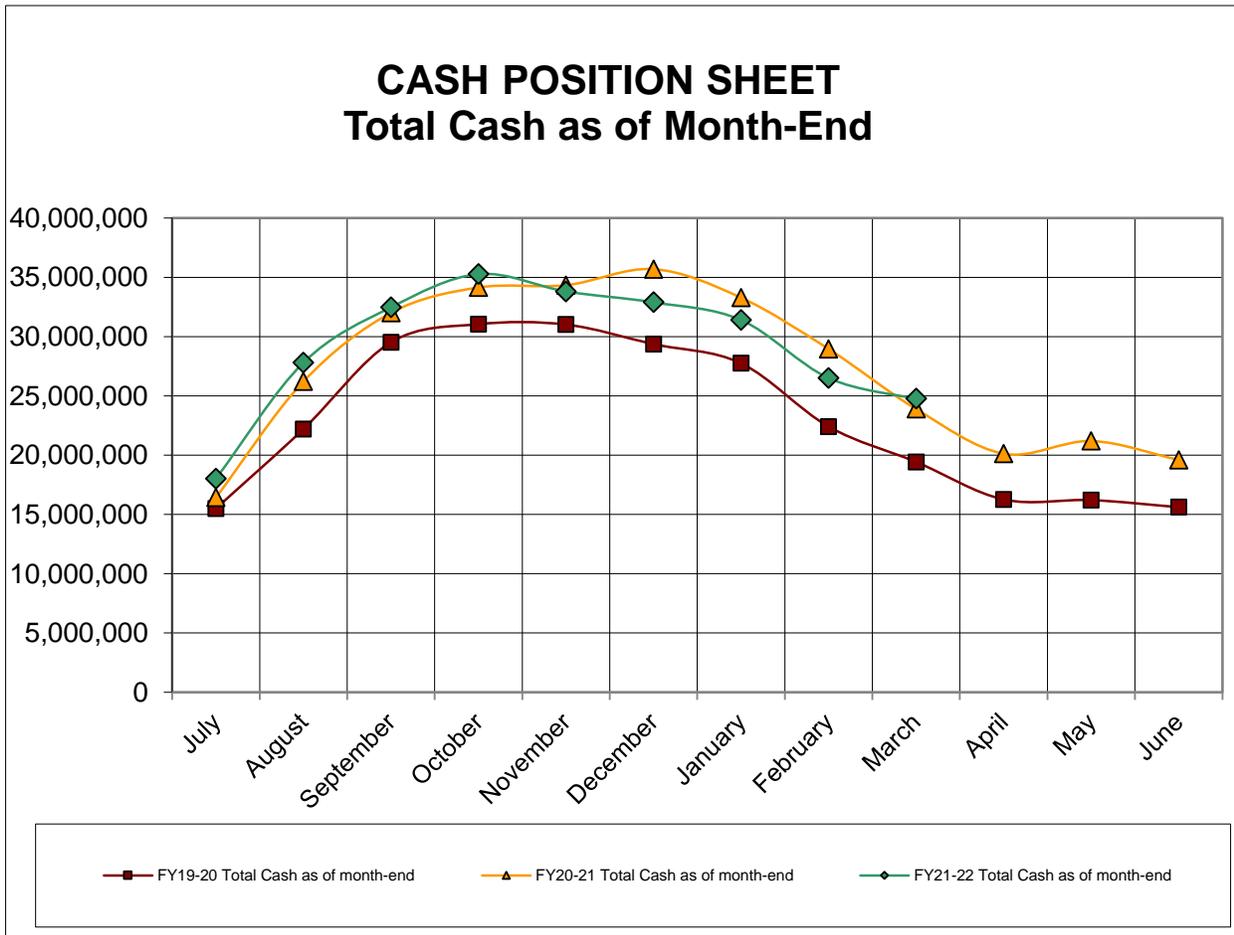
Investments on our Book at End of Prior Month	17,966,778.11
Current Month Activity	
Deposits	-
Withdrawals	-
Interest Earned - Recorded	1,621.51
Interest Earned - Recorded for Prior Month	1,286.88
Dividends Earned	-
Interest Earned - Not Recorded by Month-end	-
Total Investments at End of Month & Un-recorded Interest	17,969,686.50

Intermediate District 287

Cash and Investment Position Sheet- Monthly Total Net Cash- All Accounts

<u>Date</u>	<u>FY19-20 Total Cash as of month-end</u>	<u>FY20-21 Total Cash as of month-end</u>	<u>FY21-22 Total Cash as of month-end</u>
July	15,498,346	16,420,292	18,017,954
August	22,200,255	26,210,789	27,800,108
September	29,515,756	32,002,725	32,465,869
October	31,046,296	34,140,570	35,267,999
November	31,013,291	34,331,406	33,804,263
December	29,361,403	35,688,169	32,887,416
January	27,748,108	33,279,452	31,397,362
February	22,407,221	28,953,988	26,497,584
March	19,426,171	23,888,891	24,760,657
April	16,262,715	20,119,050	
May	16,209,940	21,191,254	
June	15,614,833	19,600,706	

- Includes Self-Funded Insurance Cash Balances.



