

## Monthly Committee of the Whole Board Meeting - Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, February 23, 2021

VIA VIDEO CONFERENCE

Google Meet

Duluth, MN 55802

6:30 PM

### 1. CALL TO ORDER

### 2. ROLL CALL

### 3. AGENDA ITEMS

#### A. Curriculum and Instruction

##### 1) Action Items - Consent Agenda

a. Presentation Items Requiring Approval - NONE

b. Resolutions - NONE

c. Other Action Items - NONE

##### 2) Informational Items

###### a. Presentations

(1) Blended Learning Initiative Update 2

Jennifer Brown, CDW-G K-12 Education Strategist

(2) Strategic Bridge Planning Update 19

Dennis Cheesebrow, TeamWorks International CEO and Principal  
Consultant

(3) Sources of Strength Presentation 32

Maren Thompson, Sources of Strength Coordinator

Brief overview of the Sources of Strength program.

(4) Curriculum and Instruction Updates 35

Interim Director of Curriculum and Instruction Jen Larva

#### B. Other

1) Policy 250 - School Board Member Compensation Bylaw Discussion 36

Review of and discussion related to Policy 250 - School Board Member

Compensation Bylaw.

#### C. Future Items

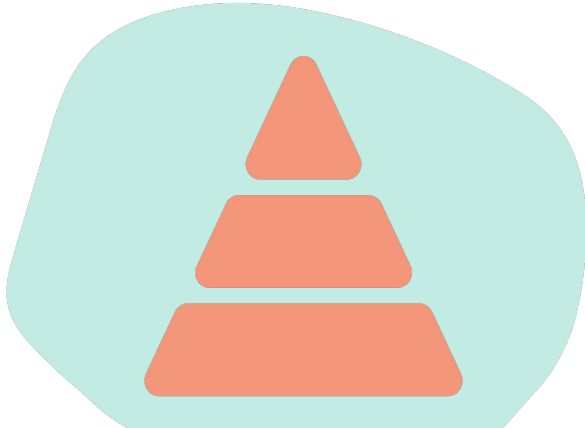
### 4. ADJOURN

# COMMITTEE OF THE WHOLE 02.02.21

Presented by  
CDW•G Education Strategist Jennifer Brown, M.Ed



## Every Student. Every Day.



Multi-Tiered System of Support (MTSS)

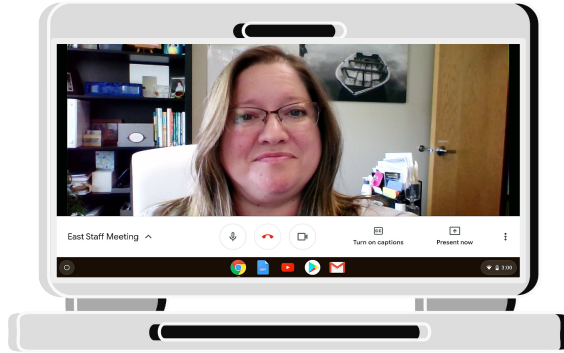


Professional Learning Communities (PLCs)



Safe and Welcoming School Culture

# MARCH 2020: DISTANCE LEARNING

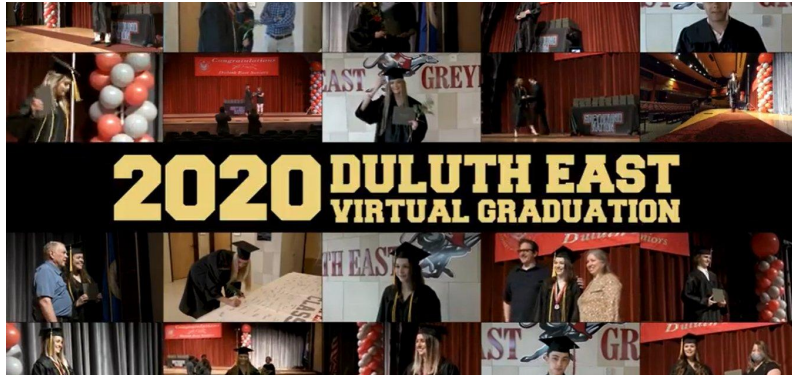


Principal Danette Seboe -  
On Duluth East's Distance Learning Efforts During COVID-19  
Image Courtesy of [Duluth Public Schools ISD 709 Facebook](#), 04/16/20



