



South St. Paul School Board Meeting
Monday, February 22, 2021 6:00 PM
Location: CITY HALL
125 THIRD AVENUE NORTH
South St Paul, Minnesota 55075

Agenda

I.	ROLL CALL and PLEDGE OF ALLEGIANCE	
II.	APPROVAL OF MEETING AGENDA/MINUTES (Strategic Direction 4)	
	A. School Board Meeting Agenda, February 22, 2021	
	B. Committee-of-the-Whole Meeting Minutes, February 8, 2021	3
	C. School Board Meeting Minutes, February 8, 2021	4
III.	QUALITY-IN-ACTION and REPORTS (Strategic Direction 4)	
	A. Quality-in-Action: Kaposia Education Center's 3rd grade will highlight their poetry work related to their International Baccalaureate (IB) Primary Years Program's (PYP) unit of inquiry (T. Bretoi)	
	B. School Board Recognition Week: School Board Recognition Week is being celebrated February 22-26 throughout Minnesota. Thank you for the important role you play in helping take care of our community's children. (D. Webb)	
	C. Report: Superintendent Webb will provide highlights from around the District. (D. Webb)	
	D. Report: Public Listening Session (C. Walker)	6
IV.	CONSENT ITEMS (Strategic Direction 3)	
	A. Financial Claims: Bills Payable (D. Webb)	7
	B. Staffing: Appointments, Resignations, Transfers, Retirements, Abolishments, and Leaves (D. Webb)	12
V.	POLICY REVIEW (Strategic Direction 1)	
VI.	BUSINESS ITEMS (Strategic Direction 3)	
	A. Approval, for the South St. Paul School Board to approve the 2021-2022 Budget Guiding Change Document. (A. Bushberger)	16

VII. **INFORMATIONAL ITEMS (Strategic Direction 4)**

- A. **Board Members' Reports/Committee Updates/Where Have You Seen a Passion:** Board members will report on recent educational activities/events in which they have participated as well as other informational items.

VIII. **SUPPLEMENTAL AGENDA**

IX. **ADJOURNMENT**

South St. Paul School Board
Committee-of-the-Whole Meeting Minutes

February 8, 2021

Chair Chris Walker called the February 8, 2021, meeting of the Committee-of-the-Whole to order at 5:00 PM with seven Board members present: Inspector Arend, Diaz, Felton, Laliberte, Raasch, Walker and Weber. Others present included Superintendent of Schools Dave Webb and several other staff members.

Minnesota Department of Human Rights (MDHR) Report

As part of our Minnesota Department of Human Rights (MDHR) Plan, the South St. Paul Public Schools must submit a Semi-Annual Review in February and September throughout the three-year plan. The 2020-21 school year is year three. Early Learning and Equity Director Connie Garling-Squire provided a highlight of the following areas of the report being submitted: community involvement, curriculum/teaching and learning, professional development, procedures and policy.

2021-22 Preschool Tuition Proposal

Early Learning and Equity Director Connie Garling-Squire presented the proposed 2021-22 preschool tuition rates. In 2017-18, Lincoln Center was awarded VPK funding for free 4-year-old preschool, but this funding source has to be renewed by the legislature every two years. Every two years, we begin enrollment for Preschool at the Lincoln Center location with tuition, then, if approved by the state, parents receive a letter in late May/June explaining the change to VPK funding and from tuition based to free preschool. School year 2021-2022 is one of those “tuition” years. The District is hopeful VPK will once again be funded for Lincoln Center.

Radon Testing Update

New statute 123B.571 mandates districts to conduct district-wide radon testing every five years and report findings to the school board and Minnesota Department of Health (MDH). Radon testing devices are placed in each commonly occupied classroom or spaces that has direct contact with soil. The device is in the space for 48 – 72 hours before being sent to a lab for results. The district placed 180 radon testing devices district-wide. When radon testing results are received from the lab, the district looks for readings above 4.0 pCi/L (picocurie). If there are any levels above 4.0 pCi/L, corrective action would be taken. The district is pleased to report that all readings were below 4.0 pCi/L and no correction action is needed.

Budget Guiding Change

A Guiding Change Document is a tool used by boards to identify parameters for administration to use while they are preparing a recommendation to go before the School Board. School Board members engaged in conversation with administration to develop a draft guiding change document and set parameters for the 2021-2022 budget development.