INTERMEDIATE DISTRICT 287

MARCH 2022 ACTIVITY

ELECTRONIC TRANSFERS IN:

DATE	TO	AGENCY	RECEIPT #	AMOUNT	DESCRIPTION
3/2/2022	MSDLAF	MN STATE MMB	20220775	240,057.04	MA 3RD PARTY BILLING
3/3/2022	MSDLAF	APPLE CLICS	20220776	18.11	APPLE CLICS JANUARY 2022
3/9/2022	MSDLAF	HENNEPIN COUNTY	20220777	3,076.00	CHILD CARE ASSISTANCE NEC
3/10/2022	MSDLAF	121 BENEFITS	20220778	32.95	COBRA DENTAL PREMIUM
3/10/2022	MSDLAF	MN STATE MMB-FNS	20220779	7,927.92	CHILD NUTRITION FEBRUARY 2022 - ABEC
3/10/2022	MSDLAF	MN STATE MMB-FNS	20220780	17,116.31	CHILD NUTRITION FEBRUARY 2022 - NEC
3/10/2022	MSDLAF	MN STATE MMB-FNS	20220781	9,352.49	CHILD NUTRITION FEBRUARY 2022 - SEC
3/10/2022	MSDLAF	MN STATE MMB-FNS	20220782	6,814.24	CHILD NUTRITION FEBRUARY 2022 - WEC
3/10/2022	MSDLAF	GIVE MN	20220783	100.00	GIVE MN DONATION - SEC
3/10/2022	MSDLAF	MN DEPT OF EDUCATION-034	20220784	932.50	ESSER II
3/15/2022	MSDLAF	MN STATE MMB	20220785	2,444,783.96	IDEAS GEN ED, SP ED
3/15/2022	MSDLAF	HENNEPIN COUNTY	20220786	521.20	CHILD CARE ASSISTANCE NEC
3/16/2022	MSDLAF	MN STATE MMB	20220787	12.04	MA 3RD PARTY BILLING
3/17/2022	MSDLAF	HENNEPIN COUNTY	20220788	2,808.00	CHILD CARE ASSISTANCE NEC
3/22/2022	MSDLAF	HENNEPIN COUNTY	20220789	330.40	CHILD CARE ASSISTANCE NEC
3/24/2022	MSDLAF	MN STATE MMB-FNS	20220790	1,941.32	CHILD NUTRITION FEBRUARY 2022 - HDWY N
3/25/2022	MSDLAF	GIVE MN	20220791	375.00	GIVE MN DONATION
3/25/2022	MSDLAF	HENNEPIN COUNTY	20220792	878.40	CHILD CARE ASSISTANCE NEC
3/29/2022	MSDLAF	HENNEPIN COUNTY	20220793	2,863.20	CHILD CARE ASSISTANCE NEC
3/30/2022	MSDLAF	MN STATE MMB	20220794	89,196.58	IDEAS GEN ED
3/30/2022	MSDLAF	MN STATE MMB	20220795	58,903.59	MA 3RD PARTY BILLING
3/31/2022	MSDLAF	APPLE CLICS	20220796	40.96	APPLE CLICS FEBRUARY 2022
3/31/2022	MSDLAF	COBRA	20220797	26,286.95	COBRA MARCH PAYMENTS
3/31/2022	MSDLAF	MERCHANT SERVICES - ABEC	20220798	110.00	STUDENT DEFERRED REVENUE
3/31/2022	MSDLAF	MERCHANT SERVICES - NEC	20220799	100.00	STUDENT DEFERRED REVENUE
3/31/2022	MSDLAF	MERCHANT SERVICES - SEC	20220800	330.00	STUDENT DEFERRED REVENUE
3/31/2022	MSDLAF	MERCHANT SERVICES - WEC	20220801	15.00	STUDENT DEFERRED REVENUE
3/31/2022	MSDLAF	MSDLAF	20220802	443.73	INTEREST EARNED MARCH 2022
3/31/2022	MSDLAF	PAYPAL	20220803	410,700.66	MARCH TUITION
3/31/2022	MSDLAF	SQUARE - ABEC STUDENT CLUB FUNDRAISER	20220804	999.50	MARCH STUDENT CLUB SALES
3/31/2022	MSDLAF	SQUARE - BREMER BEAN SHOP ABEC	20220805	1,030.51	MARCH STORE SALES
3/31/2022	MSDLAF	SQUARE - JITTERBUG NEC	20220806	2,180.09	MARCH STORE SALES
3/31/2022	MSDLAF	SQUARE - COMMON GROUNDS SEC	20220807	1,249.65	MARCH STORE SALES
3/31/2022	MSDLAF	SQUARE - SNACK SHACK WEC	20220808	1,176.91	MARCH STORE SALES

MTD TOTALS

3,332,705.21

INTERMEDIATE DISTRICT 287
MARCH 2022 ACTIVITY

WIRE TRANSFERS OUT:

DATE	FROM	AGENCY	WIRE #	AMOUNT	DESCRIPTION
3/7/2022	MSDLAF	Bank of Montreal	4000001122	52,187.74	P-Card Expense
3/10/2022	MSDLAF	HealthPartners	4000001121	217,850.77	HPAI Claims
3/10/2022	MSDLAF	US Bank	9000003355-9000003377	5,217.31	Staff Reimbursements
3/15/2022	MSDLAF	BPAS	4000001123	52,723.79	Veba
3/15/2022	MSDLAF	Educators Benefit Consultants	4000001124	89,760.63	403b Retirement
3/15/2022	MSDLAF	MN Dept of Revenue	4000001125	81,234.24	State Taxes
3/15/2022	MSDLAF	Public Employees Retirement	4000001126	117,339.10	Pera
3/15/2022	MSDLAF	Teachers Retirement Assn	4000001127	199,959.35	Tra
3/15/2022	MSDLAF	US Bank	4000001128	490,168.45	Federal Taxes
3/15/2022	MSDLAF	US Bank	9000085078-9000085986	1,406,981.47	Payroll
3/17/2022	MSDLAF	HealthPartners	4000001129	1,166.00	HealthPartners
3/17/2022	MSDLAF	HealthPartners	4000001130	261,617.05	HPAI Claims
3/17/2022	MSDLAF	Cash Management Services	4000001131	180.56	Cash Management Services
3/24/2022	MSDLAF	Educators Benefit Consultants	4000001132	121.66	403b Retirement
3/24/2022	MSDLAF	HealthPartners	4000001133	187,396.11	HPAI Claims
3/24/2022	MSDLAF	US Bank	9000003378-9000003429	6,933.01	Staff Reimbursements
3/31/2022	MSDLAF	BPAS	4000001134	52,547.70	Veba
3/31/2022	MSDLAF	Educators Benefit Consultants	4000001135	92,341.62	403b Retirement
3/31/2022	MSDLAF	MN Dept of Revenue	4000001136	82,627.45	State Taxes
3/31/2022	MSDLAF	Public Employees Retirement	4000001137	117,313.02	Pera
3/31/2022	MSDLAF	Teachers Retirement Assn	4000001138	204,263.78	Tra
3/31/2022	MSDLAF	US Bank	4000001139	498,380.38	Federal Taxes
3/31/2022	MSDLAF	Benefit Resource Inc	4000001140	66,377.32	Flex Spending Account Payments
3/31/2022	MSDLAF	Educators Benefit Consultants	4000001141	1,636.91	403b Retirement
3/31/2022	MSDLAF	HealthPartners	4000001142	262,619.55	HPAI Claims
3/31/2022	MSDLAF	MN State Retirement	4000001143	816.00	403b Retirement
3/31/2022	MSDLAF	Benefit Resource Inc	4000001144	9,847.80	Flex Spending Monthly Invoice
3/31/2022	MSDLAF	US Bank	9000085987-9000086893	1,428,370.01	Payroll
3/31/2022	MSDLAF	US Bank	600029	76.32	Payroll
3/31/2022	MSDLAF	US Bank	600029	(76.32)	Payroll
3/31/2022	MSDLAF	US Bank	600030	76.32	Payroll

MTD TOTALS

5,988,055.10

DONATION REPORT
INTERMEDIATE DISTRICT 287
2021-2022

MARCH 2022

DONATION DATE	DESCRIPTION	VIN#	EST VALUE	DONOR	CAMPUS	PROGRAM
3/1/2022	WSSS SCHOLARSHIP		\$250.00	ANDERSON, HEIDI	DSC	WSSS
3/8/2022	WSSS SCHOLARSHIP		\$100.00	BALIGA, SUNANDA	DSC	WSSS
3/7/2022	WSSS SCHOLARSHIP		\$20.00	BERANEK, ROCHELL	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$10.00	BOSIRE, SARA	DSC	WSSS
3/18/2022	WSSS SCHOLARSHIP		\$25.00	BREITENFELDT, MARIA	DSC	WSSS
3/2/2022	WSSS SCHOLARSHIP		\$10.00	BRILL, NATALIE	DSC	WSSS
3/5/2022	WSSS SCHOLARSHIP		\$10.00	BUNCH, AMY	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$20.00	CRAWFORD, LYNNETTE	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$10.00	DECKER, TAMARA	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$10.00	DIERKHISING, JENNA	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$20.00	FARB, IIANA	DSC	WSSS
3/17/2022	WSSS SCHOLARSHIP		\$10.00	FRALEY, WILLIAM	DSC	WSSS
3/15/2022	WIRE TRANSFER		\$375.00	GIVE MN	SEC	ALL
3/31/2022	WIRE TRANSFER		\$262.24	GIVE MN	SEC	ALL
3/10/2022	WSSS SCHOLARSHIP		\$25.00	GUSENIUS, HEIDI	DSC	WSSS
3/4/2022	WSSS SCHOLARSHIP		\$100.00	HAZELTON, ELIZABETH	DSC	WSSS
3/17/2022	WSSS SCHOLARSHIP		\$50.00	HEITLAND, KANDANCE	DSC	WSSS
3/14/2022	WSSS SCHOLARSHIP		\$20.00	HOLEC, SHERI	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$100.00	HONG, KAREN	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$5.00	HUANG, SHENGUHUA	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$50.00	JEFFERS, BARBARA	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$25.00	KENNEDY, JENNIFER	DSC	WSSS
3/17/2022	WSSS SCHOLARSHIP		\$50.00	LAURITSEN, JESSICA	DSC	WSSS
3/4/2022	WSSS SCHOLARSHIP		\$5.00	LEISINGER, STEPHANIE	DSC	WSSS
3/6/2022	WSSS SCHOLARSHIP		\$25.00	LORENTZ, BRIAN	DSC	WSSS
3/7/2022	WSSS SCHOLARSHIP		\$25.00	MAHLING, HOLLY	DSC	WSSS
3/9/2022	WSSS SCHOLARSHIP		\$10.00	MCLAFFERTY, RACHEL	DSC	WSSS
3/11/2022	WSSS SCHOLARSHIP		\$20.00	MENDES, HELOZIA	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$50.00	MEYER, STEPHANIE	DSC	WSSS
3/10/2022	WSSS SCHOLARSHIP		\$5.00	MEYERS, TONYA	DSC	WSSS