Piedmont Elementary Child Nutritionist Maria Karon -  
Prepares free, nutritious breakfast and lunch bag lunches for distribution  
Image Courtesy of [Duluth Public Schools ISD 709 Facebook](#), 04/1/20

# JUNE 2020: GRADUATION



# JULY 2020: WELCOMING SUPT. MAGAS





*Welcome*

ANTHONY BONDS, ASSISTANT  
SUPERINTENDENT



*Welcome*

JEN LARVA, INTERIM DIRECTOR OF  
CURRICULUM & INSTRUCTION



# AUGUST 2020: RETURN TO LEARN



Whitefoot, A. (2020, August 4). *Duluth Public Schools recommends in-person for elementary, hybrid for secondary schools*. Duluth News Tribune. <https://www.duluthnewstribune.com/news/education/6600819-Duluth-Public-Schools-recommends-in-person-for-elementary-hybrid-for-secondary-schools>

# AUGUST 2020: RETURN TO LEARN



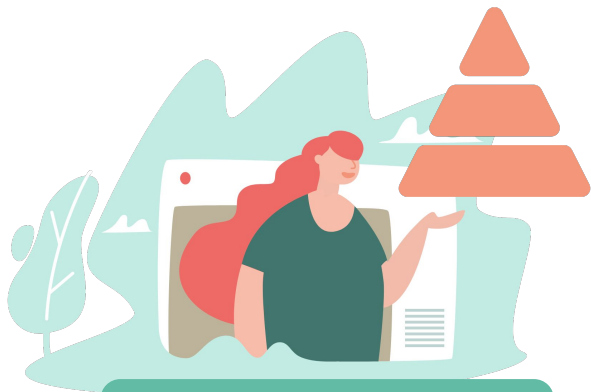
# AUGUST 2020: RETURN TO LEARN

10

## Every Student. Every Day.



## Every Student. Every Day.



Multi-Tiered System of Support (MTSS)

