

General Meeting of the Board
Thursday, February 27, 2025 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 February 13, 2025
 - 4.2. Routine Human Resources Activities for February 27, 2025
 - 4.3. Monthly Financial Report for January 2025
 - 4.4. Approval of Closing Educational Opportunity Gaps Grant Program from the MN Department of Education
 - 4.5. Approval of Department of Employment and Economic Development (DEED) Drive for Five Grant
 - 4.6. Approval of Full-Service Community School Start-Up Grant from the MN Department of Education (NEC)
 - 4.7. Approval of Full-Service Community School Start-Up Grant from the MN Department of Education (SEC)
 - 4.8. Approval of Full-Service Community School Start-Up Grant from the MN Department of Education (WEC)
 - 4.9. Approval of Funds from Hennepin County State Health Improvement Program (SHIP) – Employee Wellness
 - 4.10. Approval of Minnesota Service Cooperatives (MSC) Career & Technical Education (CTE) Impact Funding Grant
 - 4.11. Approval of Project AWARE (Advancing Wellness and Resiliency in Education) Local Education Agency Grant
 - 4.12. Approval of Legislatively-named Special Education Apprenticeship Program
5. **SHARE THE SUCCESS & RECOGNITION - (10 minutes)** (*Information*)
 - 5.1. Above & Beyond: North Education Center
 - 5.2. School Board Recognition Week
6. **SUPERINTENDENT'S REPORT - (10 minutes)** (*Action*)
 - 6.1. Condominium Sale
7. **INSTRUCTIONAL REPORT - None**
8. **BUSINESS SERVICES & LABOR RELATIONS REPORT - None**
 - 8.1. Facilities Report - None
 - 8.2. Financial Report - None
 - 8.3. Human Resource Report - None
9. **BOARD BUSINESS - (10 minutes)** (*Information*)
 - 9.1. Policy Review & Revision (*Action*)
 - 9.1.1. 410 Family and Medical Leave Policy
 - 9.1.2. 417 Chemical Use/Misuse Policy
 - 9.2. Board Reports

- 9.2.1. Chair Report - None
- 9.2.2. AMSD Report
 - 9.2.2.1. February 2025 AMSD Connections Newsletter
- 9.3. District News
 - 9.3.1. School Board Planning Calendar
 - 9.3.2. February 27, 2025, Board Event Calendar
 - 9.3.3. 2024-2025 Get on the Bus/Local 2209 & Board Meeting 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
February 13, 2024
MINUTES

1. CALL TO ORDER

Board Chair Casey called the general meeting to order at 6:32 PM in the District Service Center Boardroom and by the use of District 287 Teleconferencing. Board Member Dan Ginestra 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 10 member districts represented and the following Board members in attendance:

286	Brooklyn Center	Richard Zeck
273	Edina	Michael Birdman
270	Hopkins	Shannon Andreson
276	Minnnetonka	Michael Remucal
278	Orono	Karen Orcutt
279	Osseo	Keith Tate
280	Richfield	Crystal Brakke
281	Robbinsdale	Caroline Long
283	St. Louis Park	Anne Casey
284	Wayzata	Dan Ginestra

Absent: 272/Ross and 279/Roath

Guests: Valerie Dosland

287 Administration: Superintendent Doud, Dr. Tonya Allen, Camille Hepola, Brian Schultz, Kevin Witherspoon, Kiarra Zackery, and Wauneen Denson-Mgeni

287 Staff Members: Rachel Prost, Amanda Cook, Veronica Jacobson, and Ryan Wilson

2. APPROVAL OF GENERAL MEETING AGENDA

The general meeting agenda was presented for approval. *Motion by Shannon Anderson, seconded by Karen Orcutt, approve the meeting agenda. All in favor. 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 minutes from Organizational Board Meeting Minutes from January 23, 2024 and General Meeting of the Board Minutes from January 23, 2024. *Motion by Michael Birdman, seconded by Michael Remucal to approve the Consent Agenda as presented. All in favor. Motion carried unanimously.*

5. SHARE THE SUCCESS & RECOGNITIONS

Amanda Cook, the Principal at the Ann Bremer Education Center (ABEC), along with Veronica Jacobson, the Special Education Music Teacher, proudly introduced Tremier Berry, a 9th-grade ABEC student. In an inspiring video shared during the presentation, Tremier opened up about his exciting work experience at CCX Media, where he had the chance to dive into the world of studio work, cameras, and editing equipment. With a goal of becoming a producer and screenwriter, he shared his heartfelt reflections about his journey at District 287. Tremier expressed his deep appreciation for the amazing teachers, supportive staff, and dedicated administration who have always been there for him, offering kindness and encouragement every step of the way.

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS

Financial Report

Jim Eichten from of LB Carlson, LLP, (formally Malloy, Montague, Karnowski, Radosevich & Co.) presented a summary of the FY24 Audit. *Motion by Karen Orcutt, seconded by Michael Birdman, to approve the FY24 Audit as presented, No votes against. Motion carried.* Eichten also commended the finance department for the high quality of the financial data and adherence to the budget.

6. SUPERINTENDENT'S REPORT

Superintendent Doud presented Valerie Dosland, the Lobbyist for Intermediate Districts, and shared an update on the 2025 Legislative Session.

7. INSTRUCTIONAL REPORT

Kiarra Zackery, the Director of Equity and Inclusion, delivered a presentation and recommended the approval of the American Indian Aid Concurrence. *Motion by Shannon Andreson, seconded by Crystal Brakke, to approve the American Indian Aid Concurrence as presented. All in favor. Motion carried unanimously.*

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS – Cont.

Facilities Report – None

Financial Report - None

Human Resources Report - None

9. BOARD BUSINESS

Policy Review & Revision

Superintendent Doud presented the 410 Family and Medical Leave Policy as first read.

Superintendent Doud presented the 417 Chemical Use/Misuse Policy as a first read.

AMSD Report

Once Around the Table

10. ADJOURNMENT

Motion was made by Shannon Andreson, seconded by Michael Remucal, to adjourn the general meeting of the Board. No votes against. Motion carried. Meeting adjourned at 7:42 PM.

The next general meeting will be held on February 27, 2025, at 6:30 PM in the District Service Center Boardroom and by Teleconference.

Submitted by
Wauneen Denson-Mgeni
Secretary to the Board

Signed: Chair _____

Clerk _____

Date _____

Date _____

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287 SCHOOL BOARD FEBRUARY 27, 2025

New Hires					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Simon Allen	Educational Support Professional	West Education Center	Additional Enrollment	01/28/2025	.875
Sharon Bartekwa	Educational Support Professional	Ann Bremer Education Center	Replacement: D. Herndon	02/25/2025	.875
Brenda Bih	Educational Support Professional	Ann Bremer Education Center	Replacement: Q. Cooper	02/11/2025	.875
Samera Dennie	Educational Support Professional	South Education Center	Replacement: A. Anderson	02/11/2025	.875
Nova Frankel	School Social Worker	Ann Bremer Education Center	Replacement: M. Boyd	02/11/2025	1.0
Jada Griffin	School Social Worker	West Education Center	Replacement: A Lawson	08/26/2024	1.0
Hilton Johnson	Educational Support Professional	North Education Center	Additional Enrollment	01/14/2025	.875
Kamryn Mestas	Educational Support Professional	South Education Center	Additional Enrollment	12/17/2024	.875
Andrew Nelson	Educational Support Professional	South Education Center	Replacement: T. Dixon	01/28/2025	.875
Lance Schwartz	Educational Support Professional	South Education Center	Internal Movement: T. Bates	02/11/2025	.875
Christian Tjosvold*	Facilities Maintenance Worker	Facilities	Internal Movement	02/11/2025	1.0
Tavon White	Educational Support Professional	West Education Center	Replacement: Q. Kyles	01/28/2025	.875
Geoffrey Bosire	Educational Support Professional	West Education Center	Replacement: K. Button	01/28/2025	.875
Yasmeen Almonte	Educational Support Professional	North Education Center	Additional Enrollment	01/28/2025	.875

Adam Arellano	Educational Support Professional	South Education Center	Additional Enrollment	01/28/2025	.875
Mario Arellano	Educational Support Professional	South Education Center	Additional Enrollment	01/28/2025	.875
Tracy Cox	Educational Support Professional	South Education Center	Additional Enrollment	01/28/2025	.875
Antonio Fondren	Educational Support Professional	South Education Center	Additional Enrollment	11/19/2024	.875
Kue Her	Educational Support Professional	North Education Center	Additional Enrollment	01/28/2025	.875
Carol Johnson	Educational Support Professional	Ann Bremer Education Center	Additional Enrollment	02/11/2025	.875
Kaimah Marshall	Educational Support Professional	South Education Center	Additional Enrollment	01/28/2025	.875
Anjanette McCarthy	Educational Support Professional	West Education Center	Replacement: N. Hussein	01/28/2025	.875
Joseph Newman	Educational Support Professional	South Education Center	Additional Enrollment	10/22/2024	.875
Ritcha Upadhyay	Educational Support Professional	West Education Center	Additional Enrollment	01/28/2025	.875

*Current Employee

Temporary Hiring Agreement: Assignments				
Name	Position	Department or Site	Effective Date	End Date
Cassandra Kolhoff	Instructor Science	Northern Star Online	01/21/2025	06/30/2025
Carla Tamburro	Instructor Visual Arts	Northern Star Online	01/30/2025	06/30/2025
Tye'Shon Carter	Student Custodian	North Education Center	01/28/2025	06/05/2025
Kathryn Grivna	Instructor Social Studies	Northern Star Online	02/03/2025	06/30/2025
Scott Oberg	Instructor Social Studies	Northern Star Online	02/03/2025	06/30/2025
Margaret Sergeant	Instructor Social Studies	Northern Star Online	02/03/2025	06/30/2025
Amy Straube	Instructor Business	Northern Star Online	02/03/2025	06/30/2025
Mohamed Kassim	Student Custodian	West Education Center	02/03/2025	06/05/2025
Andrew Malo	Instructor Spanish	Northern Star Online	02/03/2025	06/30/2025
Merridith Duellman-Joly	Instructor Chemistry	Northern Star Online	02/03/2025	06/30/2025
Jacob Skerletts	Instructor Biology	Northern Star Online	02/06/2025	06/30/2025

Temporary Hiring Agreement: Out of Field Permissions					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Fully Licensed Current Staff					
Jody King	Medical Careers Teacher	Northern Star Online	Temporary License	02/03/2025	1.0
Madison Patterson	EBD Teacher	North Education Center	Temporary License	02/10/2025	1.0

Temporary Hiring Agreement: Tier 1 or Tier 2 Licenses					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Tier 1 Hires					
Victoria Sendolo	ASD Teacher	Ann Bremer Education Center	Temporary License	12/02/2024	1.0
Ty Bates	EBD Teacher	South Education Center	Temporary License	02/05/2025	1.0

Extended Leaves of Absence:					
Name	Position	Department or Site	Effective Date	End Date	FTE
Victoria Sendolo	Educational Support Professional to accept a temporary licensed position	Ann Bremer Education Center	12/02/2024	06/06/2025	.875
Madison Patterson	Educational Support Professional to accept a temporary licensed position	North Education Center	02/10/2025	06/06/2025	.875
Jody King	Educational Support Professional to accept a temporary licensed position	Northern Star Online	02/03/2025	06/06/2025	1.0
Ty Bates	Educational Support Professional to accept a temporary licensed position	South Education Center	02/05/2025	06/06/2025	.875

Separations: Dismissal			
Name	Position	Department/Site	Effective Date
Nasir Hussein	Educational Support Professional	West Education Center	01/27/2025
Fartun Jama	Educational Support Professional	Ann Bremer Education Center	02/13/2025

Separations: Resignation				
Name	Position	Department or Site	Reason (if internal movement)	Effective Date
Mykuhl Cade	Behavior Intervention Specialist	West Education Center	Personal Reasons	02/11/2025
Deonte Johnson	Educational Support Professional	South Education Center	Personal Reasons	01/31/2025
Jamie Schoener	Educational Support Professional	West Education Center	Personal Reasons	01/31/2025
Sherrie Dewey	Educational Support Professional	Care and Treatment Department	Personal Reasons	06/06/2025
John Williams, Jr.	Educational Support Professional	South Education Center	To accept an Unaffiliated Position	02/18/2025
Christian Tjosvold	Custodial Worker	North Education Center	To accept a Local 284 Facility Maintenance Worker	02/11/2025

Separations: Retirements (Regular/Disability)			
Name	Position	Department or Site	Effective Date
Donald Edmondson	Educational Support Professional	Ann Bremer Education Center	06/06/2025
Paul Bennett	Instructor Social Studies	Northern Star Online	06/30/2025
Sandra Goetsch	Interpreter	Itinerant Services	08/29/2025
Stephanie Stephen	Instructor SMI	North Education Center	06/06/2025