The February 8, 2021, committee-of-the-whole meeting was adjourned at 5:54 PM.

Respectfully submitted by:

Lisa Brandecker, Acting Secretary-Clerk
South St. Paul Board of Education



SOUTH ST. PAUL PUBLIC SCHOOLS Special School District No. 6

FEBRUARY 8, 2021

The regular meeting of the School Board, Special School District No. 6, South St. Paul, was held in the city hall council chambers on Monday, February 8, 2021. Chair Chris Walker called the meeting to order at 6:01 PM with seven Board members present: Inspectors Arend, Diaz, Felton, Laliberte, Raasch, Walker and Weber. Others present included Superintendent of Schools Dr. Dave Webb and several staff.

By Inspector Diaz

Seconded by Inspector Arend

That the South St. Paul School Board approves the February 8, 2021, School Board meeting agenda and minutes for the following meetings:

A. School Board Meeting Agenda, January 25, 2021

Motion carried (7-0)

QUALITY-IN-ACTION AND REPORTS

Quality-in-Action: Two Lincoln Kindergarteners, Vin and Norah, and their teacher Mrs. Spanjers attended the February 8 School Board meeting to talk about the return to in-person learning. Both students said they were most excited about seeing their friends, but they also worry about their teachers and families. Mrs. Spanjers spent a moment to share with the board the difficulties of distance learning for Kindergarten and expressed her appreciation to be back in the classroom with her students.

Public Listening Session Report – There were no public listening session submissions.

Superintendent's Update – Superintendent Webb provided highlights from around the district.

By Inspector Laliberte

Seconded by Inspector Diaz

A. Financial Claims—Bills Payable

B. Staffing: Appointments, Resignations, Transfers, Retirements, Abolishments, and Leaves.

Motion carried (7-0)

By Inspector Diaz

Seconded by Inspector Raasch

Approval, for the South St. Paul School Board to approve the 2021-22 Preschool Tuition Rates.

Motion carried (7-0)

By Inspector Felton

Seconded by Inspector Diaz

That the South St. Paul School Board approves the Acceptance of Gifts Resolution

Motion carried 7 yeas – Weber, Laliberte, Arend, Felton, Diaz, Raasch, and Walker

0 nays

School Board members reported on various educational activities/events in which they have participated as well as other informational items.

By Inspector Diaz
For the School Board to move to a closed session at 6:30 PM per the open meeting law (Minn. Stat. § 13D0.3) for the purpose of a negotiations update.
Motion carried (7-0)

Members present: Inspectors Arend, Diaz, Felton, Laliberte, Raasch, Walker and Weber as well as Superintendent of Schools Dr. Dave Webb, Finance Director Aaron Bushberger, and Human Resource Director Cathy Miller.

By Inspector Weber
For the School Board to adjourn the closed session at 7:07 PM.
Motion carried (7-0)

By Inspector Arend
For the School Board to adjourn the February 8, 2021, meeting at 7:08 PM
Motion carried (7-0)

Official Board Minutes are available in the District
Office at 104 – 5th Ave. So. – So. St. Paul

Respectfully Submitted by:

Lisa Brandecker, Acting Secretary-Clerk
Board of Education



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: February 8, 2021

Place on Agenda: Regular Meeting Reports

Action Requested: None

Attachment: None

Topic: School Board Listening Session Report

Presenter(s): Board Chair Chris Walker

Background:

Pursuant to Minnesota Statutes section 13D.021, and the current state of emergency declared by the Governor of Minnesota due to the COVID-19 pandemic, the Board Chair and Superintendent of Schools have determined that it is not prudent to conduct an in-person meeting of the School Board nor is it feasible to allow any member of the public to be present at the regular meeting location or any remote sites of any Board Members. All members of the School Board will participate by electronic means.

To allow members of the staff and public the opportunity to provide comments regarding items on the Board Meeting's agenda, the board has established the [Listening Session Sign-up Form](#) on the South St. Paul Public Schools website that must be completed and submitted by 9:00 a.m. the day of the Board meeting. The Board will designate an individual to read a representative sample of the comments at the Board meeting. The public will not be given the opportunity to be heard in person at the Board meetings. This temporarily supersedes Policy 206.

The Board Chair or Superintendent of Schools or their designee, may follow-up, via phone or electronic communication, with the individual submitting the Listening Session Sign-up Form.