DONATION REPORT
INTERMEDIATE DISTRICT 287
2021-2022

MARCH 2022

DONATION DATE	DESCRIPTION	VIN#	EST VALUE	DONOR	CAMPUS	PROGRAM
3/3/2022	WSSS SCHOLARSHIP		\$30.00	MOODY, LAURA	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$25.00	NORMAN, ROSE	DSC	WSSS
3/9/2022	WSSS SCHOLARSHIP		\$10.00	PADIYAR, SHASHANK	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$100.00	PETERSON, LINDA	DSC	WSSS
3/4/2022	WSSS SCHOLARSHIP		\$250.00	PILAKOWSKI, HEATHER	DSC	WSSS
3/11/2022	WSSS SCHOLARSHIP		\$10.00	RIEM, ERIN	DSC	WSSS
3/5/2022	WSSS SCHOLARSHIP		\$50.00	REIMANN, KRISTIN	DSC	WSSS
3/2/2022	WSSS SCHOLARSHIP		\$20.00	ROBINS, MITCHELL	DSC	WSSS
3/10/2022	WSSS SCHOLARSHIP		\$50.00	RUBOVITS, TRACY	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$10.00	RUSSELL, JOANN	DSC	WSSS
3/3/2022	WSSS SCHOLARSHIP		\$50.00	RUZICKA, TRACEY	DSC	WSSS
3/10/2022	WSSS SCHOLARSHIP		\$5.00	SEEMAN, AMY	DSC	WSSS
3/18/2022	WSSS SCHOLARSHIP		\$50.00	SHEARER, ERICA	DSC	WSSS
3/2/2022	WSSS SCHOLARSHIP		\$20.00	SOEFFKER, MARGAUX	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$25.00	SPANGELER, DIANE	DSC	WSSS
3/25/2022	WSSS SCHOLARSHIP		\$25.00	SPONG, MARYANNE	DSC	WSSS
3/5/2022	WSSS SCHOLARSHIP		\$100.00	SULLIVAN, NAAMUA	DSC	WSSS
3/2/2022	WSSS SCHOLARSHIP		\$10.00	SURYANARAYAN, RAMAMURTHY	DSC	WSSS
3/1/2022	WSSS SCHOLARSHIP		\$10.00	XING, ZHQIANG	DSC	WSSS
3/6/2022	WSSS SCHOLARSHIP		\$100.00	YAZIGI, NATALIA	DSC	WSSS
		TOTAL	\$2,647.24			

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

Regular Meeting – May 12, 2022

AGENDA SECTION: CHAIR REPORT

ITEM: Board Review of SEIU Local 284 Grievance

PRESENTED BY: Anne Becker, General Counsel

1. Background Information

SEIU Local 284 represents administrative support, facilities, and food service staff. The Local filed a grievance on behalf of 9 members of the facilities team on 3/4/22.

The grievance has been through the first three levels of the grievance process which are described in the Contract as follows: Level I is between the employee and the supervisor; Level II is between the Executive Director, the supervisor, and the employee; and Level III is between the employees’ Union representative and the Director of HR. The fourth level is a grievance review conference with Board representatives. The grievants have requested the conference. The Board representatives for the conference will be the four Board officers (Shannon Andreson, Crystal Brakke, Ruthie Dallas, and Regina Neville) and Anne Becker.

This grievance will be mentioned at the May 12 Board meeting because Local 284 Contract language requires that the Board, at its next scheduled meeting after the grievants have requested Board review, must schedule the grievance conference.

The Board will need to take action to schedule the conference for May 25, 2022 from 10-11 a.m.

2. Fiscal Impact/Funding Source: None

3. RECOMMENDED ACTION: The Board approves a motion to schedule a Board conference for May 25, 2022 from 10:00 a.m. – 11:00 a.m., pursuant to SEIU Local 284 Master Contract, Article XIX, Section E regarding the grievance over the interpretation of Article XI, Section G, Subd. 3. as presented.

Motion by: _____ Yes ____ Passed ____

Second by: _____ Yes ____ Failed ____

Abstentions: _____

WHAT THE BOARD NEEDS TO KNOW

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

SEIU Local 284 E-Learning Day Grievance

Author

Anne Becker, General Counsel

Background

SEIU Local 284 represents administrative support, facilities, and food service staff. The Local filed a grievance on behalf of 9 members of the facilities team on 3/4/22. The grievance is included below.