Other:				
RECOMMEND the Board's approval to credit Joe McCloney, Educational Support Professional at North Education Center, with two (2) days of additional sick leave. These days have been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Kim Mackenzie	Tom Ekelund			
RECOMMEND the Board's approval to credit Josell Powell, Instructor Elementary Education at the Care and Treatment Programs, with five (5) days of additional sick leave. These days have been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Donor Name Withheld by Request	Donor Name Withheld by Request	Donor Name Withheld by Request	Donor Name Withheld by Request	Scott Moehling

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

January Monthly Financial Reports

February 27, 2025

Author

Dana Trattles, Business Services Administrative Support
Brian Schultz, Exec. Dir. of Business Services & Operations

Summary

The January Budget to Actual Comparison and other Financial Reports for Board approval

- Revenues are at 54.2 % of budget, this is slightly lower than the prior two years percentages.
- Expenditures are at 46.6% of budget, this is lower than the prior two years percentages.
- Monthly disbursements totaled \$11,509,174.35 (\$6,512,527.24 through Accounts Payable, \$1,487,635.75 Bond payments through wire transfer, and \$3,509,011.36 through Payroll).
- Regular Investments totaled \$38,540,597.40 including withdrawal of \$2,500,000.00, earned interest and dividends totaling \$110,703.59.
- 2022A LTFM Bond Investments had a total balance of \$2,863,756.74 and the activity for the month was interest earnings of \$10,845.93 and distributions for expenses of \$0.00.
- Cash is higher than the two prior year's level.
- Enrollment Reports - January 2025 Actual ADM compared to Budget Planning and Prior Year (Jan. 2024):
 - ALC – 260.82 ADM which is 13.82 above budget and 19.83 ADM above prior year.
 - Northern Star Online – 477.32 ADM which is 547.43 below budget and 72.36 ADM above prior year. Many NSO enrollments are recorded after the semester end
 - Career & Technical Pathways – 92.57 ADM which is 10.57 above budget and 31.09 ADM above prior year.
 - Special Education – 528.48 ADM which is 42.96 below budget and 40.63 ADM above prior year.
 - Care & Treatment – 96.10 ADM which is 8.85 below budget and 12.72 ADM above prior year.
- Donations – None.

Recommendation

The Board approve the January Monthly Financial Reports.

DISTRICT 287
REVENUE COMPARISON

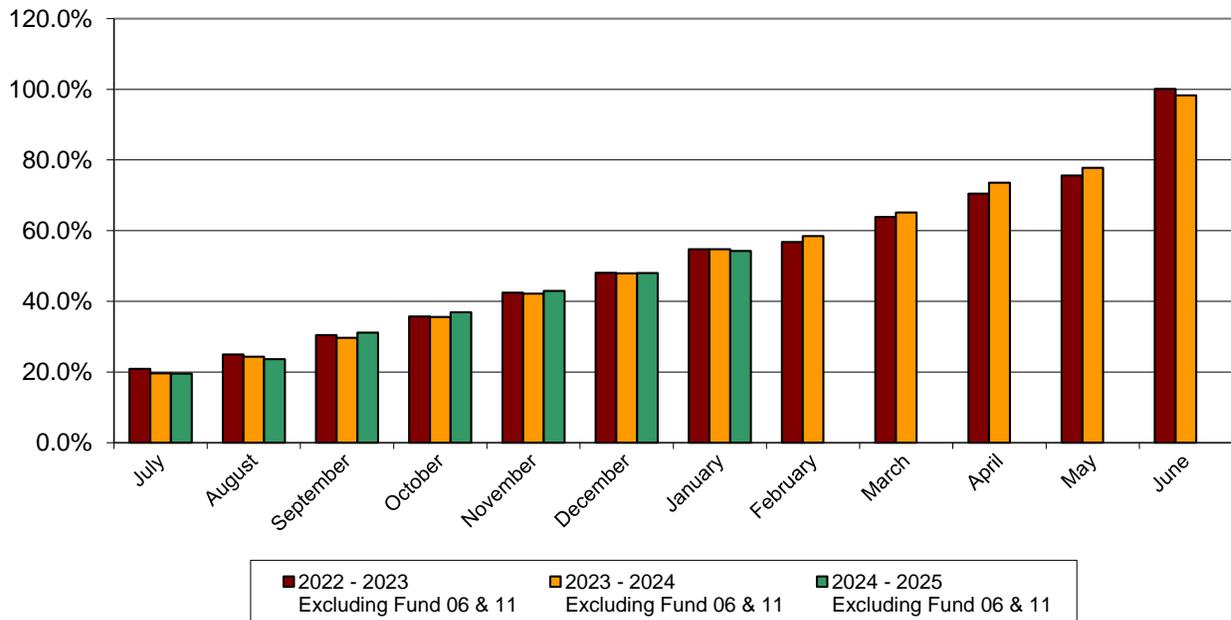
Month	2022 - 2023		2023 - 2024		2024 - 2025		2024 - 2025	
	Excluding Fund 06 & 11		Excluding Fund 06 & 11		Excluding Fund 06 & 11		Including Fund 06 & 11	
	\$	%	\$	%	\$	%	\$	%
July	23,192,942	20.9%	23,454,555	19.7% ²	26,130,396	19.5% ³	26,122,849	19.5%
August	4,486,051	25.0%	5,555,759	24.3% ²	5,533,085	23.7% ³	5,576,799	23.7%
September	6,032,596	30.4%	6,418,580	29.7% ²	9,995,943	31.1% ³	10,029,936	31.2%
October	5,841,372	35.7%	7,033,514	35.6% ²	7,739,129	36.9% ³	7,747,211	37.0%
November	7,490,646	42.4% ¹	7,853,633	42.2% ²	8,106,095	43.0% ³	8,113,520	43.0%
December	6,260,247	48.1% ¹	6,852,360	47.9% ²	6,680,616	48.0% ³	6,691,605	48.0%
January	7,338,783	54.7% ¹	8,090,580	54.7% ²	8,380,272	54.2% ³	8,391,118	54.3%
February	2,303,833	56.8% ¹	4,501,636	58.5% ²				
March	7,885,058	63.9% ¹	7,937,907	65.2% ²				
April	7,250,156	70.4% ¹	10,002,641	73.5% ²				
May	5,714,807	75.6% ¹	5,089,254	77.8% ²				
June	27,134,282	100.1% ¹	24,442,780	98.3% ²				
TOTAL	110,930,774	100.1%	117,233,200	98.3%	72,565,537	54.2%	72,673,037	54.3%
BUDGET	110,842,085 ¹		119,257,057 ²		133,794,419 ³		133,874,419	

¹ excludes Funds 06 & 11 budgeted revenue of \$4,734,553

² excludes Funds 06 & 11 budgeted revenue of \$55,000

³ excludes Funds 06 & 11 budgeted revenue of \$80,000

REVENUE COMPARISON - ALL FUNDS
YTD REVENUE BY MONTH
(excluding Fund 06 & 11)



_Board- Revenue/Expense Summary by Fund Report

January	2024-2025	Intermediate District No. 287				
Revenue Fund	Prior YE Act	Budget	MTD Activity	YTD Activity	% Used	YTD Unrealized
01 - GENERAL FUND	18,089,211.39	18,528,330.00	497,849.94	5,717,619.94	30.86%	12,810,710.06
02 - FOOD SERVICE FUND	842,491.85	974,270.00	44,086.99	228,304.83	23.43%	745,965.17
04 - COMMUNITY SERVICE FUND	0.00	0.00	0.00	0.00		0.00
06 - BUILDING CONSTRUCTION FUND	0.00	0.00	0.00	0.00		0.00
07 - DEBT SERVICE FUND	8,985,736.82	9,062,376.00	11,845.33	6,601,295.11	72.84%	2,461,080.89
08 - TRUST FUND	0.00	0.00	0.00	0.00		0.00
10 - SCHOLARSHIP FUND	5,044.29	5,356.00	0.00	95.00	1.77%	5,261.00
11 - LTFM BOND FUND	179,035.62	80,000.00	10,845.93	107,500.57	134.38%	-27,500.57
12 - ALC - ACADEMIC FUND	12,675,002.28	13,357,314.00	142,630.80	3,743,608.85	28.03%	9,613,705.15
13 - CAREER & TECH FUND	1,757,142.13	2,674,173.00	166,538.47	1,163,100.92	43.49%	1,511,072.08
14 - SPECIAL EDUCATION FUND	60,438,643.50	74,387,375.00	6,077,604.90	46,553,254.03	62.58%	27,834,120.97
20 - INTERNAL SERVICE FUND	603,475.41	686,700.00	71,477.79	399,445.39	58.17%	287,254.61
21 - SELF HEALTH INSURANCE FUND	13,821,779.96	14,111,440.00	1,368,238.13	8,156,750.48	57.80%	5,954,689.52
51 - STUDENT CLUB FUND	14,672.50	7,085.00	0.00	2,062.16	29.11%	5,022.84
Total Revenue	117,412,235.75	133,874,419.00	8,391,118.28	72,673,037.28	54.28%	61,201,381.72

DISTRICT 287
EXPENDITURE COMPARISON

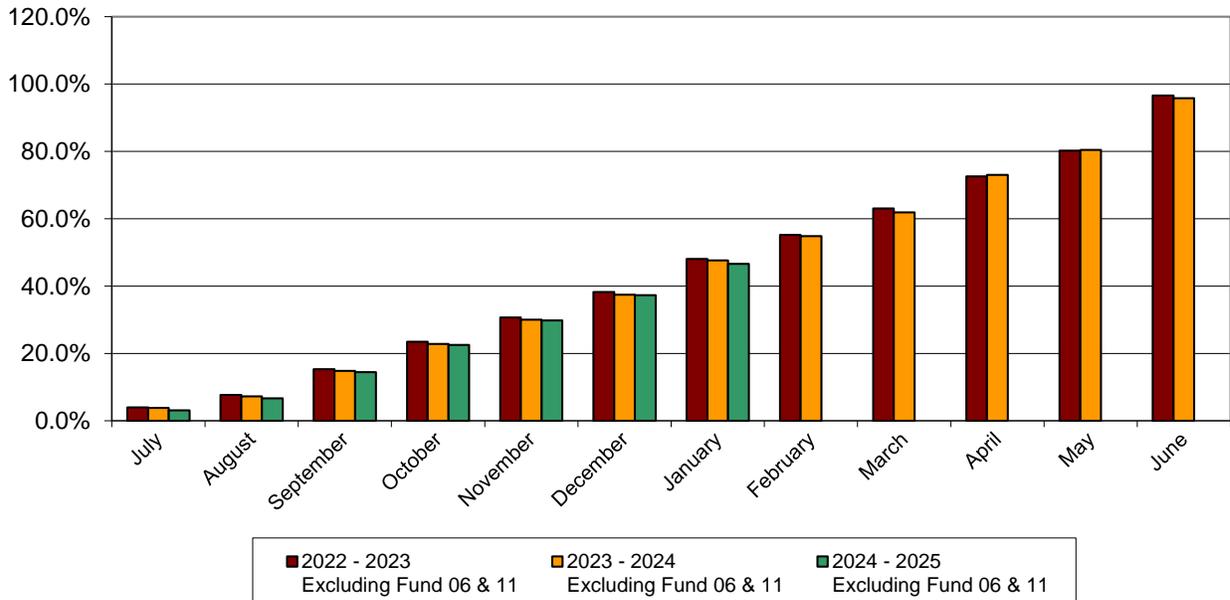
Month	2022 - 2023		2023 - 2024		2024 - 2025		2024 - 2025	
	Excluding Fund 06 & 11		Excluding Fund 06 & 11		Excluding Fund 06 & 11		Including Fund 06 & 11	
	\$	%	\$	%	\$	%	\$	%
Month	Amount	of Budget	Amount	of Budget	Amount	of Budget	Amount	of Budget
July	4,329,606	3.9%	4,424,027	3.8% ²	4,013,490	3.1% ³	3,844,417	2.9%
August	4,135,827	7.7%	3,954,604	7.3% ²	4,735,735	6.7% ³	4,738,018	6.5%
September	8,396,694	15.3%	8,668,867	14.8% ²	10,198,405	14.5% ³	10,377,104	14.4%
October	9,015,517	23.5%	9,257,161	22.8% ²	10,581,202	22.6% ³	10,581,966	22.4%
November	7,908,978	30.7% ¹	8,286,923	30.0% ²	9,450,008	29.8% ³	9,491,250	29.5%
December	8,310,856	38.2% ¹	8,555,529	37.4% ²	9,876,304	37.3% ³	9,878,304	37.0%
January	10,876,386	48.1% ¹	11,690,319	47.6% ²	12,191,878	46.6% ³	12,191,878	46.2%
February	7,802,263	55.2% ¹	8,340,543	54.8% ²				
March	8,659,691	63.0% ¹	8,148,996	61.9% ²				
April	10,529,808	72.6% ¹	12,848,626	73.0% ²				
May	8,408,779	80.2% ¹	8,498,201	80.4% ²				
June	18,041,489	96.6% ¹	17,696,852	95.8% ²				
TOTAL	106,415,894	96.6%	110,370,648	95.8%	61,047,022	46.6%	61,102,937	46.2%
BUDGET	110,162,497 ¹		115,244,351 ²		130,940,229 ³		132,116,006	