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: February 22, 2021

Place on Agenda: Consent Items

Action Requested: Approval

Attachment: Financials – Bills Payable

Topic: Financials – Bills Payable
Presenter(s): Chair
Background: It is the policy of the school district to maintain its records so that they will be available for inspection by members of the general public and to provide for the publication of its official proceedings in compliance with law.
Recommendation: Approve financial statement
Alternatives: N/A

CHECK NUMBER	AMOUNT	CHECK DATE	VENDOR
194785	-1,250.00	02/09/2021	CAREI
196015	6.49	02/11/2021	ACE HARDWARE & PAINT
196016	78.00	02/11/2021	ADVANCED SPORTSWEAR,
196017	18.00	02/11/2021	ALBIN ACQUISITION CO
196018	647.33	02/11/2021	AMAZON CAPITAL SERVI
196019	94.00	02/11/2021	AMIDON, MIKE
196020	244.88	02/11/2021	ARAMARK
196021	93.00	02/11/2021	ARRIOLA, MARK
196022	59.00	02/11/2021	BEELEER, KIMBERLY
196023	354.16	02/11/2021	BIMBO BAKERIES USA
196024	1,304.90	02/11/2021	BIX PRODUCE COMPANY
196025	50.00	02/11/2021	BRANDNER, DWAIN
196026	31.50	02/11/2021	BRIDGES, ALLISON
196027	94.00	02/11/2021	BUSCH, LAURA
196028	152.00	02/11/2021	CANEFF, CURT
196029	1,250.00	02/11/2021	CAREI
196030	98.00	02/11/2021	CARLSON, JEREMY
196031	13,555.56	02/11/2021	CITY OF SOUTH ST PAU
196032	509.40	02/11/2021	CRAWFORD DOOR SALES
196033	106.46	02/11/2021	CULLIGAN-MILBERT COM
196034	76.00	02/11/2021	DAHM, CAMERON
196035	650.00	02/11/2021	DAKOTA GLASS & GLAZI
196036	257.29	02/11/2021	DAKOTA SUPPLY GROUP
196037	200.47	02/11/2021	DISCOUNT SCHOOL SUPP
196038	116.00	02/11/2021	ESSIEN, FRANK
196039	116.00	02/11/2021	FAULKEN, KEITH
196040	105.71	02/11/2021	FIRST SUPPLY LLC
196041	675.34	02/11/2021	FRONTIER AG & TURF
196042	93.00	02/11/2021	GARCIA, JOSEPH
196043	127.05	02/11/2021	GENERAL PARTS INC
196044	434.00	02/11/2021	GLOBE PRINTING & OFF
196045	83.01	02/11/2021	GOODIN COMPANY
196046	140.66	02/11/2021	GRAINGER, INC
196047	449.72	02/11/2021	HASTINGS BUS COMPANY
196048	74.00	02/11/2021	HELGREN, ALLISON
196049	651.07	02/11/2021	HOME DEPOT CREDIT SE
196050	169.00	02/11/2021	INGRAM, BRIAN
196051	8,378.71	02/11/2021	INTERMEDIATE DISTRIC
196052	98.00	02/11/2021	JONES, TREMAYNE
196053	93.00	02/11/2021	KLAREN, LLOYD
196054	3,187.16	02/11/2021	KURITA AMERICA INC
196055	59.00	02/11/2021	LARSON, ELIZABETH
196056	468.00	02/11/2021	LINK INTERPRET
196057	20.89	02/11/2021	LOWE'S
196058	59.00	02/11/2021	LUTZ-WILLIAMS, ERIN
196059	933.63	02/11/2021	MARK'S PLUMBING PART
196060	7,981.54	02/11/2021	MATHIAS DIE COMPANY
196061	32.97	02/11/2021	MCMASTER-CARR SUPPLY
196062	286.20	02/11/2021	MID CITY INDUSTRIAL
196063	22.85	02/11/2021	MINNESOTA LOCKS
196064	904.21	02/11/2021	NASSEFF MECHANICAL C
196065	197.16	02/11/2021	NCS PEARSON EDUCATIO
196066	123.60	02/11/2021	NETWORK SERVICES COM
196067	23.63	02/11/2021	OFFICE OF MN IT SERV
196068	14.70	02/11/2021	OXYGEN SERVICE CO IN
196069	79.00	02/11/2021	PEARSON, DAVID