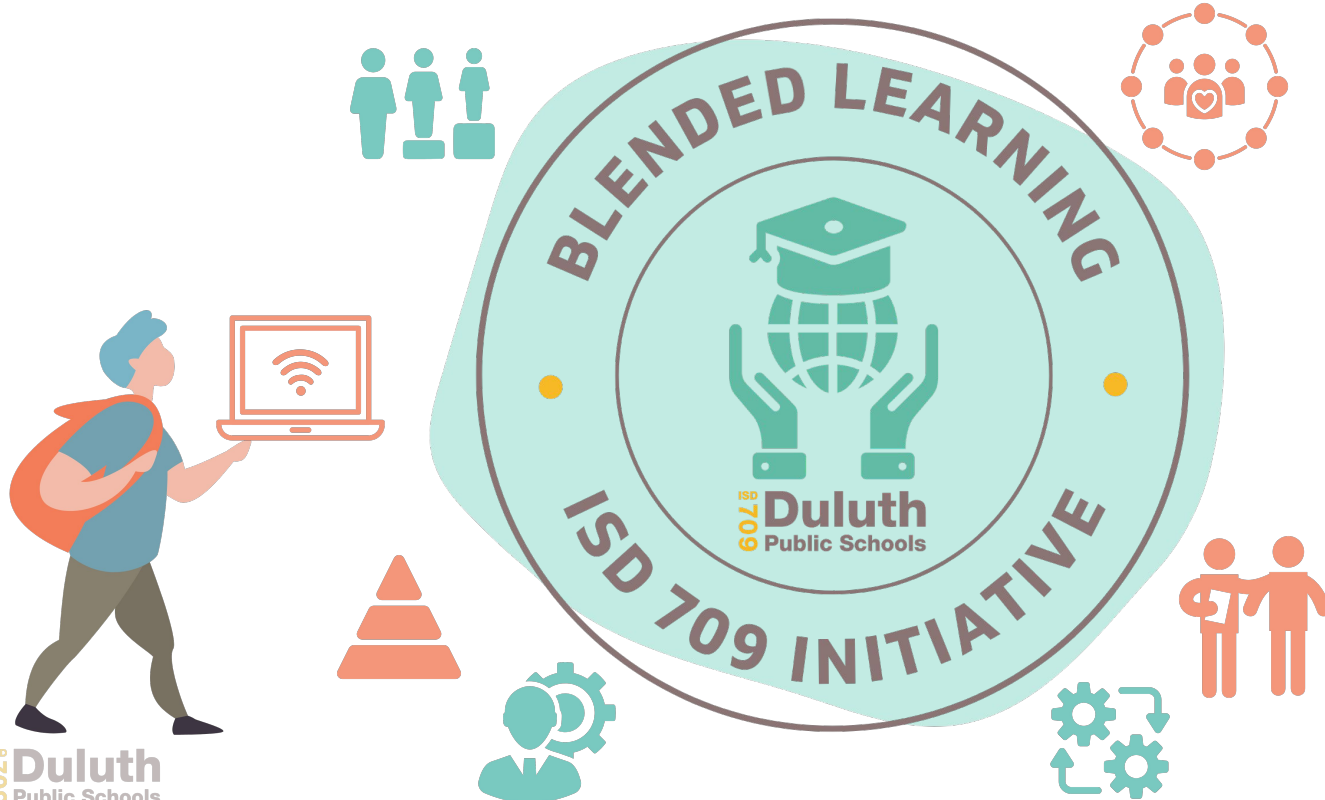


Professional Learning Communities (PLCs)



Safe and Welcoming School Culture

# BLENDED LEARNING INITIATIVE

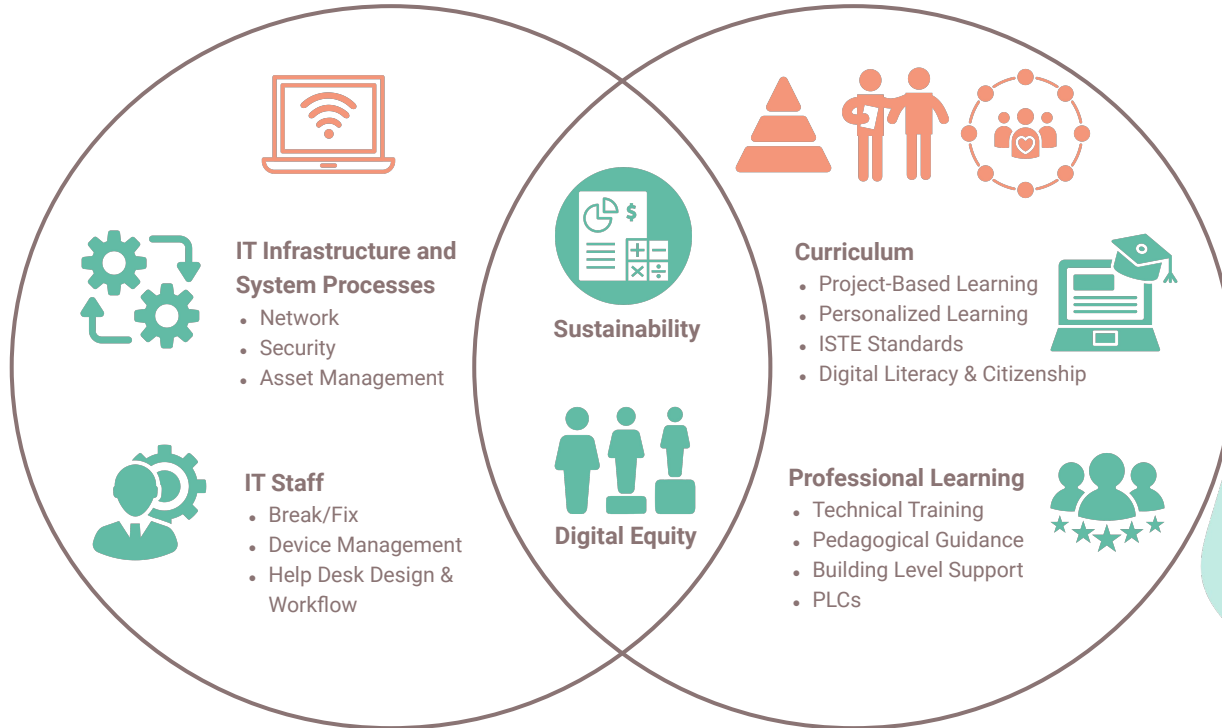


*As part of Duluth Public Schools' greater five-year Strategic Plan, the Blended Learning Initiative will provide a five-year roadmap to build capacity and sustainability for teaching and learning in a project-based and personalized learning environment facilitated by ISD 709's investment in standardized digital access for grades 3-12.*