¹ excludes Funds 06 & 11 budgeted expenditures of \$346,290

² excludes Funds 06 & 11 budgeted expenditures of \$947,361

³ excludes Funds 06 & 11 budgeted expenditures of \$1,175,777

EXPENDITURE COMPARISON - ALL FUNDS
YTD EXPENDITURES BY MONTH
(excluding Fund 06 & 11)



Board- Revenue/Expense Summary by Fund Report

January 2024-2025 Intermediate District No. 287

Expenditure Fund	Prior YE Act	Budget	MTD Activity	YTD Activity	% Used	YTD Unrealized
01 - GENERAL FUND	17,295,445.57	18,511,488.00	1,531,832.53	10,733,435.14	57.98%	7,778,052.86
02 - FOOD SERVICE FUND	829,028.85	905,152.00	75,113.45	470,351.00	51.96%	434,801.00
04 - COMMUNITY SERVICE FUND	0.00	0.00	0.00	0.00		0.00
06 - BUILDING CONSTRUCTION FUND	0.00	0.00	0.00	0.00		0.00
07 - DEBT SERVICE FUND	6,884,236.11	6,882,410.00	2,273,267.25	3,886,719.50	56.47%	2,995,690.50
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	3,341.66	12,526.00	0.00	821.44	6.56%	11,704.56
11 - LTFM BOND FUND	1,196,106.77	1,175,777.00	0.00	55,914.62	4.76%	1,119,862.38
12 - ALC - ACADEMIC FUND	12,500,087.52	13,552,323.00	1,108,539.09	6,951,418.53	51.29%	6,600,904.47
13 - CAREER & TECH FUND	1,848,757.33	2,374,524.00	330,123.10	970,486.34	40.87%	1,404,037.66
14 - SPECIAL EDUCATION FUND	58,619,231.50	65,926,568.00	5,721,474.07	31,548,726.98	47.85%	34,377,841.02
20 - INTERNAL SERVICE FUND	695,304.72	748,500.00	43,542.84	317,259.96	42.39%	431,240.04
21 - SELF HEALTH INSURANCE FUND	11,679,535.12	13,230,500.00	1,107,577.34	6,164,717.88	46.59%	7,065,782.12
51 - STUDENT CLUB FUND	15,679.35	7,738.00	408.36	3,085.17	39.87%	4,652.83
Total Expenses	111,566,754.50	123,327,506.00	12,191,878.03	61,102,936.56	49.55%	62,224,569.44
		The Budget Column Total Expenses reflects partial revised budget entries that have not been approved by the Board.			The % Used Column Total Expenses reflects partial revised budget entries that have not been approved by the Board.	
		130,940,229 - is the original approved budget amount.			46.6% - is the original approved budget percentage.	

Intermediate District 287

Responsive. Innovative. Solutions.

INTER-OFFICE MEMORANDUM

DATE: **February 13, 2025**

TO: Members of the School Board

FROM: Brian C. Schultz, Exec. Dir. of Business Services & Operations

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

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

1. A/P payments for: January 2025	Totaling	\$	<u>6,512,527.24</u>
a) Check #'s 115099 - 115230			
and Wire Transfers - #'s 4000002136, 4000002145 - 4000002178, 9000007275 - 9000007453			
2. Bond payments for: January 2025	Totaling	\$	<u>1,487,635.75</u>
a) Wire Transfers - #'s 20250201, 20250203			
3. Payroll payments for: January 2025	Totaling	\$	<u>3,509,011.36</u>
a) Check #'s			
b) Direct Deposit #'s 9000147978 - 9000149942			
4. Receipts for: January 2025	Totaling	\$	<u>8,656,152.54</u>
a) Receipt #'s 20250707 - 20250783			
5. Invest. at end of mo. January 2025			
a) Fund 01 - General Fund	\$		38,540,597.40
b) Fund 11 - 2022A LTFM Bond (Construction Costs)	\$		<u>2,863,756.74</u>
	\$		<u>41,404,354.14</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
JANUARY 2025

#01-104-00 - Investments (General)

INSTITUTION	RATE OF RETURN (%)	DATE	ACTIVITY	AMOUNT INVESTED
PMA - MNTrust IS Account Balance	4.358			16,043.88
PMA - MNTrust SDA - Nexbank, SSB - ICS, TX	4.350			16,336,515.95
PMA - MNTrust SDA - Bell Bank, MN	4.350			4,062,397.78
PMA - MNTrust SDA - Bank of China, NY	4.400			6,388,705.62
PMA - MNTrust CD - First State Bank of DeQueen, AR	5.261			237,400.00
PMA - MNTrust CD - BAC Community Bank, CA	5.209			237,500.00
PMA - MNTrust CD - NorthEast Community Bank, NY	5.215			237,500.00
PMA - MNTrust CD - The First National Bank of Hutchinson, KS	5.152			237,650.00
PMA - MNTrust CD - COREBANK, OK	4.396			239,400.00
PMA - MNTrust CD - NexBank, TX	4.739			238,600.00
PMA - MNTrust CD - Capital Credit Union, ND	4.437			239,300.00
PMA - MNTrust CD - UNITED HERITAGE CREDIT UNION, TX	4.596			238,900.00
PMA - MNTrust CD - Bank Of Clarke, VA	4.333			239,500.00
PMA - MNTrust CD - Western Alliance Bank, CA	4.175			239,900.00
PMA - MNTrust CD - BOM Bank, LA	4.438			239,300.00
PMA - MNTrust CD - Grand Ridge National Bank, IL	4.168			239,900.00
PMA - MNTrust CD - Omb Bank, MO	4.000			240,300.00
PMA - MNTrust CD - North American Banking Company, MN	4.201			239,800.00
PMA - MNTrust CD - T Bank, National Association, TX	4.204			239,800.00
PMA - MNTrust CD - GBank, NV	4.206			239,800.00
PMA - MNTrust CD - TruStone Financial Credit Union, MN	4.160			2,550,000.00
PMA - MNTrust CD - First Internet Bank of Indiana, IN	4.007			237,200.00
PMA - MNTrust CD - The Western State Bank, KS	4.136			235,300.00
PMA - MNTrust DTC - OAKSTAR BANK NA, 67389LAZ6	3.996			248,194.15
PMA - MNTrust CD - TruStone Financial Credit Union, MN	4.090			1,500,000.00
PMA - MNTrust DTC - VALLEY NATL BK WAYNE, 919853NZ0	3.898			244,241.86
PMA - MNTrust DTC - AMERICAN EXPR NATL BK, 02589AFD9	3.805			244,209.54
PMA - MNTrust DTC - MORGAN STANLEY PVT BANK, 61776NDI	3.905			244,209.29
PMA - MNTrust DTC - ALLY BANK, 02007G3P6	3.905			244,209.84
PMA - MNTrust DTC - FIRST PREMIER BANK, 33610RVS9	3.797			244,246.82
PMA - MNTrust DTC - FIRST BANK/HAMILTON NJ, 319137CN3	3.505			244,675.82
PMA - MNTrust CD - American Plus Bank, N.A., CA	3.600			233,000.00
PMA - MNTrust CD - Farmers Bank & Trust, KS	3.500			233,500.00
PMA - MNTrust CD - KS StateBank, KS	3.650			232,600.00
PMA - MNTrust DTC - PREMIER COMMUNITY BK WI, 74048CBK	3.504			248,699.31
PMA - MNTrust DTC - BUSINESS FIRST BANK, 098079BZ8	3.504			248,698.59
PMA - MNTrust DTC - ALL IN FEDERAL CREDIT UN, 01664MAM1	3.554			248,698.95
PMA - MNTrust CD - Freedom Northwest Credit Union , ID	4.071			230,700.00
Total PMA - MNTrust Investments on Books				38,540,597.40

ACTIVITY DETAIL:

Investments on our Book at End of Prior Month	40,929,893.81
Current Month Activity	
Deposits	-
Withdrawals	(2,500,000.00)
Interest Earned - Recorded	110,354.25
Dividends Earned	349.34
Interest/Dividends Earned - To Be Recorded in Next Month	-

Total Investments at End of Month & Un-recorded Interest

38,540,597.40

#11-104-00 - Investments (2022A LTFM Bond - Construction Costs)

INSTITUTION	RATE OF RETURN (%)	DATE	ACTIVITY	AMOUNT INVESTED
PMA - MNTrust IS Account Balance	4.358			1,926,030.18
PMA - MNTrust CD Account Balance	4.059-4.718			450,500.00
PMA - MNTrust SEC Account Balance	4.001-4.005			487,226.56
Total PMA - MNTrust Investments on Books for Fund 11				<u><u>2,863,756.74</u></u>

ACTIVITY DETAIL:

Investments on our Book at End of Prior Month	2,852,910.81
Current Month Activity:	
Deposits	
Distributions/Repemptions	
Interest/Dividends/Purchases Earned - Recorded	10,845.93
Adjustments - move funds not used for closing costs to construction (from Fund 07)	
Interest/Dividends Earned - To Be Recorded in Next Month	
Total Investments at End of Month & Un-recorded Interest	<u><u>2,863,756.74</u></u>

Total 2022A LTFM Investments (Fund 11) at End of Month

2,863,756.74

INTERMEDIATE DISTRICT 287
INVESTMENT ACTIVITY - 2022A LTFM BOND

January 2025

Investments (2022A LTFM Bond - Construction Costs) - MNTrust

MONTH POSTED	DATE	DESCRIPTION	AMOUNT
Nov-22	11/22/22	Proceeds from 2022A LTFM Bond	4,740,596.00
Nov-22	11/30/22	Interest/Dividends	4,282.32
Dec-22	12/30/22	Distributions/Construction Draws	-45,645.18
Jan-23	01/01/23	Interest/Dividends	687.30
Feb-23	02/07/23	Distributions/Construction Draws	-15,000.00
Feb-23	02/28/23	Interest/Dividends (for Jan & Feb '23)	19,146.93
Mar-23	03/31/23	Interest/Dividends	5,534.59
Apr-23	04/28/23	Distributions/Construction Draws	-165,570.33
Apr-23	04/30/23	Interest/Dividends	5,018.40
May-23	05/31/23	Distributions/Construction Draws	-39,431.25
May-23	05/31/23	Interest/Dividends	5,132.72
Jun-23	06/30/23	Interest/Dividends	8,599.22
Jul-23	07/31/23	Distributions/Construction Draws	-172,551.00
Jul-23	07/31/23	Interest/Dividends	9,456.04
Aug-23	08/31/23	Interest/Dividends	17,655.68
Sep-23	09/30/23	Interest/Dividends	5,613.71
Sep-23	09/30/23	Distributions/Construction Draws	-64,403.28
Oct-23	10/31/23	Interest/Dividends	14,867.49
Oct-23	10/31/23	Distributions/Construction Draws	-459,154.50
Nov-23	11/30/23	Interest/Dividends	4,587.09
Dec-23	12/28/23	Distributions/Construction Draws	-118,947.96
Dec-23	12/31/23	Interest/Dividends	8,053.03
Jan-24	01/31/24	Interest/Dividends - recorded in Feb.	8,951.48
Feb-24	02/29/24	Interest/Dividends	8,674.49
Mar-24	04/01/24	Interest/Dividends	4,290.91
Apr-24	04/30/24	Distributions/Construction Draws	-90,040.61
Apr-24	04/30/24	Interest/Dividends	4,057.92
May-24	05/31/24	Distributions/Construction Draws	-15,421.57
May-24	05/31/24	Interest/Dividends	3,871.68
Jun-24	06/30/24	Distributions/Construction Draws	-114,204.33
Jun-24	06/30/24	Interest/Dividends	39,989.94
Jul-24	07/31/24	Distributions/Construction Draws	-205,158.46
Jul-24	07/31/24	Interest/Dividends	41,419.43
Aug-24	08/31/24	Distributions/Construction Draws	-243,211.97
Aug-24	08/31/24	Interest/Dividends	43,713.97
Sep-24	09/30/24	Distributions/Construction Draws	-242,331.43
Sep-24	09/30/24	Interest/Dividends	33,992.84
Oct-24	10/31/24	Distributions/Construction Draws	-178,698.47
Oct-24	10/31/24	Interest/Dividends	8,081.63
Nov-24	11/30/24	Interest/Dividends	7,424.07
Dec-25	12/31/24	Distributions/Construction Draws	-42,006.59
Dec-25	12/31/24	Interest/Dividends	10,988.86
Jan-25	01/31/25	Interest/Dividends	10,845.93