CHECK NUMBER	AMOUNT	CHECK DATE	VENDOR
196070	79.00	02/11/2021	PELLETIER, DAN
196071	59.00	02/11/2021	PROULX, ALYSON
196072	13.17	02/11/2021	RITTER, GLEN
196073	156.00	02/11/2021	ROTHENBACHER-SCHMITT
196074	59.00	02/11/2021	ROZALES, CRYSTAL
196075	79.98	02/11/2021	S & S WORLDWIDE
196076	70,568.68	02/11/2021	SAFEWAY WISCONSIN, I
196077	79.00	02/11/2021	SCHMIDT, JUSTIN
196078	320.40	02/11/2021	SCHOOL SPECIALTY
196079	31.50	02/11/2021	SHEA, NATALIE
196080	95.00	02/11/2021	SKWIRA, PETER
196081	127.01	02/11/2021	SM ENTERPRISE INC
196082	31.50	02/11/2021	ST PAUL PIONEER PRES
196083	689.43	02/11/2021	STATE SUPPLY COMPANY
196084	756.50	02/11/2021	STRATEGIC STAFFING S
196085	76.67	02/11/2021	SUPREME SCHOOL SUPPL
196086	1,916.25	02/11/2021	TEACHING STRATEGIES,
196087	666.26	02/11/2021	TRIO SUPPLY CO
196088	3,979.48	02/11/2021	TWIN CITY JANITOR SU
196089	6,811.60	02/11/2021	UPPER LAKES FOODS
196090	420.00	02/11/2021	VOSS LIGHTING
196091	79.00	02/11/2021	WILSON, SCOTT
196092	94.00	02/11/2021	WITTE, BETTY
196093	62.00	02/12/2021	EDUCATION MINNESOTA
196094	365.98	02/12/2021	LOCAL #70
196095	1,399.50	02/12/2021	MINNESOTA CHILD SUPP
196096	318.00	02/12/2021	OFFICE AND PROF EMPL
196097	12,525.13	02/12/2021	SOUTH ST PAUL TEACHE
196098	10.00	02/12/2021	SOUTH ST PAUL OPEN F
196099	151.00	02/12/2021	SOUTH ST PAUL EDUCAT
196100	975.80	02/12/2021	SSP EASRP
202000204	42,272.80	02/12/2021	MINNESOTA PAYROLL TA
202000205	256,067.25	02/12/2021	FEDERAL PAYROLL TAXE
202000206	39,434.70	02/12/2021	PERA
202000207	55,689.94	02/12/2021	TSA/ACH DEDUCTION
202000208	126,737.61	02/12/2021	TEACHER RETIREMENT A
202000209	0.00	02/12/2021	MINNESOTA PAYROLL TA
202000210	0.00	02/12/2021	FEDERAL PAYROLL TAXE
202100085	24.64	02/09/2021	BEELEER, SARAH
202100086	2.20	02/09/2021	CARLSON, NANCY
202100087	188.18	02/09/2021	CHILDS, DANETTE
202100088	325.00	02/09/2021	CROONQUIST, JILL
202100089	31.50	02/09/2021	LEVINE, SANDRA
202100090	14.00	02/09/2021	LOUGH, LAWRENCE
202100091	63.71	02/09/2021	RAU, JANELLE

668,725.62 Totals for checks

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
01	GENERAL	506,778.04	0.00	118,503.57	625,281.61
02	FOOD SERVICE	7,437.43	0.00	9,545.79	16,983.22
04	COMMUNITY EDUCATION	22,119.24	0.00	2,237.07	24,356.31
05	CAPITAL	0.00	0.00	2,080.26	2,080.26
50	ACTIVITY ACCOUNT	24.22	0.00	0.00	24.22
***	Fund Summary Totals ***	536,358.93	0.00	132,366.69	668,725.62

***** End of report *****

CHECKRUNS

<u>FUND</u>	<u>DESCRIPTION</u>	<u>February 5, 2021 - February 17, 2021</u>
1	GENERAL	\$625,281.61
2	FOOD SERVICE	\$16,983.22
4	COMMUNITY EDUCATION	\$24,356.31
5	CAPITAL	\$2,080.26
6	CONSTRUCTION	\$0.00
7	DEBT SERVICE	\$0.00
47	OPEB	\$24.22
50	ACTIVITY ACCOUNTS	
	TOTAL	<u>\$668,725.62</u>