The grievance has been through the first three levels of the grievance process which are described in the Contract as follows: Level I is between the employee and the supervisor; Level II is between the Executive Director, the supervisor, and the employee; and Level III is between the employees' Union representative and the Director of HR. Despite the Contract language regarding who should be present at each of the grievance levels, the SEIU Local 284 President (not an employee of the District), Union stewards, and some of the grievants have been present at every level. I expect the same will be true when Board representatives hold their grievance review conference on May 25. The Board representatives will be the four Board officers (Shannon Andreson, Crystal Brakke, Ruthie Dallas, and Regina Neville) and me.

This grievance will be mentioned in our May 12 Board meeting because Local 284 Contract language requires that the Board, at its next scheduled meeting after the grievants have requested Board review, must schedule the grievance conference. The meeting date and time (May 25, from 10-11) will be the only thing that will be said about the grievance at the Board meeting. There will be no public discussion of the grievance, its merits, or a potential outcome of the conference between the grievants and the Board.

Next steps: After the grievance conference is held, the Board representatives will make a decision and create a written response to the grievance, which will be sent to the grievants within 15 days of the conference. The full Board will also be apprised of the decision. If the grievance is not satisfactorily resolved as a result of the conference, the Local may request to take the grievance to arbitration within fifteen (15) days of the Board's response.

Grievance

Facilities Class Action Grievance:

I, the undersigned believe District 287's interpretation of Article XI, Section G Subd. 3 Facilities Reporting is not in good faith as it applies to the E-Learning day of 02/22/2022 by withholding an additional personal day.

"Subd 3. Facilities Reporting: Facilities maintenance workers and skilled facilities maintenance workers are considered "critical staff" and should make their best effort to report at their assigned sites. All facilities staff who report for and complete their assigned shift when all District-owned sites have been closed by the Superintendent shall receive an additional personal day. Facilities department staff will contact the principal of their site and their immediate supervisor if their attendance is not possible. Critical staff unable

to report at their assigned sites must also enter their absence into the District's absence reporting system.”

[Signed by 9 members of the Facilities team]

Note:

The Superintendent did not close “all District-owned sites” on 2/22/22. She instructed staff that the e-learning day was a work day but they were not required to report to their sites. The buildings were still open for staff to access as needed to provide e-learning to students.

A separate communication went out to the facilities staff to report to the buildings as it was a work day and their work requires them to be at a site.

For those Board members who are interested in additional background information, I have included the Contract language which describes the process for Level IV of the grievance procedure, and the District denials of the grievance after the Level II and Level III grievance meetings:

Local 284 Contract Language for Board Review of Grievances

Section E. School Board Review: Within ten (10) days after the Level III grievance response, an employee who is not satisfied with the disposition of the grievance shall file with the Superintendent a written request for a conference with the School Board regarding the grievance. At its next meeting, the School Board shall set a time for a conference of the employee with a committee or representative(s) of the School Board, which conference shall take place within fifteen (15) days of the Board meeting. The Board shall indicate the disposition of the grievance in writing, with a copy to the employee and the Exclusive Representative within fifteen (15) days of the conference. If the grievance is not satisfactorily resolved as a result of such conference, it may be referred to arbitration within fifteen (15) days of the Board's response.

District Responses to the Level II and III Grievance Meetings

Level I does not require a written response from the District; Kurt Vredenburg, Facilities Operations Senior Manager, sent an email denying the grievance after the initial grievance meeting was held.

The Level II response was sent by Mae Hawkins, Executive Director of Business Services:

The Local filed a grievance on March 4, 2022, on behalf of 9 members who allege the District's interpretation of Article XI, Section G, Subd. 3 Facilities Reporting is not in good faith as it applies to the E-Learning day of 2/22/2022 by withholding an additional personal day.

Contract Language:

“Section G. Site Closure or Program Cancellation: The Superintendent or official designee has sole authority to close District sites or cancel student programs.

Subd. 1. Site Closure (neither students nor staff should report to that site): The Superintendent's action to close a District site(s), including leased sites and those owned by other entities, would cancel student programs held there and indicate that District staff whose only assignment(s) is/are in that site(s) should not report and do not have to take leave for the day. Staff who are assigned to more than one site are expected to report to any sites that are open. Conditions may dictate different decisions for different sites. If an employee has approved paid or unpaid leave already registered in the automated leave/substitute system scheduled for the same day as a site closure, their paid leave (if registered as paid time) or their salary (if registered as unpaid) shall not be deducted.

Subd 2. Program Cancellation (staff should report or take leave): The Superintendent's action to cancel student programs means that those programs will not serve students,

but does not mean that the site is “closed” to staff. Therefore, staff should report to work or enter their absence into the automated leave/substitute system.

Subd 3. Facilities Reporting: Facilities maintenance workers and skilled facilities maintenance workers are considered “critical staff” and should make their best effort to report at their assigned sites. All facilities staff who report for and complete their assigned shift when all District-owned sites have been closed by the Superintendent shall receive an additional personal day. Facilities department staff will contact the principal of their site and their immediate supervisor if their attendance is not possible. Critical staff unable to report at their assigned sites must also enter their absence into the District’s absence reporting system.”

Representatives from the Local and the District met on March 11, 2022, to identify the issues and attempt to reach a satisfactory settlement. A satisfactory settlement was not reached and Local 284 made the request to proceed to Level II. This response is based on the grievance information and issues discussed at the March 11 and March 23 meetings to attempt to reach a satisfactory settlement.