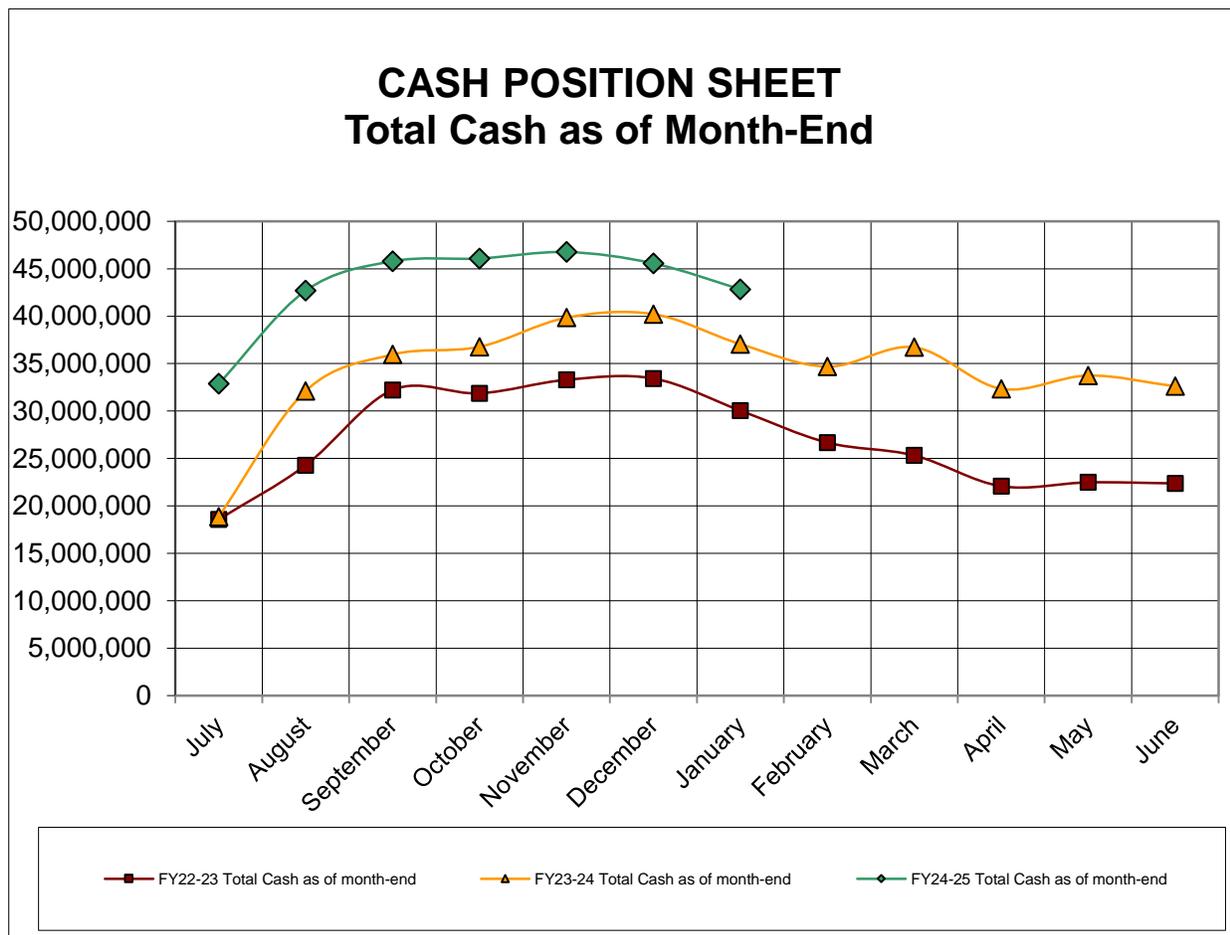
2022A LTFM Bond Investments - Balance as of End of Month 2,863,756.74

Intermediate District 287

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

<u>Date</u>	<u>FY22-23 Total Cash as of month-end</u>	<u>FY23-24 Total Cash as of month-end</u>	<u>FY24-25 Total Cash as of month-end</u>
July	18,572,017	18,858,236	32,864,612
August	24,288,930	32,119,813	42,689,540
September	32,223,695	35,958,742	45,793,738
October	31,867,127	36,774,908	46,084,518
November	33,293,625	39,840,981	46,762,578
December	33,430,295	40,212,901	45,567,325
January	30,048,503	37,055,362	42,825,007
February	26,677,119	34,683,875	
March	25,316,842	36,722,274	
April	22,075,795	32,345,881	
May	22,481,243	33,746,144	
June	22,374,821	32,610,936	

- Includes Self-Funded Insurance Cash Balances.



INTERMEDIATE DISTRICT 287

JANUARY 2025 ACTIVITY

ELECTRONIC TRANSFERS IN:

DATE	TO	AGENCY	RECEIPT #	AMOUNT	DESCRIPTION
1/9/2025	MSDLAF	MN STATE MMB-FNS	20250760	9,115.29	CHILD NUTRITION DEC - ABEC
1/9/2025	MSDLAF	MN STATE MMB-FNS	20250761	16,518.80	CHILD NUTRITION DEC - NEC
1/9/2025	MSDLAF	MN STATE MMB-FNS	20250762	10,005.73	CHILD NUTRITION DEC - SEC
1/9/2025	MSDLAF	MN STATE MMB-FNS	20250763	4,420.82	CHILD NUTRITION DEC - WEC
1/9/2025	MSDLAF	MN STATE MMB-FNS	20250764	2,920.03	CHILD NUTRITION DEC - YOUABLE
1/15/2025	MSDLAF	MN STATE MMB	20250765	5,208,807.61	IDEAS ONL LEARN, SPED, SPED SITES/PROG
1/15/2025	MSDLAF	MN STATE MMB	20250766	733,802.87	MA 3RD PARTY BILLING
1/16/2025	MSDLAF	MN DEPT OF EDUCATION-034	20250767	81,725.65	PERKINS RESERVE, PERKINS BASIC
1/29/2025	MSDLAF	MN STATE MMB	20250768	83,717.46	MA 3RD PARTY BILLING
1/30/2025	MSDLAF	MN STATE MMB	20250769	112,505.34	IDEAS SPED SITES/PROG, PARA TRN
1/30/2025	MSDLAF	MN DEPT OF EDUCATION-034	20250770	4,894.81	SAUER FOUNDATION GRANT
1/31/2025	MSDLAF	BRAINTREE	20250771	16,724.14	JAN TUITION
1/31/2025	MSDLAF	BENEFIT RESOURCE INC	20250772	17,726.57	COBRA JAN PAYMENTS
1/31/2025	MSDLAF	MSDLAF	20250773	21,104.43	INTEREST EARNED JAN 2025
1/31/2025	MSDLAF	PAYPAL	20250774	165.48	JAN TUITION
1/31/2025	MSDLAF	SCHOOLCAFE - ABEC	20250775	51.55	STUDENT DEFERRED REVENUE
1/31/2025	MSDLAF	SCHOOLCAFE - NEC	20250776	194.75	STUDENT DEFERRED REVENUE
1/31/2025	MSDLAF	SCHOOLCAFE - SEC	20250777	133.00	STUDENT DEFERRED REVENUE
1/31/2025	MSDLAF	SCHOOLCAFE - WEC	20250778	60.00	STUDENT DEFERRED REVENUE
1/31/2025	MSDLAF	SQUARE - BREMER BEAN SHOP ABEC	20250779	1,664.24	JAN STORE SALES
1/31/2025	MSDLAF	SQUARE - HENNEPIN TEA & COFFEE HTC	20250780	678.41	JAN STORE SALES
1/31/2025	MSDLAF	SQUARE - JITTERBUG NEC	20250781	1,986.73	JAN STORE SALES
1/31/2025	MSDLAF	SQUARE - COMMON GROUNDS SEC	20250782	1,769.30	JAN STORE SALES
1/31/2025	MSDLAF	SQUARE - SNACK SHACK WEC	20250783	1,848.43	JAN STORE SALES
MTD TOTALS				6,332,541.44	

INTERMEDIATE DISTRICT 287

JANUARY 2025 ACTIVITY

WIRE TRANSFERS OUT:

DATE	FROM	AGENCY	WIRE #	AMOUNT	DESCRIPTION
1/24/2025	MSDLAF	US BANK	20250201	890,701.13	2010E W/QSCB
1/24/2025	MSDLAF	US BANK	20250203	596,934.62	2010E SINKING FUND
1/7/2025	MSDLAF	BANK OF MONTREAL	4000002136	41,359.17	P-CARD EXPENSE
1/7/2025	MSDLAF	CENTERPOINT ENERGY	4000002145	6,505.78	UTILITY BILL
1/2/2025	MSDLAF	XCEL ENERGY	4000002146	9,110.72	UTILITY BILL
1/6/2025	MSDLAF	HEALTH PARTNERS	4000002147	126,807.71	HPAI CLAIMS
1/6/2025	MSDLAF	SUBURBAN WASTE MN	4000002148	4,828.71	UTILITY BILL
1/15/2025	MSDLAF	BPAS	4000002149	51,814.82	VEBA
1/15/2025	MSDLAF	EDUCATORS BENEFIT CONSULTANTS	4000002150	94,057.63	403B RETIREMENT
1/15/2025	MSDLAF	MN DEPT OF REVENUE	4000002151	2,426.40	STATE TAXES
1/15/2025	MSDLAF	MN DEPT OF REVENUE	4000002152	98,136.51	STATE TAXES
1/15/2025	MSDLAF	PUBLIC EMPLOYEES RETIREMENT	4000002153	137,166.36	PERA
1/15/2025	MSDLAF	TEACHERS RETIREMENT ASSN	4000002154	256,740.08	TRA
1/15/2025	MSDLAF	US BANK	4000002155	577,488.54	FEDERAL TAXES
1/14/2025	MSDLAF	PITNEY BOWES	4000002156	25.00	ACCESS & SHIPPING W/O HW OR METER
1/14/2025	MSDLAF	PITNEY BOWES	4000002157	1,000.00	RESERVE ACCOUNT
1/15/2025	MSDLAF	HEALTH PARTNERS	4000002158	738.00	FREQUENT FITNESS
1/15/2025	MSDLAF	US BANK	4000002159	181.94	CASH MANAGEMENT SERVICES
1/13/2025	MSDLAF	HEALTH PARTNERS	4000002160	245,190.25	HPAI CLAIMS
1/21/2025	MSDLAF	HEALTH PARTNERS	4000002161	363,053.59	HPAI CLAIMS
1/21/2025	MSDLAF	CITY OF PLYMOUTH	4000002162	502.51	UTILITY BILL
1/21/2025	MSDLAF	XCEL ENERGY	4000002163	11.61	UTILITY BILL
1/23/2025	MSDLAF	CITY OF MINNETONKA	4000002164	441.81	UTILITY BILL
1/23/2025	MSDLAF	CITY OF NEW HOPE	4000002165	2,145.99	UTILITY BILL
1/23/2025	MSDLAF	PITNEY BOWES	4000002166	1,000.00	RESERVE ACCOUNT
1/27/2025	MSDLAF	AVIBEN	4000002167	2,122.09	403B RETIREMENT
1/27/2025	MSDLAF	EDUCATORS BENEFIT CONSULTANTS	4000002168	19,434.31	403B RETIREMENT
1/27/2025	MSDLAF	HEALTH PARTNERS	4000002169	227,969.53	HPAI CLAIMS
1/31/2025	MSDLAF	BPAS	4000002170	51,854.17	VEBA
1/31/2025	MSDLAF	EDUCATORS BENEFIT CONSULTANTS	4000002171	93,682.61	403B RETIREMENT
1/31/2025	MSDLAF	MN DEPT OF REVENUE	4000002172	1,594.60	STATE TAXES
1/31/2025	MSDLAF	MN DEPT OF REVENUE	4000002173	99,473.21	STATE TAXES
1/31/2025	MSDLAF	PUBLIC EMPLOYEES RETIREMENT	4000002174	137,626.15	PERA
1/31/2025	MSDLAF	TEACHERS RETIREMENT ASSN	4000002175	260,041.35	TRA
1/31/2025	MSDLAF	US BANK	4000002176	590,109.68	FEDERAL TAXES
1/30/2025	MSDLAF	XCEL ENERGY	4000002177	8,202.25	UTILITY BILL
1/31/2025	MSDLAF	BENEFIT RESOURCES INC	4000002178	6,797.40	FLEX SPENDING MONTHLY INVOICE
1/31/2025	MSDLAF	BENEFIT RESOURCES INC	4000002178	82,610.17	FLEX SPENDING ACCOUNT PAYMENTS
1/3/2025	MSDLAF	US BANK	9000007263	(93.34)	STAFF REIMBURSEMENTS RETURN
1/31/2025	MSDLAF	US BANK	9000149189	(511.94)	PAYROLL RETURN
1/31/2025	MSDLAF	US BANK	9000149942	511.94	PAYROLL REISSUE
1/5/2025	MSDLAF	US BANK	9000007275-9000007278	7,648.70	AP ACH PAYMENTS
1/7/2025	MSDLAF	US BANK	9000007279-9000007344	10,714.83	STAFF REIMBURSEMENTS