Check 196015 - 196100

Employee ACH 202100085 - 202100091

Wire Payments 202000204 - 2020000210

PAYROLL

2/12/21

Payroll Direct Deposit	900062301 - 900062783	\$722,352.88
Checks		



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: February 22, 2021

Place on Agenda: Consent Items

Action Requested: Approval

Attachment: Staffing

Topic: Staffing
Presenter(s): Chair
Background: The staffing report includes the Appointments, Resignations, Transfers, Retirements, Abolishments and Leaves being recommended to the School Board for approval.
Recommendation: Administration recommends approval of the proposed staffing.
Alternatives: Amend the motion to remove a certain appointment, resignation, transfer, retirement, abolishment, or leave. Provide administration with directions for next steps.

VII.A.1 Staff Appointments, Resignations, Retirements, Terminations and Leaves (Cathy Miller)

2-22-21

Certified

A. Appointments/Reassignments

1. Hannah Chonkan-Urow – 1.0 FTE Long-Term Substitute Math Teacher-Middle School, Secondary Building, BA00, Step 1, effective February 19, 2021, through June 14, 2021. (revised effective dates)
2. Andrew Doran – Extend math instructional overload, Middle School, Secondary Building, effective December 7, 2020, through February 18, 2021. (extension from February 15, 2021)
3. Tyne Grefe – Extend math instructional overload, Middle School, Secondary Building, effective December 7, 2020, through February 18, 2021. (extension from February 15, 2021)
4. Gabriel Thompson – Extend math instructional overload, Middle School, Secondary Building, effective December 7, 2020, through February 18, 2021. (extension from February 15, 2021)
5. Jason Welke – 1.0 FTE Long-Term Substitute Grade 5 Elementary Teacher, Lincoln Center, BA00, Step 1, effective approximately March 4, 2021, through June 2, 2021.

2020-21 ECA

BASEBALL

Freshman Coach	Schultz, Pete	\$2,822
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TRACK - BOYS

Varsity Asst Coach	Bakken, Chris	\$4,231
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TRACK – GIRLS

Varsity Asst Coach	Bookler, Patrick	\$4,231
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Varsity Asst Coach	Schultz, Meghan	\$4,231
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TEACHER LEADERSHIP

Teacher Licensure Coordinator	Hegge, Patricia	\$754
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B. Resignations/Retirements/Leaves/Reductions/Other

1. Jacqueline Baxter – Retirement from her position as 1.0 FTE Kindergarten Teacher, Lincoln Center, effective June 14, 2021.
2. Laura Callies – Extend .2 FTE leave of absence from her position as Physical Education/DAPE Teacher, Kaposia Education Teacher, effective February 1, 2021, through approximately March 26, 2021. (extension from February 26, 2021)
3. Michael Gehlsen – Leave of absence from his position as 1.0 FTE Science Teacher-High School, Secondary Building, effective March 8, 2021, through June 14, 2021.
4. Katherine Leary – Resignation from her position as 1.0 FTE Math Teacher-Middle School, Secondary Building, effective June 14, 2021.

5. Pamela Linde – Retirement from her position as .9 FTE ECSE Speech Therapist, Lincoln Center, and .1 FTE B-3 Speech Therapist, District Office, effective June 14, 2021.
6. Laura Shubat – Retirement from her position as 1.0 FTE Grade 1 Elementary Teacher, Lincoln Center, effective September 13, 2021.

Classified

A. Appointments/Reassignments

1. Lisa Fulweiler-Marz – Kids’ Choice Assistant (Temporary), Lincoln Center, \$18.13 per hour, 26.25 hours per week, effective February 16, 2021, through June 10, 2021. (recall)
2. Courtney Gutzman – Kids’ Choice Assistant (Temporary), Kaposia Education Center, \$18.13 per hour, 26.25 hours per week, effective February 16, 2021, through June 10, 2021. (recall)
3. Carol Louisiana – Student Supervisor (Temporary), Kaposia Education Center, \$15.81 per hour, 17.5 hours per week, effective February 8, 2021, through June 10, 2021.
4. Ashley Marz – Kids’ Choice Assistant (Temporary), Kaposia Education Center, \$18.13 per hour, 26.25 hours per week, effective February 16, 2021, through June 10, 2021. (recall)
5. Julie Troye – Kids’ Choice Assistant (Temporary), Lincoln Center, \$18.13 per hour, 26.25 hours per week, effective February 16, 2021, through June 10, 2021. (recall)
6. Louise Vega – Kids’ Choice Assistant (Temporary), Kaposia Education Center, \$18.13 per hour, 26.25 hours per week, effective February 16, 2021, through June 10, 2021. (recall)
7. Christina Zambrano – Kids’ Choice Assistant (Temporary), Lincoln Center, \$18.13 per hour, 26.25 hours per week, effective February 16, 2021, through June 10, 2021. (recall)