Summary of Local’s Arguments in Support of Requested Remedy

The Local makes the following arguments in support of its remedy to award an additional personal day for the E-Learning day of 2/22/2022:

- Intent of the contract language is a benefit for reporting on a “snow day” and “snow day” has been replaced by E-Learning day
- Other staff were not in the building or expected to report to the building as the communication on 2/22/22 states

“**Reporting: Staff** should not report to their site. Staff should work from home to provide e-learning for our students.”

Summary of District Arguments Against the Requested Remedy

A summary of the District arguments against the requested remedy are:

- The additional personal day provision in the contract for Facilities maintenance workers and skilled facilities maintenance workers was not triggered by this event as the Contract language states “The Superintendent or official designee has sole authority to close District sites or cancel student programs.” and includes triggering language of “when all District-owned sites have been closed by the Superintendent.”
 - The Superintendent message states that 2/22/22 was an E-Learning day and therefore all district-owned sites were not closed by the Superintendent. All staff were expected to work and complete their full workdays on 2/22/22. “**E-Learning Day Reporting Information:** Staff are expected to be “on” their full workday and report either remotely or in-person, determined by District administration in collaboration with building leaders.”
 - The communication for 2/22/22 clearly states “Our buildings will be open and staff have the option of reporting to work at their site.”
- Background Information on E-Learning Days
 - The District implemented and communicated the E-Learning day procedure in December 2021 which clearly differentiates the difference between an E-Learning Day and District Closure

- E-Learning Day - Students learn from home and staff either report remotely, or they report on-site.
 - District Closure: No school day for students or staff (everyone stays home).
- Language intention was to provide an incentive when Facilities maintenance workers and skilled facilities maintenance workers were expected to work and other district staff were not expected to work - on an E-learning day all district staff are expected to work or take a day of leave.

Level II Determination: This grievance argues for a benefit that is not supported by Contract language. The District is committed to following the *actual language* of the Contract, not the Union's characterization of the *intent* of the language.

The Level III response was sent by Michelle Axell, HR Director:

The Local filed a grievance on March 4, 2022, on behalf of nine members who allege the District's interpretation of Article XI, Section G, Subd. 3 Facilities Reporting is not in keeping with the intent of the language as it applies to the E-Learning day of 2/22/2022.

The parties met on April 6 for a Level III hearing. Please refer to the Level II Grievance Response for a summary of the arguments made at the earlier meeting. This Response contains only those arguments that were not addressed in the Level II Response.

Summary of Local's Arguments in Support of Requested Remedy

The Local makes the following arguments in support of its remedy to award an additional personal day for the E-Learning day of 2/22/2022:

- Facilities staff do not feel valued or respected by the District.
- The grievants could have brought this same grievance for the COVID-19 closures this year but did not do so in order to support the District's ability to retain the necessary flexibility to combat the spread of the virus.

Summary of District Arguments Against the Requested Remedy

A summary of the District arguments against the requested remedy are:

- We are truly sorry that Facilities staff believe that they are not valued. They are both valued and appreciated. This is shown in tangible ways: compared to their counterparts at other districts, their salaries are competitive and their comprehensive and mostly District-paid-for benefits show that the District is invested in their health and wellness. Kurt and administration will be working together to better communicate how much we value Facilities staff and our respect and appreciation for the work they do.
- There was no closure of all District-owned sites, including for COVID, this school year.

Level III Determination: This grievance argues for a benefit that is not supported by Contract language. The District is committed to following the actual language of the Contract.

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 st Meeting of the Month	2 nd Meeting of the Month
--------------------------------------	--------------------------------------

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

- KPI update / Strategic Plan update HOLD for Aug/Sept meeting

Spotlight - TBD

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

- **What the Board Needs to Know**
Emergency and Crisis Plans for 2021-22 Jake Horejsh
..... (Action)
- **What the Board Needs to Know** MSBA Resolution on TTM funding(Action)

OCTOBER 14, 2021

Kudos & Recognition

Consent Agenda OR What the Board Needs to Know

OR Verbal Update

Special Presentation

Annual Presentation

OCTOBER 28, 2021

Kudos & Recognition

- Above & Beyond: Ann Bremer Education Center (virtual)

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

- Insurance Premium Rate recommendation

Special Presentation

- 2021 Strategic Priorities/Coherence Impact Report and Presentation - [Presentation](#)

Annual Presentation

- Financial Report September - Quarterly Update (Action)
- Facilities Report

- HR Closed Session:
 - Local 2209 Negotiations - Update 2021-2023 Contract

NOVEMBER 11, 2021

(Only one Board meeting this month!)

Kudos & Recognition

- Above & Beyond: Care & Treatment

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

- Fund balance transfers (consent agenda item)
- Joint Powers Agreement - AWARE Grant
- PSEO Agreement - HTC

Special Presentation: Board Work Session

- KPI update & School Improvement Plans update - 2020-21 plans (30 min) *(carryover from last year)*

Annual Presentation

- Grant updates - Ben and Jon [SRCL update] *(carryover from last year)*
- Update on Key Performance Indicators
 - What the Board Needs to Know about Emergency & Crisis Plans *(Action)*
 - Jake Horejsh, Student & Staff Safety Manager - Health and Safety will present a brief overview of our 21-22 emergency preparedness plan and answer questions.
- HR Closed Session:
 - Local 2209 Negotiations - Tentative Agreement 2021-2023 Contract
 - 2021-2023 Employment Guide for Administrative and Unaffiliated Employees

DECEMBER 9, 2021

(Only one Board meeting this month!)