INTERMEDIATE DISTRICT 287

JANUARY 2025 ACTIVITY

1/9/2025	MSDLAF US BANK	9000007345-9000007365	78,186.58	AP ACH PAYMENTS
1/16/2025	MSDLAF US BANK	9000007366-9000007388	1,502,023.73	AP ACH PAYMENTS
1/23/2025	MSDLAF US BANK	9000007389-9000007397	50,375.83	AP ACH PAYMENTS
1/27/2025	MSDLAF US BANK	9000007398-9000007436	17,770.17	STAFF REIMBURSEMENTS
1/30/2025	MSDLAF US BANK	9000007437-9000007453	78,788.79	AP ACH PAYMENTS
1/15/2025	MSDLAF US BANK	9000147978-9000148954	1,733,845.15	PAYROLL
1/31/2025	MSDLAF US BANK	9000148955-9000149941	1,775,166.21	PAYROLL

MTD TOTALS**10,344,313.05**

**DONATION REPORT
INTERMEDIATE DISTRICT 287
2024-2025
JANUARY 2025**

DONATION DATE	DESCRIPTION	VIN #	EST. VALUE	DONOR	CAMPUS	PROGRAM
	NO DONATIONS RECEIVED					
	TOTAL	\$0.00				

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of the Closing Educational Opportunity Gaps Grant Program from the MN Department of Education

February 27, 2025

Author

Phyllis Vit, Finance Manager
Brian Schultz Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$487,130.00 from MN Department of Education for Closing Educational Opportunity Gaps (CEOG) Grant Program. These funds will be used to create more equitable school policies, structures, practices, and curricular offerings in order to reduce inequitable distribution of resources that impact inequitable opportunities contributing to or perpetuating learning gaps for students of color, multilingual learners, students with disabilities, or other marginalized population groups identified. The funds are available from June 30, 2024 – June 30, 2026.

Recommendation

It is recommended that the Board approves this award.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of the Department of Employment and Economic Development (DEED) Drive for Five Grant

February 27, 2025

Author

Phyllis Vit, Finance Manager
Brian Schultz, Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$99,000.00 through a Memorandum of Understanding (MOU) with Intermediate School District 917. The funding is from the Department of Employment and Economic Development (DEED) Drive for Five Grant. Funds will be used to hire a part-time Educator Pipeline & Apprenticeship Navigator who will support participants to obtain employment as a Paraprofessional, Registered Teacher Apprentice, Teacher, and/or Journey Worker. The funds are available from December 13, 2024 – June 30, 2026.

Recommendation

It is recommended that the Board approves this award.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of the Full-Service Community School Start Up Grant from the MN Department of Education

February 27, 2025

Author

Phyllis Vit, Finance Manager
Brian Schultz Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$596,786.00 from MN Department of Education. These funds will be used to increase the number and capacities of evidence-based, effective and sustainable full-service community schools at the North Education Center. These investments will expand systemic supports for students, families, and communities. The funds are available from September 1, 2024 – June 30, 2026.

Recommendation

It is recommended that the Board approves this award.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of the Full-Service Community School Start Up Grant from the MN Department of Education

February 27, 2025

Author

Phyllis Vit, Finance Manager
Brian Schultz Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$596,786.00 from MN Department of Education. These funds will be used to increase the number and capacities of evidence-based, effective and sustainable full-service community schools at the South Education Center. These investments will expand systemic supports for students, families, and communities. The funds are available from September 1, 2024 – June 30, 2026.

Recommendation

It is recommended that the Board approves this award.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of the Full-Service Community School Start Up Grant from the MN Department of Education

February 27, 2025

Author

Phyllis Vit, Finance Manager
Brian Schultz Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$600,000.00 from MN Department of Education. These funds will be used to increase the number and capacities of evidence-based, effective and sustainable full-service community schools at the West Education Center. These investments will expand systemic supports for students, families, and communities. The funds are available from September 1, 2024 – June 30, 2026.

Recommendation

It is recommended that the Board approves this award.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of Funds from Hennepin County State Health Improvement Program (SHIP) – Employee Wellness

February 27, 2025

Author

Phyllis Vit, Finance Manager
Brian Schultz, Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$3,000.00 from Hennepin County State Health Improvement Program (SHIP) Employee Wellness. The funds from this award will be used to purchase necessary items for updating an existing room at North Education Center for the purpose of a private space for staff nursing mothers. The funds must be used between November 4, 2024 – September 30, 2025.

Recommendation

It is recommended that the Board approves this award.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of the Minnesota Service Cooperatives (MSC) Career & Technical Education (CTE) Impact Funding Grant

February 27, 2025

Author

Phyllis Vit, Finance Manager
Brian Schultz, Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$439,875.00 from Minnesota Service Cooperatives (MSC) – Career & Technical Education (CTE) Impact Funding Grant. The funds from this award will be used to develop new Career and Tech programs and support the needs of our students, member school districts and local communities. The funds are available from July 1, 2024 – June 30, 2025.

Recommendation

It is recommended that the Board approves this award.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of the Project AWARE (Advancing Wellness and Resiliency in Education) Local Education Agency Grant

February 27, 2025

Author

Phyllis Vit, Finance Manager
Brian Schultz, Executive Director of Business Services

Summary

Intermediate District 287 has been awarded an additional \$165,000.00 from Project AWARE (Advancing Wellness and Resiliency in Education) federal grant project. The funds from this award will be used to increase awareness of mental health issues among school-aged youth; provide training for school personnel to detect and respond to mental health issues; and connect school-aged youth who may have behavioral health issues or serious mental illness to needed services. This program will focus on partnerships and collaboration between state and local systems to promote the healthy development of school-aged youth and prevent youth violence. The additional funds were awarded January 29, 2025 and will expire on September 29, 2025.

Recommendation

It is recommended that the Board approves this award.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of the Legislatively-named Special Education Apprenticeship Program

February 27, 2025

Author

Phyllis Vit, Finance Manager
Brian Schultz Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$250,000.00. These funds will be used to support special education registered apprenticeship programs for oversight, stipends, tuition, fees, and other direct program costs incurred by apprentices. Funds can also be used for stipends to teachers serving as mentors, and the cost of substitute teachers. The funds are available from December 30, 2024 – June 30, 2027.

Recommendation

It is recommended that the Board approves this award.

INTERMEDIATE DISTRICT 287
PLYMOUTH, MINNESOTA
BOARD OF EDUCATION

Regular Meeting – February 27, 2025

AGENDA SECTION: Superintendent Report

ITEM: Approval of Purchase Agreement for Real Property

PRESENTED BY: Brian Schultz, Exec. Dir. of Business Services

1. Background Information

On February 16, 2005, District 287 purchased a condominium located at 4172 Adair Avenue North in Robbinsdale. The condo was purchased to support transition skills such as cooking, cleaning, and independent living. At the time of purchase, District programs were in rented spaces which provided limited opportunities for students to work on transition skills. Students in the transition program (ages 18-21) were bused to the condominium one to two times per week.

Since then, District 287 has built/renovated and/or signed lease purchase agreements for four schools (SEC, ABEC, WEC, and NEC) and renovations included kitchens and living spaces to support transition programming within the buildings.

It was determined that this site is no longer required to meet the educational needs of students and can be disposed of. Donating the property was considered but since the condo was purchased with public funds the property must be sold using a public sale process (per the Office of the MN State Auditor). The district decided to hire a realtor (Mitchell Realty) to sell the property.

The property has been on the market since October 2023 and we have only received two purchase agreement offers. The first offer was cancelled within the allowable time frame. The current offeror mentioned that getting the property at their offer price would be a significant help to their family.

2. Fiscal Impact/Funding Source: There would be no impact to member districts. Member district Superintendents and Business Managers agreed that the proceeds from the sale could go into District 287’s property account reserve for future facility related expenses.

3. RECOMMENDED ACTION: **THE Board approves the resolution authorizing the Executive Director of Business Services to sign the Purchase Agreement with Alice Howard for the purchase of a condominium at 4172 Adair Ave. N. in Robbinsdale for \$25,000.**

Motion by: _____ Yes ____ Passed ____

Second by: _____ No ____ Failed ____

Abstentions: _____

Intermediate District # 287

Purchase Agreement for Real Property

At a regular meeting of the School Board of the District on **February 27, 2025**, the following resolution was proposed and approved by the School Board:

WHEREAS, the Intermediate District # 287 School Board makes provision for its Executive Director of Business Services to sign the Purchase Agreement for Real Property, AND

NOW THEREFORE BE IT RESOLVED, that the School Board authorizes its Executive Director of Business Services to sign the Purchase Agreement with Alice Howard for the purchase of a condominium at 4172 Adair Ave. N. in Robbinsdale for \$25,000.

Legal Description: Unit 4172-2, Common Interest Community Number 1178, Adair Campus Condominium, Hennepin County, Minnesota.

The motion for adoption of this resolution was brought by School Board member _____, seconded by School Board member _____, and upon a roll call vote being taken, the following voted in favor thereof:

and the following voted against the same:

Whereupon, this resolution was declared duly passed and adopted.

Name
Board Chair

Date

Name
Board Clerk

Date

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

DISTRICT POLICY

SECOND READ

POLICY SERIES: EMPLOYEE

SUBJECT: FAMILY AND MEDICAL LEAVE POLICY

BOARD APPROVED:

REVISION DATE:

410 FAMILY AND MEDICAL LEAVE POLICY

I. PURPOSE

The purpose of this policy is to provide for family and medical leave to school district employees in accordance with the Family and Medical Leave Act of 1993 (FMLA) and also with parenting leave under state law.

II. GENERAL STATEMENT OF POLICY

The following procedures and policies regarding family and medical leave are adopted by the school district, pursuant to the requirements of the FMLA and consistent with the requirements of the Minnesota parenting leave laws.

III. DEFINITIONS

A. “Covered active duty” means:

1. in the case of a member of a regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country; and
2. in the case of a member of a reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in 10 United States Code section 101(a)(13)(B).

B. “Covered service member” means:

1. a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or
2. a covered veteran who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness and who was a member of the Armed Forces, including a member of the National Guard or Reserves, and was discharged or released under conditions other than dishonorable, at any time during the period of five years preceding the first date the eligible employee takes FMLA leave to care for the covered veteran.

C. “Eligible employee” means an employee who has been employed by the school district for a total of at least 12 months, who has been employed for at least 1,250 hours of service during the 12-month period immediately preceding the commencement of the leave, and who works at a location where the employer employs at least 50 employees within 75 miles as of the date when

the employee gives notice of the need for leave. An employee returning from fulfilling his or her Uniformed Services Employment and Reemployment Rights Act (USERRA)-covered service obligation shall be credited with the hours of service that would have been performed but for the period of absence from work due to or necessitated by USERRA-covered service. In determining whether the employee met the hours of service requirement, and to determine the hours that would have been worked during the period of absence from work due to or necessitated by USERRA-covered service, the employee's pre-service work schedule can generally be used for calculations. While the 12 months of employment need not be consecutive, employment periods prior to a break in service of seven years or more may not be counted unless: (1) the break is occasioned by the employee's fulfillment of his or her USERRA-covered service obligation; or (2) a written agreement, including a collective bargaining agreement, exists concerning the school district's intention to rehire the employee after the break in service.