B. Resignations/Retirements/Leaves/Reductions/Other

1. Charles Harder – Resignation from his position as Part-Time Cleaner, Lincoln Center, effective February 26, 2021.
2. Zelda Prentice – Leave of absence from her position as Nutrition Assistant, Secondary Building, effective February 12, 2021, through approximately March 1, 2021.



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: February 22, 2021

Place on Agenda: Committee-of-the-Whole and Regular Business Item

Action Requested: Approval

Attachment: Guiding Change Document – 2021-22 Budget

Topic: Guiding Change Document – 2021-22 Budget
Presenter(s): Dave Webb, Superintendent and Aaron Bushberger, Finance Director
<p>Background:</p> <p>A Guiding Change Document is a tool used by boards to identify parameters for administration to use while they are preparing a recommendation to go before the School Board.</p> <p>The Guiding Change Framework defines three critical components, including:</p> <ul style="list-style-type: none"> • Results (<i>What is our goal?</i>) - define the desired outcomes in terms of vision for the future and benefit to the district • Current Reality (<i>What are our current conditions?</i>) - define the current conditions of the district and its environment in terms of the strategic plan, external/internal influences and trends, and data, facts and perceptions • Unacceptable Means (<i>What will we not do?</i>) - define the few, high-level approaches, behaviors or intentions that the district will not engage in to achieve the desired results <p>This framework takes an “end-in-view” approach in which a single result is not predetermined therefore promoting the development of a variety of options.</p> <p>As you are aware, last spring we made many difficult decisions to achieve our \$4,000,000 of budget reductions. As we are now in the process of the working through an additional \$2,000,000 of budget reductions this spring, we are again faced with extremely difficult decisions that could impact our programming and personnel district-wide. While we will follow your direction in the guiding change document, we will also seek to further clarify your vision points. Unfortunately, with these additional reductions, on top of last year’s reductions, I believe every area of our district will again be impacted.</p> <p>At our meeting on Monday evening, we will continue to discuss and finalize the document prior to the its approval at the regular business meeting.</p>
Recommendation: Approval
Alternatives: N/A



GUIDING CHANGE: 2021-22 Budget

Context & Reality "The Why"	Unacceptable Means "The Not-How"	Results "The What"
<ol style="list-style-type: none"> 1. District Mission and Vision. 2. State funding has not kept pace with inflation, and is not projected to keep pace. 3. Additional Operating Levy was approved in Nov. 2017 for ten years. The levy generates about \$1.3 million annually. 4. Despite the District's net gain in open enrollment, overall enrollment has decreased each of the past four years. 5. Expenditures are projected to exceed revenues resulting in deficit spending. 6. 80% of costs are salaries and benefits. 7. State and federal special education funding is not keeping pace with program costs. 8. School Board is required to establish budget by July 1, 2021. 9. District has completed a school start time study indicating a need for a later secondary start time. 	<ol style="list-style-type: none"> 1. Violate law, financial regulations, contracts or agreements. 2. Recommend budget changes that do not address financial sustainability and expected outcomes. 3. The District will not substantially reduce the following programs: <ul style="list-style-type: none"> • Arts programs • College and Career Readiness • Student support 	<ol style="list-style-type: none"> 1. Align budget to District Mission, Vision, Strategic Directions, and District Goals. 2. Establish a budget that considers fund balance policy established by the Board. <ul style="list-style-type: none"> • The Board will commit to reviewing the fund balance policy to determine if changes are necessary. 3. Maintains quality programming and services. 4. Considers additions, reductions and redesign. 5. Recruit and retain students. 6. Efficient and effective use of resources through ongoing evaluation of current services and programs. 7. Implementation of priority actions of District Strategic Roadmap and Operational Plans. 8. Equity in all that we do. 9. Consider for school year 2021-2022 taking action regarding implementation of late start for secondary