Kudos & Recognition

- Above & Beyond: District Service Center
- Above & Beyond: Care & Treatment

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)*
- Data Presentation (PowerBI)

Annual Presentation

- Officer Election Process - (Chair Report)
- World's Best Workforce Report & ESSA Update (Jon Ben)
- Unaudited Financial Report for FY21 (action item)
- 2021-2022 Yearly ADM Summary

<p style="text-align: center;">JANUARY 13, 2022 <i>*Organizational Meeting</i></p> <p>Election of Board Officers Oath of Office Annual Resolutions</p> <ul style="list-style-type: none"> • Electronic signatures resolution - was this included in the annual resolutions? <i>(Please move to the annual organizational meeting)</i> • FY20 Audit - Auditor Presentation - (Annual Report) (recurring) (action item) <i>(Please move to top of Agenda behind election of officers)</i> • Financial Report November (consent agenda) • Report on UBER goal including strategic implementation plans and budget Legislative Platform file:///Users/sllewandowski/Downloads/2022%20Legislative%20Priorities.pdf 	<p style="text-align: center;">JANUARY 27, 2022 Regular Meeting</p> <p>Kudos & Recognition</p> <ul style="list-style-type: none"> • Above & Beyond: Hennepin Technical College programs <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> • Superintendent Mid-Year Evaluation Procedure (recurring) <p>Special Presentation -</p> <p>Annual Presentation</p> <ul style="list-style-type: none"> • Financial Report December - Quarterly update (action item) • 2021-22 Budget Update and 22-23 Budget Planning • Equity Policy First Read
<p style="text-align: center;">FEBRUARY 10, 2022</p> <p>Kudos & Recognition *online student letter</p> <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> • Update on Culture and Climate Uber Goal -Staff WELLBEING • What the Board Needs to Know about Community Support following the Feb 1, 2022tragedy at SEC (ELR and Deb Carlson-Doom) <p>Special Presentation</p> <ul style="list-style-type: none"> • <p>Annual Presentation</p> <ul style="list-style-type: none"> • ESSA submissions for schools identified for Comprehensive Support and Improvement (will recur annually) • Equity Policy Second Read 	<p style="text-align: center;">FEBRUARY 24, 2022</p> <p>Kudos & Recognition</p> <ul style="list-style-type: none"> • Above & Beyond: Itinerant <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> • Financial Report January -consent agenda • HR Report: Resolution Reducing Programs and Positions (recurring) Michelle Axell will present a Resolution asking the Board to direct administration to make recommendations for any necessary reductions in programs and positions. <p>Special Presentation -Data (PowerBI) Presentation (Ben)</p> <p>Under HR Report: What the Board Needs to Know: HR Planning for the upcoming hiring season: Michelle Axell, Director of Human Resources will share the recruitment & hiring outlook for 2022-2023.</p> <p>Annual Presentation Chair Report</p> <ul style="list-style-type: none"> • Trauma Sensitive Organization Ben M <p>FY22 Budget Revision - annual report (action item)</p>

MARCH 10, 2022

Equity (60 min) | Equity Work Session

Kudos & Recognition

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

- Confidentiality Commitments

Special Presentation

Annual Presentation

- Approval of revised Administrative Organizational Plan (recurring)
- FY23 Budget Assumption/Program Withdrawal Report - Annual Report (Action item)
- 2022-2023 School Calendar Approval (recurring)
- Approval of On-site Solar Contracts for Ann Bremer Education Center, North Education Center, District Service Center and West Education Center. (Rich Ragatz from Ideal Energies will share a presentation prior to board approval.)

MARCH 24, 2022

Kudos & Recognition

- Above & Beyond: North Education Center

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

- Financial Report February - consent agenda
- Verbal update: Expansion of Furthering Your Education program (The Transforming Teaching & Learning (TTL) Scholarship)
- What the Board Needs to Know about [Operational Results \(recurring\)](#) (video)
- Approval of Contracts:
- FY23 - Food Services Prime Vendor Contract (consent agenda)
- Approval of the RFQ Transportation Contracts
- Facilities - Long Term Facilities Maintenance Plan Approval - (Action item)

Special Presentation - Data Dashboard?

Annual Presentation - none

Chair Report

HR Report: Approval of 2022-2023 District 287 School Calendar (Action)

Michelle Axell, Director of Human Resources, will present the proposed calendar for the 2022-2023 school year and the Board will be asked to approve it.

APRIL 14, 2022

Kudos & Recognition/Spotlight

- Above & Beyond: Northern Star Online
- Gateway to College award?