- D. "Military caregiver leave" means leave taken to care for a covered servicemember with a serious injury or illness.
- E. "Next of kin of a covered servicemember" means the nearest blood relative other than the covered service member's spouse, parent, child(ren), in the following order of priority: blood relatives who have been granted legal custody of the covered servicemember by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered servicemember has specifically designated in writing another blood relative as his or her nearest blood relative for purposes of military caregiver leave under the FMLA. When no such designation is made and there are multiple family members with the same level of relationship to the covered servicemember, all such family members shall be considered the covered servicemember's next of kin, and the employee may take FMLA leave to provide care to the covered servicemember, either consecutively or simultaneously. When such designation has been made, the designated individual shall be deemed to be the covered servicemember's only next of kin.
- F. "Outpatient status" means, with respect to a covered servicemember who is a current member of the Armed Forces, the status of a member of the Armed Forces assigned to:
1. a military medical treatment facility as an outpatient; or
 2. a unit established for the purpose of providing command and control of members of the Armed Forces receiving care as outpatients.
- G. "Qualifying exigency" means a situation where the eligible employee seeks leave for one or more of the following reasons:
1. to address any issues that arise from a short-notice deployment (seven calendar days or less) of a covered military member;
 2. to attend military events and related activities of a covered military member;
 3. to address issues related to childcare and school activities of a covered military member's child;
 4. to address financial and legal arrangements for a covered military member;
 5. to attend counseling provided by someone other than a health care provider for oneself, a covered military member, or his/her child;
 6. to spend up to 15 calendar days with a covered military member who is on short-term, temporary rest and recuperation leave during a period of deployment;
 7. to attend post-deployment activities related to a covered military member;
 8. to address care needs of a covered military member's parent who is incapable of self-care; and
 9. to address other events related to a covered military member that both the employee and school district agree is a qualifying exigency.

- H. “Serious health condition” means an illness, injury, impairment, or physical or mental condition that involves:
1. inpatient care in a hospital, hospice, or residential medical care facility; or
 2. continuing treatment by a health care provider.
- I. “Spouse” means a husband or wife. For purposes of this definition, husband or wife refers to the other person with whom an individual entered into marriage as defined or recognized under state law for purposes of marriage in the state in which the marriage was entered into or, in the case of a marriage entered into outside of any state, if the marriage is valid in the place where entered into and could have been entered into in at least one state. This definition includes an individual in a same-sex or common law marriage that either: (1) was entered into in a state that recognizes such marriages; or (2) if entered into outside of any state, is valid in the place where entered into and could have been entered into in at least one state.
- J. “Veteran” has the meaning given in 38 United States Code section 101.

IV. LEAVE ENTITLEMENT

- A. Twelve-week Leave under Federal Law
1. Eligible employees are entitled to a total of 12 work weeks of unpaid family or medical leave during the applicable 12-month period as defined below, plus any additional leave as required by law. Leave may be taken for one or more of the following reasons in accordance with applicable law:
 - a. birth of the employee’s child and to care for such child;
 - b. placement of an adopted or foster child with the employee;
 - c. to care for the employee’s spouse, child, or parent with a serious health condition including incapacity due to pregnancy and for prenatal medical care;
 - d. the employee’s serious health condition makes the employee unable to perform the functions of the employee’s job including incapacity due to pregnancy and for prenatal medical care; and/or
 - e. any qualifying exigency arising from the employee’s spouse, child(ren), or parent being on covered active duty, or notified of an impending call or order to covered active duty in the Armed Forces.
 2. For the purposes of this policy, “year” is defined as a rolling 12-month period measured backward from the date an employee’s leave is to commence.
 3. An employee’s entitlement to FMLA leave for the birth, adoption, or foster care of a child expires at the end of the 12-month period beginning on the date of the birth or placement.
 4. A “serious health condition” typically requires either inpatient care or continuing treatment by or under the supervision of a health care provider, as defined by §825.114 or continuing treatment by a health care provider as defined in §825.115. Family and medical leave generally is not intended to cover short-term conditions for which treatment and recovery are very brief.
 5. A “serious injury or illness,” in the case of a member of the Armed Forces, including a member of the National Guard or Reserves, means:
 - a. injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces or that existed before the beginning of the member’s active duty and was aggravated by service in the line of duty on active duty in the Armed Forces and that may render the member medically unfit to perform the duties of the member’s office, grade, rank, or rating; and
 - b. in the case of a covered veteran who was a member of the Armed Forces, including a member of the National Guard or Reserves, at any time, during the period of five years preceding the date on which the veteran undergoes the

medical treatment, recuperation, or therapy, means a qualifying injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces or that existed before the beginning of the member's active duty and was aggravated by service in the line of duty in the Armed Forces and that manifested itself before or after the member became a veteran, and is:

- (1) a continuation of a serious injury or illness that was incurred or aggravated when the covered veteran was a member of the Armed Forces and rendered the servicemember unable to perform the duties of the servicemember's office, grade, rank, or rating; or
 - (2) a physical or mental condition for which the covered veteran has received a U.S. Department of Veterans Affairs Service-Related Disability (VASRD) rating of 50 percent or greater and such VASRD rating is based, in whole or in part, on the condition precipitating the need for military caregiver leave; or
 - (3) a physical or mental condition that substantially impairs the covered veteran's ability to secure or follow a substantially gainful occupation by reason of a disability or disabilities related to military service, or would do so absent treatment; or
 - (4) an injury, including a psychological injury, on the basis of which the covered veteran has been enrolled in the Department of Veterans Affairs Program of Comprehensive Assistance for Family Caregivers.
6. Eligible spouses employed by the school district are limited to an aggregate of 12 weeks of leave during any 12-month period for the birth and care of a newborn child or adoption of a child, the placement of a child for foster care, or to care for a parent. This limitation for spouses employed by the school district does not apply to leave taken: by one spouse to care for the other spouse who is seriously ill; to care for a child with a serious health condition; because of the employee's own serious health condition; or pursuant to Paragraph IV.A.1.e. above.
 7. Depending on the type of leave, intermittent or reduced schedule leave may be granted at the discretion of the school district or when medically necessary. However, part-time employees are only eligible for a pro-rata portion of leave to be used on an intermittent or reduced schedule basis, based on their average hours worked per week. Where an intermittent or reduced schedule leave is foreseeable based on planned medical treatment, the school district may transfer the employee temporarily to an available alternative position for which the employee is qualified and which better accommodates recurring periods of leave than does the employee's regular position, and which has equivalent pay and benefits.
 8. If an employee requests a leave for the serious health condition of the employee or the employee's spouse, child, or parent, the employee will be required to submit sufficient medical certification. In such a case, the employee must submit the medical certification within 15 days from the date of the request or as soon as practicable under the circumstances.
 9. In order for a parent to take FMLA leave for a child who is eighteen (18) years of age or older, the child must:
 - Have a disability as defined by the Americans with Disabilities Act (ADA),
 - Be incapable of self-care because of the disability,
 - Have a serious health condition, and
 - Need care because of a serious health condition.
 10. If the school district has reason to doubt the validity of a health care provider's certification, it may require a second opinion at the school district's expense. If the opinions of the first and second health care providers differ, the school district may require certification from a third health care provider at the school district's expense.

An employee may also be required to present a certification from a health care provider indicating that the employee is able to return to work.

11. Requests for leave shall be made to the school district. When leave relates to an employee's spouse, child(ren), parent, or covered servicemember being on covered active duty, or notified of an impending call or order to covered active duty pursuant to Paragraph IV.A.1.e. above, and such leave is foreseeable, the employee shall provide reasonable and practical notice to the school district of the need for leave. For all other leaves, employees must give 30 days' written notice of a leave of absence where practicable. The failure to provide the required notice may result in a delay of the requested leave. Employees are expected to make a reasonable effort to schedule leaves resulting from planned medical treatment so as not to disrupt unduly the operations of the school district, subject to and in coordination with the health care provider.
12. The school district may require that a request for leave under Paragraph IV.A.1.e. above be supported by a copy of the covered military member's active duty orders or other documentation issued by the military indicating active duty or a call to active duty status and the dates of active duty service. In addition, the school district may require the employee to provide sufficient certification supporting the qualifying exigency for which leave is requested.
13. During the period of a leave permitted under this policy, the school district will provide health insurance under its group health plan under the same conditions coverage would have been provided had the employee not taken the leave. The employee will be responsible for payment of the employee contribution to continue group health insurance coverage during the leave. An employee's failure to make necessary and timely contributions may result in termination of coverage. An employee who does not return to work after the leave may be required, in some situations, to reimburse the school district for the cost of the health plan premiums paid by it.
14. The school district may request or require the employee to substitute accrued paid leave for any part of the 12-week period. Employees may be allowed to substitute paid leave for unpaid leave by meeting the requirements set out in the administrative directives and guidelines established for the implementation of this policy, if any. Employees eligible for leave must comply with the family and medical leave directives and guidelines prior to starting leave. The superintendent shall be responsible to develop directives and guidelines as necessary to implement this policy. Such directives and guidelines shall be submitted to the school board for annual review.

The school district shall comply with written notice requirements as set forth in federal regulations.

15. Employees returning from a leave permitted under this policy are eligible for reinstatement in the same or an equivalent position as provided by law. However, the employee has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been continuously employed during the leave.

B. Twelve-week Leave under State Law

An employee who does not qualify for parenting leave under Paragraphs IV.A.1.a. or IV.A.1.b. above may qualify for a 12-week unpaid leave which is available to a biological or adoptive parent in conjunction with the birth or adoption of a child, or to a pregnant employee for prenatal care or incapacity due to pregnancy, childbirth, or related health conditions. The length of the leave shall be determined by the employee but must not exceed 12 weeks unless agreed to by the school district. This leave is separate and exclusive of the family and medical leave described in the preceding paragraphs but may be reduced by any period of paid parental, disability, personal, or medical, or sick leave, or accrued vacation provided by the school district so that the total leave does not exceed 12 weeks, unless agreed to by the school district, or leave taken for the same purpose under the FMLA. The leave taken under this section shall begin at a time requested by the employee. An employee who plans to take leave under this section must give the school district reasonable notice of the date the leave shall commence and the estimated

duration of the leave. For leave taken by a biological or adoptive parent in conjunction with the birth or adoption of a child, the leave must begin within 12 months of the birth or adoption; except that, in the case where the child must remain in the hospital longer than the birthing parent, the leave must begin within 12 months after the child leaves the hospital.

C. Twenty-six-week Servicemember Family Military Leave

1. An eligible employee who is the spouse, child, parent, or next of kin of a covered servicemember shall be entitled to a total of 26 work weeks of leave during a 12-month period to care for the servicemember. The leave described in this paragraph shall be available only during a single 12-month period. For purposes of this leave, the need to care for a servicemember includes both physical and psychological care.
2. During a single 12-month period, an employee shall be entitled to a combined total of 26 work weeks of leave under Paragraphs IV.A. and IV.C. above.
3. The 12-month period referred to in this section begins on the first day the eligible employee takes leave to care for a covered servicemember and ends 12 months after that date.
4. Eligible spouses employed by the school district are limited to an aggregate of 26 weeks of leave during any 12-month period if leave is taken for birth of the employee's child or to care for the child after birth; for placement of a child with the employee for adoption or foster care or to care for the child after placement; to care for the employee's parent with a serious health condition; or to care for a covered servicemember with a serious injury or illness.
5. The school district may request or require the employee to substitute accrued paid leave for any part of the 26-week period. Employees may be allowed to substitute paid leave for unpaid leave by meeting the requirements set out in the administrative directives and guidelines established for the implementation of this policy, if any. Employees eligible for leave must comply with the family and medical leave directives and guidelines prior to starting leave.
6. An employee will be required to submit sufficient medical certification issued by the health care provider of the covered servicemember and other information in support of requested leave and eligibility for such leave under this section within 15 days from the date of the request or as soon as practicable under the circumstances.
7. The provisions of Paragraphs IV.A.7., IV.A.10., IV.A.12., IV.A.13., and IV.A.14. above shall apply to leaves under this section.

V. **SPECIAL RULES FOR INSTRUCTIONAL EMPLOYEES**

- A. An instructional employee is one whose principal function is to teach and instruct students in a class, a small group, or an individual setting. This includes, but is not limited to, teachers, coaches, driver's education instructors, and special education assistants.
- B. Instructional employees who request foreseeable medically necessary intermittent or reduced work schedule leave greater than 20 percent of the workdays in the leave period may be required to:
 1. take leave for the entire period or periods of the planned medical treatment; or
 2. move to an available alternative position for which the employee is qualified, and which provides equivalent pay and benefits, but not necessarily equivalent duties.
- C. Instructional employees who request continuous leave near the end of a semester may be required to extend the leave through the end of the semester. The number of weeks remaining before the end of a semester does not include scheduled school breaks, such as summer, winter, or spring break.
 1. If an instructional employee begins leave for any purpose more than five weeks before the end of a semester and it is likely the leave will last at least three weeks, the school district may require that the leave be continued until the end of the semester.

2. If the instructional employee begins leave for a purpose other than the employee's own serious health condition during the last five weeks of a semester, the school district may require that the leave be continued until the end of the semester if the leave will last more than two weeks or if the employee's return from leave would occur during the last two weeks of the semester.
3. If the instructional employee begins leave for a purpose other than the employee's own serious health condition during the last three weeks of the semester and the leave will last more than five working days, the school district may require the employee to continue taking leave until the end of the semester.
4. If the school district requires an instructional employee to extend leave through the end of a semester as set forth in this paragraph, only the period of leave until the employee is ready and able to return to work shall be charged against the employee's FMLA leave entitlement. Any additional leave required by the school district to the end of the school term is not counted as FMLA leave but as an unpaid or paid leave, to the extent the instructional employee has accrued paid leave available and the school district shall maintain the employee's group health insurance and restore the employee to the same or equivalent job, including other benefits, at the conclusion of the leave.

VI. OTHER

- A. The provisions of this policy are intended to comply with applicable law, including the FMLA and applicable regulations. Any terms used from the FMLA will have the same meaning as defined by the FMLA and/or applicable regulations. To the extent that this policy is ambiguous or contradicts applicable law, the language of the applicable law will prevail.
- B. The requirements stated in the collective bargaining agreement between employees in a certified collective bargaining unit and the school district regarding family and medical leaves (if any) shall be followed.

VII. DISSEMINATION OF POLICY

- A. A poster prepared by the U.S. Department of Labor summarizing the major provisions of the Family and Medical Leave Act and informing employees how to file a complaint shall be conspicuously posted in each school district building in areas accessible to employees and applicants for employment.
- B. This policy will be reviewed at least annually for compliance with state and federal law.

Legal References: [Minn. Stat. §§ 181.940-181.944 \(Parenting Leave and Accommodations\)](#)
[10 U.S.C. § 101 et seq. \(Armed Forces General Military Law\)](#)
[29 U.S.C. § 2601 et seq. \(Family and Medical Leave Act\)](#)
[38 U.S.C. § 101 \(Definitions\)](#)
[29 C.F.R. Part 825 \(Family and Medical Leave Act\)](#)

Cross References: None

DISTRICT POLICY

SECOND READ

POLICY SERIES: Employee and Student
BOARD APPROVED:
REVISION DATE:

Policy 417 CHEMICAL USE AND MISUSE

I. PURPOSE

The school board believes that the public school has a role in education, intervention, and prevention of chemical use and misuse. The purpose of this policy is to assist the school district in its goal to promote chemical use and prevent misuse by providing procedures for education and intervention.

II. GENERAL STATEMENT OF POLICY

- A. Use or possession of controlled substances, toxic substances, medical cannabis, and alcohol before, during, or after school hours, at school or in any other school location, is prohibited in accordance with school district policies with respect to a Drug-Free Workplace/Drug-Free School.
- B. The school district shall develop, implement, and evaluate comprehensive programs and activities that foster safe, healthy, supportive, and drug-free environments that support student academic achievement.
- C. Every school that participates in a school district chemical misuse program shall establish a chemical misuse pre-assessment team. The team is responsible for addressing reports of chemical misuse problems and making recommendations for appropriate responses to the individual reported cases.
- D. The school district shall establish a drug-free awareness program for its employees.

III. DEFINITIONS

- A. "Chemical misuse," as applied to students, means use of any psychoactive or mood-altering chemical substance, without compelling medical reason, in a manner that induces mental, emotional, or physical impairment and causes socially dysfunctional or socially disordering behavior, to the extent that the minor's normal function in academic, school, or social activities is chronically impaired.

- B. "Controlled substances," as applied to the chemical misuse assessment of students, means a drug, substance, or immediate precursor in Schedules I through V of Minnesota Statutes section 152.02 and "marijuana" as defined in Minnesota Statutes section 152.01, subdivision 9 but not distilled spirits, wine, malt beverages, intoxicating liquors or tobacco. As otherwise defined in this policy, "controlled substances" include narcotic drugs, hallucinogenic drugs, amphetamines, barbiturates, marijuana, anabolic steroids, or any other controlled substance as defined in Schedules I through V of the Controlled Substances Act, 21 United States Code section 812, including analogues and look-alike drugs.
- C. "Drug prevention" means prevention, early intervention, rehabilitation referral, recovery support services, or education related to the illegal use of drugs, such as raising awareness about the consequences of drug use that are evidence based.
- D. "Teacher" means all persons employed in a public school or education district or by a service cooperative as members of the instructional, supervisory, and support staff including superintendents, principals, supervisors, secondary vocational and other classroom teachers, librarians, counselors, school psychologists, school nurses, school social workers, audio-visual directors and coordinators, recreation personnel, media generalists, media supervisors, and speech therapists.

IV. STUDENTS

- A. Districtwide School Discipline Policy
Procedures for detecting and addressing chemical misuse problems of a student while on school premises are included in the district wide school student discipline policy.
- B. Programs and Activities
 - 1. The school district shall develop, implement, and evaluate comprehensive programs and activities that foster safe, healthy, supportive, and drug-free environments that support student academic achievements. The programs and activities may include, among other programs and activities, drug prevention activities and programs that may be evidence based, including programs to educate students against the use of alcohol, tobacco, marijuana, smokeless tobacco products, and electronic cigarettes.
- C. Reports of Use, Possession, or Transfer of Alcohol or a Controlled Substance
 - 1. A teacher who knows or has reason to believe that a student is using, possessing, or transferring alcohol or a controlled substance while on the school premises or involved in school-related activities, shall immediately notify the school's administrator(s).
 - 2. Students involved in the misuse, possession, transfer, distribution, or sale of chemicals will be referred to intervention and may be suspended and proposed for expulsion in compliance with the student discipline policy and the Pupil Fair Dismissal Act, Minnesota Statutes section 121A.40-121A.56, and proposed for expulsion.

3. Searches by school district officials in connection with the use, possession, or transfer of alcohol or a controlled substance will be conducted in accordance with school board policies related to search and seizure.
4. Nothing in paragraph IV.B.1. prevents a teacher or any other school employee from reporting to a law enforcement agency any violation of law occurring on school premises or at school sponsored events.

D. Pre-Assessment Team

1. Every school that participates in a school district chemical misuse program shall establish a chemical misuse pre assessment team designated by the school administrator. The team must be composed of classroom teachers, administrators, and to the extent they exist in the school, school nurse, school counselor or psychologist, social worker, chemical misuse specialist, and other appropriate professional staff.
2. The team is responsible for addressing reports of chemical misuse problems and making recommendations for appropriate responses to the individual reported cases.
3. Within forty-five (45) days after receiving an individual reported case, the team shall make a determination whether to provide the student and, in the case of a minor, the student's parents/caregiver with information about school and community services in connection with chemical misuse.

E. Data Practices

1. Student data may be disclosed without consent in health and safety emergencies pursuant to Minnesota Statutes section 13.32 and applicable federal law and regulations.

2. Destruction of Records

- a. If the pre assessment team decides not to provide a student and, in the case of a minor, the student's parents/caregiver with information about school or community services in connection with chemical misuse, records created or maintained by the team about the student shall be destroyed not later than six (6) months after the determination is made.
- b. If the team decides to provide the student and, in the case of a minor or a dependent student, the student's parents/caregiver with information about school or community services in connection with chemical misuse, records created or maintained by the team about the student shall be destroyed not later than six (6) months after the student is no longer enrolled in the district.
- c. Destruction of records identifying individual students shall be governed by paragraph IV.E.2. notwithstanding Minnesota Statutes section 138.163 (Preservation and Disposal of Public Records).

F. Consent

Any minor may give effective consent for medical, mental, and other health services to determine the presence of or to treat conditions associated with alcohol and other drug misuse, and the consent of no other person is required.

V. EMPLOYEES

- A. Employees are expected to report to work fit for duty and free of any adverse effects of drugs or alcohol. This policy does not prohibit employees from the lawful use and possession of prescribed medications. Employees must, however, consult with their doctors about the medications' effect on their fitness for duty and ability to work safely. Employees must promptly disclose any work restrictions to their supervisor and/or human resources to allow for an interactive dialog/process regarding reasonable accommodations in the workplace.
- B. The school district recognizes that employees' off-the-job involvement with drugs and alcohol may also have an adverse impact in the workplace. Therefore, the school district prohibits illegal drug use, sale, distribution and/or any other illegal drug activity while off-duty. Employees who are convicted of, plead guilty to, or are sentenced for a crime involving an illegal drug are required to report the conviction, plea or sentence to HR within five (5) business days.
- C. The school district shall establish drug-free awareness information for employees about:
1. The dangers of drug misuse in the workplace.
 2. The school district's policy of maintaining a drug-free workplace.
 3. Available drug counseling, rehabilitation, and employee assistance programs.
 4. The penalties that may be imposed on employees for drug misuse violations.
- D. The school district shall notify a federal granting agency required to be notified under the Drug-Free Workplace Act within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of any criminal drug statute conviction occurring in the workplace.
- E. Any employee who violates any section of this policy may be subject to disciplinary action up to and including discharge in accordance with school district policy and the provisions of any applicable collective bargaining agreement/employment contract.

Legal References:

- [Minn. Stat. § 13.32 \(Educational Data\)](#)
- [Minn. Stat. § 121A.25-121A.29 \(Chemical Abuse\)](#)
- [Minn. Stat. § 121A.40-121A.56 \(Pupil Fair Dismissal Act\)](#)
- [Minn. Stat. § 121A.61 \(Discipline and Removal of Students from Class\)](#)
- [Minn. Stat. § 124D.695 \(Approved Recovery Program Funding\)](#)
- [Minn. Stat. § 126C.44 \(Safe Schools Levy\)](#)

Minn. Stat. § 138.163 (Preservation and Disposal of Public Records)
Minn. Stat. § 144.343 (Pregnancy, Venereal Disease, Alcohol or Drug Abuse, Abortion)
Minn. Stat. § 152.01 (Definitions)
Minn. Stat. § 152.02 (Schedules of Controlled Substances; Administration of Chapter)
Minn. Stat. § 152.22 (Definitions; Medical Cannabis)
Minn. Stat. § 152.23 (Limitations; Medical Cannabis)
Minn. Stat. § 466.07, subd. 1 (Indemnification Required)
Minn. Stat. § 609.101, subd. 3(e) (Controlled Substance Offenses; Minimum Fines)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
20 U.S.C. §§ 7101-7122 (Student Support and Academic Enrichment Grants)
20 U.S.C. § 5812 (National Education Goals)
20 U.S.C. § 7175 (Local Activities)
41 U.S.C. §§ 8101-8106 (Drug-Free Workplace Act)
34 C.F.R. Part 84 (Government-Wide Requirements for Drug-Free Workplace)
42 U.S.C. § 12101 Americans with Disabilities Act

Cross References:

Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
Policy 418 (Drug-Free Workplace/Drug Free School)
Policy 419 (Tobacco-Free Environment; Possession and Use of Tobacco, Tobacco-Related Devices, and Electronic Delivery Devices; Vaping Awareness and Prevention Instruction)
Policy 502 (Search of Student Lockers, Desks, Personal Possessions, and Student's Person)
Policy 506 (Student Discipline)
Policy 515 (Protection and Privacy of Pupil Records)
Policy 527 (Student Use and Parking of Motor Vehicles; Patrols, Inspections, and Searches)

CONNECTIONS

News from the Association of Metropolitan School Districts

February 2025

Volume 22

Number 5

February 7, 2025

Board of Directors Meeting

7 a.m. - 9 a.m.

Quora Education Center
NE Metro 916
Little Canada

February 28, 2025

Executive/Legislative Committee Meeting

7:30 a.m. - 9 a.m.

Anderson Center
Bethel University
Arden Hills

March 7, 2025

Board of Directors Meeting

7 a.m. - 9 a.m.

Quora Education Center
NE Metro 916
Little Canada

March 24, 2025

AMSD Day at the Capitol

[LINK: View Details for Day at the Capitol](#)

Unlocking Potential: Bloomington Public Schools Renaissance Program Expands Gifted Education Access



RENAISSANCE

continuously responding to meet the evolving needs of learners.

The district's Dimensions Academy began offering programs for grades 4-5 and 6-7 in 2004, and now has six unique programs featuring 45 class offerings for academically and creatively gifted students in grades 2-12. As these programs grew, they reflected the increasing diversity in the community and school district. Additionally, program leaders and teachers were committed to providing opportunities for students who might typically be overlooked for gifted programs.