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

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

Special Presentation - none

Annual Presentation -

- Chair Report

MAY 12, 2022

RETIREMENT EVENT
5:00 PM - 6:30 PM

Kudos & Recognition

- Itinerant

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

- Superintendent Evaluation Closed Session (carry over)

Special Presentation - none

Annual Presentation - none

- Financial Report March - Quarterly update (Action)

Chair Report

MAY 26, 2022

Kudos & Recognition

Above & Beyond: South Education Center

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

- Superintendent's Evaluation Update (10 min)
- Approval of Computer Refresh (carry over)
- Financial Report April- consent agenda

Special Presentation - none

Annual Presentation -

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

JUNE 9, 2022

Kudos & Recognition/Spotlight

- 2022 Graduation video

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

Jaynie Leung FY 23 Lease Agreement
Approval of HTC Lease Agreement
Approval of HTC PSEO Agreement

Special Presentation - none

Annual Presentation

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

Chair Report

Data Privacy & Records policy bucket - 1st read

JUNE 23, 2022

Kudos & Recognition/Spotlight

Above & Beyond: West Education Center

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

- Financial Report May **(consent agenda)**
- Special Education Monitoring Report (Ask Melissa)
- PrairieCare Partnership Report (Kate and Chad Jayasekera)

Special Presentation - none

Annual Presentation

- **KPI update / Strategic Plan update HOLD for Aug/Sept meeting**
- 2022-23 Original Budget Approval - Annual Report **Action Item**
- Approval of 2022-23 Rates. **Action Item**
- Staff Reduction ULA Resolution **(Resolution)**
Michelle Axell, Director of Human Resources, will present a Resolution placing tenured licensed staff on unrequested leave of absence.
- SEIU Local 284 – **Closed Session (Information)**
Michelle Axell, Director of Human Resources will present the *Tentative Agreement* for Board approval. The School Board may hold a closed meeting to consider strategy for labor negotiations. Minn. Stat. §13D.03.

Chair Report

Data Privacy & Records policy bucket - 2nd read

INTERMEDIATE DISTRICT 287
May 12, 2022
SCHOOL BOARD CALENDAR

May 2022

12	Thursday	General Board Meeting	6:30 PM	DSC
19	Thursday	Superintendent Lewandowski Retirement Celebration	4:00 PM	Green Mill
26	Thursday	287 Districtwide Retirement Celebration	5:30 PM	DSC
26	Thursday	General Board Meeting	6:30 PM	DSC

June 2022

07	Tuesday	Ann Bremer Education Center Transition Graduation	9:00 AM	ABEC
07	Tuesday	Ann Bremer Education Center High School Graduation	10:30 AM	ABEC
07	Tuesday	Headway Academy South Graduation	TBD	TBD
07	Tuesday	North Education Center/Academy Graduation	6:00 PM	NEC
08	Wednesday	Headway Academy North Graduation	TBD	TBD
08	Wednesday	South Education Center CIP & FOCUS Graduation	11:00 AM	SEC
08	Wednesday	South Education Center/SUN/Intersect/Phase Transition Graduation	1:00 PM	SEC
08	Wednesday	South Education Center SECA & InVEST High Graduation	6:00 PM	SEC
08	Wednesday	Henn Tech College - Transition Graduation	9:00 AM	HTC
08	Wednesday	Henn Tech College – Gateway to College Graduation	11:00 AM	HTC
08	Wednesday	West Education Center High School Graduation	2:00 PM	WEC
08	Wednesday	West Education Center – W-Alt Graduation	3:00 PM	WEC
09	Thursday	General Board Meeting	6:30 PM	DSC
23	Thursday	General Board Meeting	6:30 PM	DSC

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

2022 Graduation Events Schedule

Please RSVP to Wauneen

Tuesday, June 7, 2022

Time	Graduation	Board Member RSVP
9:00 a.m.	Ann Bremer Education Center - Gymnasium 6601 Xylon Ave. North Brooklyn Park, MN 55428 (map) Tier 2 Transition, Tier 3 High School, Tier 3 Transition	
10:30 a.m.	Ann Bremer Education Center - Gymnasium 6601 Xylon Ave. North Brooklyn Park, MN 55428 (map) Tier 2 Transition, Tier 3 High School, Tier 3 Transition	
1:00 p.m.	Ann Bremer Education Center - Gymnasium 6601 Xylon Ave. North Brooklyn Park, MN 55428 (map) Tier 2 High School	
TBD	Headway Academy South Tier 2 & 3 High School	
6:00 p.m.	North Education Center - Gymnasium 5530 Zealand Ave. N New Hope, MN 55428 (map) NECA and Special Education combined	

Wednesday, June 8, 2022

Time	Graduation	Board RSVP
9:00 a.m.	Hennepin Technical College Gateway to College & Transition HTC 13100 College View Drive Eden Prairie, MN 55347 (map) Transition HTC	
11:00 a.m.	South Education Center – Gymnasium 7450 Penn Avenue South Richfield, MN 55423 (map) CIP and FOCUS	
11:00 a.m.	Hennepin Technical College Gateway to College & Transition HTC 13100 College View Drive Eden Prairie, MN 55347 (map) Gateway	
1:00 p.m.	South Education Center – Gymnasium 7450 Penn Avenue South Richfield, MN 55423 (map) SEC/SUN/Intersect/Phase Transition/ & SUN	

2:00 p.m.	West Education Center 11140 Bren Road W Minnetonka, MN 55343 (map) Tier 3 HS: 2:00- 3:00 PM	
3:00 p.m.	West Education Center 11140 Bren Road W Minnetonka, MN 55343 (map) W-Alt: 3:00-5:00 PM	
6:00 p.m.	South Education Center – Gymnasium 7450 Penn Avenue South Richfield, MN 55423 (map) SECA & InVEST High	