To support this innovative educational programming, BPS was awarded one of 13 U.S. Department of Education Jacob K. Javits grants, totaling \$2.5 million. The five-year grant focused on:

- Increasing K-1 achievement in math and reading through academic interventions
- Universal screening for high abilities in students
- Professional development for art, music, and phy ed specialists
- Increasing access to mirroring experiences through community partnerships
- Launching the new Renaissance program

Renaissance was introduced in 2022 to better serve traditionally underserved students, including students of color, twice-exceptional learners,

Continued on page 2

AMSD's years of advocacy to tie the basic funding formula to inflation finally paid off in 2023 when the change was included in the omnibus education bill. This year we are seeing just how important that change was. As this month's research article outlines, the Governor's education budget proposal includes cuts to special education transportation funding and the elimination of the Q Comp program, but the inflationary increase in the formula is retained. We face significant challenges in the 2025 session. Please mark your calendar for the AMSD/MASA Region 9 Day at the Capitol on Monday, March 24 and join your colleagues in advocating for our students and our schools. Further details will be available soon.

From the AMSD Chair, Laura Oksnevad, St. Anthony-New Brighton Board Member

Renaissance Program Serves Underrepresented Learners

Continued from page 1

economically disadvantaged students, and multilingual learners.

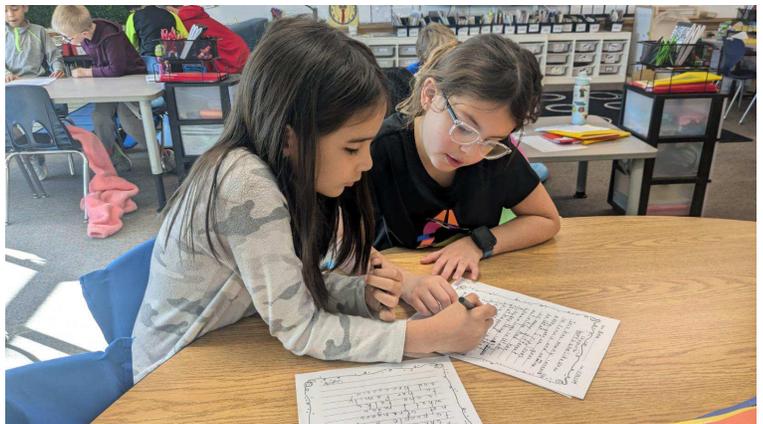
A key focus of the Renaissance initiative is identifying high-potential students early and providing robust academic interventions in kindergarten and first grade. During the 2023-24 school year, 87 percent of first graders in the district's Title I schools were assessed using the Cognitive Abilities Test (CogAT). This universal screening helped uncover students with advanced math skills who may be behind in reading due to ongoing language development. This year, the district expanded universal screening to all first-grade students, with assessments available in students' home languages upon request.

"By identifying these students at a young age, and providing intentional academic support and interventions, we prepare students for opportunities that might not otherwise be available to them," said program coordinator Jillian Chapman.

The Javits grant also funded extra staff development to prepare students to continue in the elementary gifted program. Paraprofessionals received 50+ hours of training by the BPS GT team. Topics included: characteristics of gifted learners, instructional strategies and resources, creative thinking tools, scaffolding for learning, sensory needs, and learning through play. Additionally, 10 team members from Renaissance schools attended the state symposium and a national convention for teachers to have access to external professional learning.

Chapman said one of the benefits of the additional staff training is that teachers and specialists now see the strengths and challenges of gifted learners as assets, and can find ways to use them in their instruction.

Midway through the second year, through early identification, intentional academic intervention and support, and expansive staff training, the results are promising. Renaissance students are surpassing their peers on reading and math growth. Comparing spring 2024 MAP scores in math with the previous year, Renaissance students are outperforming their grade-level peers, showing 187 percent growth year over year. Renaissance students are also meeting their MAP growth targets, with an impressive 94 percent of students meeting growth targets in math and 88 percent of students meeting their targets in reading.



The Renaissance program provides robust academic interventions for typically underrepresented students.

"These results really show the impact of students receiving the resources they need to meet individual growth targets," said Chapman.

Chapman emphasized the long history of strong gifted instruction and best practices within BPS is key to the Renaissance program. "Gifted learners need something different, not better," she said. "Expanding programs to include highly academically and creatively talented, and highly able students allowed BPS to serve more students. Renaissance creates even more opportunities because of the great programs already in place."

The gifted and talented team also supports enrichment clubs and teams, summer acceleration opportunities, and collaboration with K-12 teachers across the district.

This month's member feature was submitted by Kate Martin, Director of Marketing and Communications, Bloomington Public Schools.

Governor’s Budget Proposal: Hold Harmless on Compensatory Revenue, Cuts to Special Education Transportation, Elimination of Q Comp

Gov. Tim Walz released his biennial budget recommendations on Jan. 16 and — not surprisingly after a weak November State Budget and Economic Forecast — the education budget is lean. The November forecast projected a \$616 million surplus for the 26-27 biennium but a \$5 billion-plus shortfall in the 28-29 biennium. The forecast, and the Governor’s budget, include an inflationary increase in the basic formula as is required following passage of the 2023 Education Bill linking the formula to inflation.

The [2025 AMSD platform](#), which was developed prior to the release of the November forecast, calls for an additional three percent increase in the basic funding formula along with a \$250 per pupil increase in local optional revenue. The platform reflects inflationary pressures, the rising cost of labor, and increased expectations placed on school districts over the past two years. Districts throughout the state are facing significant budget challenges and are looking to state policymakers to mitigate projected funding shortfalls and staff layoffs.

While a few of the Governor’s proposals touch on issues included in AMSD’s platform — a modified hold-harmless proposal for compensatory revenue and funding to cover one more summer of unemployment insurance costs — the budget largely proposes more modifications and fine-tuning than new initiatives.

Among highlights from the Governor’s proposed budget:

- **Reduction in Special Education Transportation Reimbursement.** The Governor is proposing to change the percentage of transportation costs that are eligible for reimbursement under the initial aid calculation in the state special education funding formula. This results in a reduction of \$48,628,000 in FY26-27 and \$54,860,000 in FY28-29.
- **Alternative Teacher Compensation Revenue (Q Comp).** Gov. Walz has recommended eliminating the Alternative Teacher Professional Pay program starting in FY27. This results in a reduction of \$78.705 million in FY26-27 and \$173.137 million in FY28-29. There would also be a \$39.5 million reduction in levy reduction beginning in FY27. Due to the 90/10 metered payments, \$8.837 million will need to be appropriated in FY27 for reconciliation payments from FY26. This program will remain in place for FY26 and then be eliminated in FY27.
- **Compensatory Revenue Modification.** The Governor has recommended \$39.7 million in FY26 and \$4.4 million in FY27 to extend a hold harmless provision for the compensatory revenue calculation into FY26. While many AMSD member districts would see financial relief under the Governor’s proposal, some would receive less compensatory funding than they would under current law. The Governor is also recommending \$94,000 in FY26 only to create a compensatory revenue working group.
- **Additional Unemployment Insurance Aid for Hourly Workers.** Gov. Walz is recommending \$30 million for FY26 in onetime unemployment insurance aid — the estimated amount needed to add to the projected carryover from the end of FY25 to FY26 from a onetime appropriation in FY24, to cover total expected costs associated with providing hourly school workers unemployment benefits during the summer term. Unless the Governor and legislators identify a permanent funding stream, this cost will fall on school districts starting in FY27.

Governor's Budget Proposal First Step in Process

Continued from page 3

- **Literacy Incentive Aid Formula Change.** The Governor recommends changing how Literacy Incentive Aid is allocated by eliminating the use of MCA data as a factor for determining allocations to districts and instead using poverty data. This recommendation is budget neutral for the state but it will have distributional impacts on school districts with some districts realizing additional revenue and others seeing a reduction in Literacy Incentive Aid.
- **Student Support Personnel Aid Allowable Uses.** The Governor recommends expanding the authorized uses for the Student Support Personnel Aid (SSPA) and a revised distribution method to distribute student support personnel aid directly to eligible cooperatives. This is a cost-neutral proposal that only expands the current uses of student support personnel in statute. This proposal would allow LEAs, who have in good faith attempted to but are unable to hire a student support personnel or secure contracted services from licensed student support personnel, to use funding for:
 - Maintaining student support personnel positions if they will be lost due to enrollment declines.
 - Covering the costs of planning and implementing training and job embedded coaching: in social emotional learning, trauma informed/anti-bias practices, evidenced based/informed mental health interventions, and comprehensive school mental health.
 - Covering the material costs of evidence-based, culturally responsive curriculums and programs that proactively support students and school community wellbeing. This can include, but is not limited to, social emotional learning curriculum and supplemental materials, and tiered intervention programs for social, emotional, and/or behavioral needs.
- **Fraud Detection and Prevention.** The Governor has recommended \$550,000 annually to fund three full-time equivalent (FTE) staff and software to provide needed support for MDE infrastructure to prevent, identify, and take action against program participants who are found to have engaged in fraud, waste, and abuse.
- **Statewide Teacher Registered Apprenticeship Grant.** The Governor recommends \$5 million in FY26 and \$2 million in FY27 from the workforce development fund to support establishment of a statewide registered teacher apprenticeship program. Funds will be used to support the development of a statewide registered teacher apprenticeship program and joint apprenticeship training committee (JATC). This JATC will provide critical statewide infrastructure for school districts across the state to connect to consistent, high-quality teacher apprenticeship programming and will scale registered teacher apprenticeship in a timely and cost-effective manner, creating additional career pathways into education for individuals from underrepresented populations and underserved communities.

The Governor's budget proposal is the first step in the budget setting process. The next step will be the release of the February State Budget and Economic Forecast which is scheduled to be released around March 6. At that point, the Governor will revise his recommendations and House and Senate members will develop their respective budget proposals.

- [LINK: View the Governor's full recommendations for MDE Education budget](#)
- [LINK: View the Statewide Compensatory Runs for FY25 and FY26](#)
- [LINK: View the AMSD Districts Compensatory Revenue Comparisons for FY25 and FY26](#)

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Board Calendar (Second & Fourth Thursday of the Month)

Start Time: 6:30 PM

January 2025 – December 2025	
January 9, 2025 <i>(possible conflict MSBA Conference)</i>	January 23, 2025
February 13, 2025	February 27, 2025
March 13, 2025	March 27, 2025 <i>(Conflict with Spring Break)</i>
April 10, 2025	April 24, 2025
May 8, 2025	May 22, 2025
June 12, 2025	June 26, 2025
No July Meeting	
August 28, 2025	
September 11, 2025	September 25, 2025
October 9, 2025	October 23, 2025
November 13, 2025	
December 11, 2025	

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Board Calendar (Second & Fourth Thursday of the Month)

Start Time: 6:30 PM

TENTATIVE

January 2026 – December 2026	
January 8, 2026 <i>(possible conflict MSBA Conference)</i>	January 22, 2026
February 12, 2026	February 26, 2026
March 12, 2026	March 26, 2026 Conflict with Spring Break
April 9, 2026	April 23, 2026
May 14, 2026	May 28, 2026
June 11, 2026	June 25, 2026
No July Meeting	
August 27, 2026	
September 10, 2026	September 24, 2026
October 8, 2026	October 22, 2026
November 12, 2026	
December 10, 2026	

INTERMEDIATE DISTRICT 287
February 27, 2025
SCHOOL BOARD CALENDAR

February 2025

27	Thursday	General Meeting of the Board	6:30 PM	DSC
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March 2025

13	Thursday	General Meeting of the Board	6:30 PM	DSC
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27	Thursday	General Meeting of the Board	6:30 PM	DSC
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(conflict with Spring Break, added additional April meeting)

April 2025

10	Thursday	General Meeting of the Board	6:30 PM	DSC
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24	Thursday	General Meeting of the Board	6:30 PM	DSC
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May 2025

08	Thursday	School Board Retreat	4:30 PM	DSC
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08	Thursday	General Meeting of the Board	6:30 PM	DSC
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22	Thursday	General Meeting of the Board	6:30 PM	DSC
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June 2025

12	Thursday	General Meeting of the Board	6:30 PM	DSC
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26	Thursday	General Meeting of the Board	6:30 PM	DSC
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◆ General Board Meeting – Date Change

◆ New Event

◆ Event Date Change

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Get on the Bus & Local 2209 Breakfast Schedule

2024-2025

Get on the Bus

Tuesday, April 15th

Itinerant

Bus leaves 287 DSC @ 8:30 AM

Local 2209/Board Meeting

1:00 PM

Tuesday, April 22nd

District Service Center

(3rd Floor – Room 316)