# BLENDED LEARNING INITIATIVE

## DISTRICT OPERATIONS

## CLASSROOM TRANSFORMATION





# CDW•G Education Strategy

**MANAGER**

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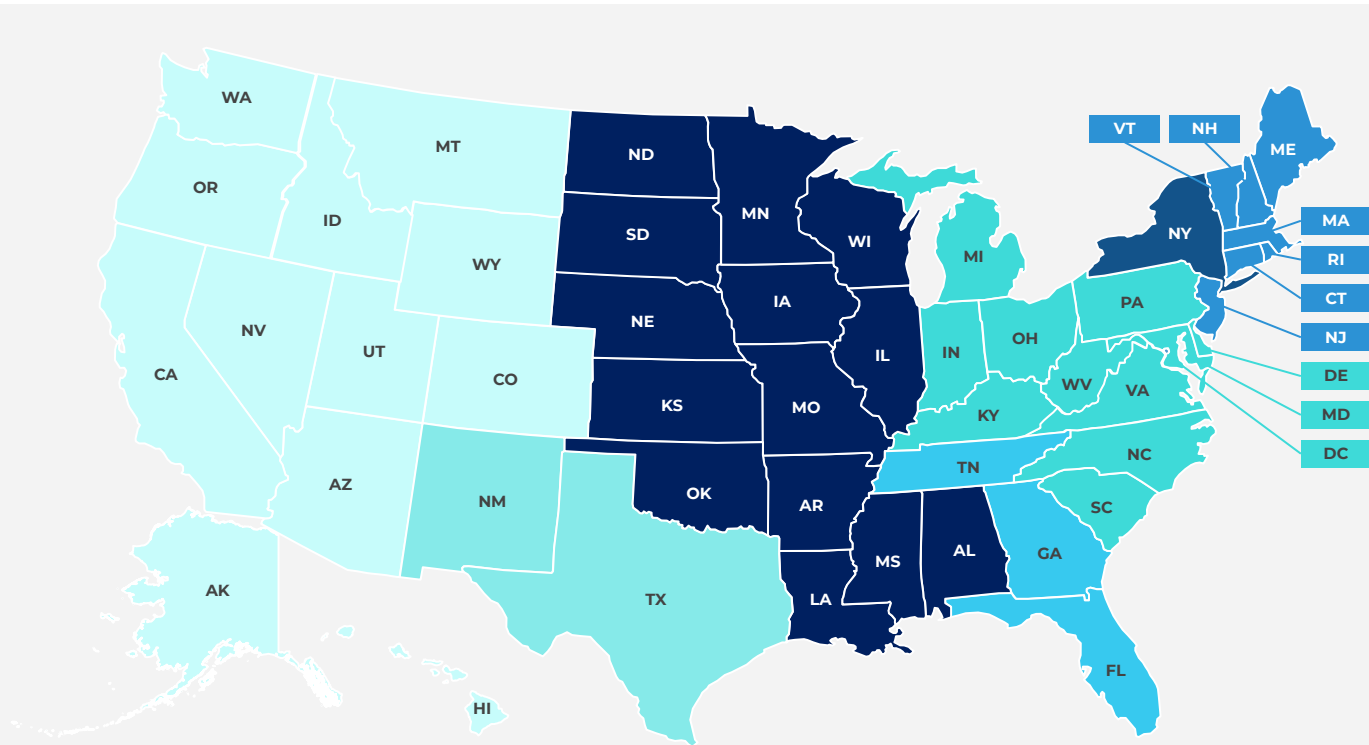
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**JENNIFER BROWN**  
jennbro@cdwg.com



# Jennifer Brown, M.Ed

15

- Education Strategist at CDW·G
- Masters in Curriculum and Instruction
- Masters candidate in Educational Technology Leadership
- EL Endorsement
- Former tenured educator
- CDW ADAPT Change Management Certified
- Google Certified Educator - Levels 1 and 2
- Microsoft Innovative Educator Expert

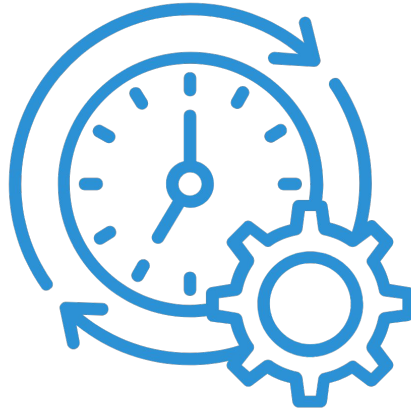
**Email:** [jennbro@cdwg.com](mailto:jennbro@cdwg.com)



# THE ROLE OF CDW•G



**Change  
Management**



**Project  
Management**

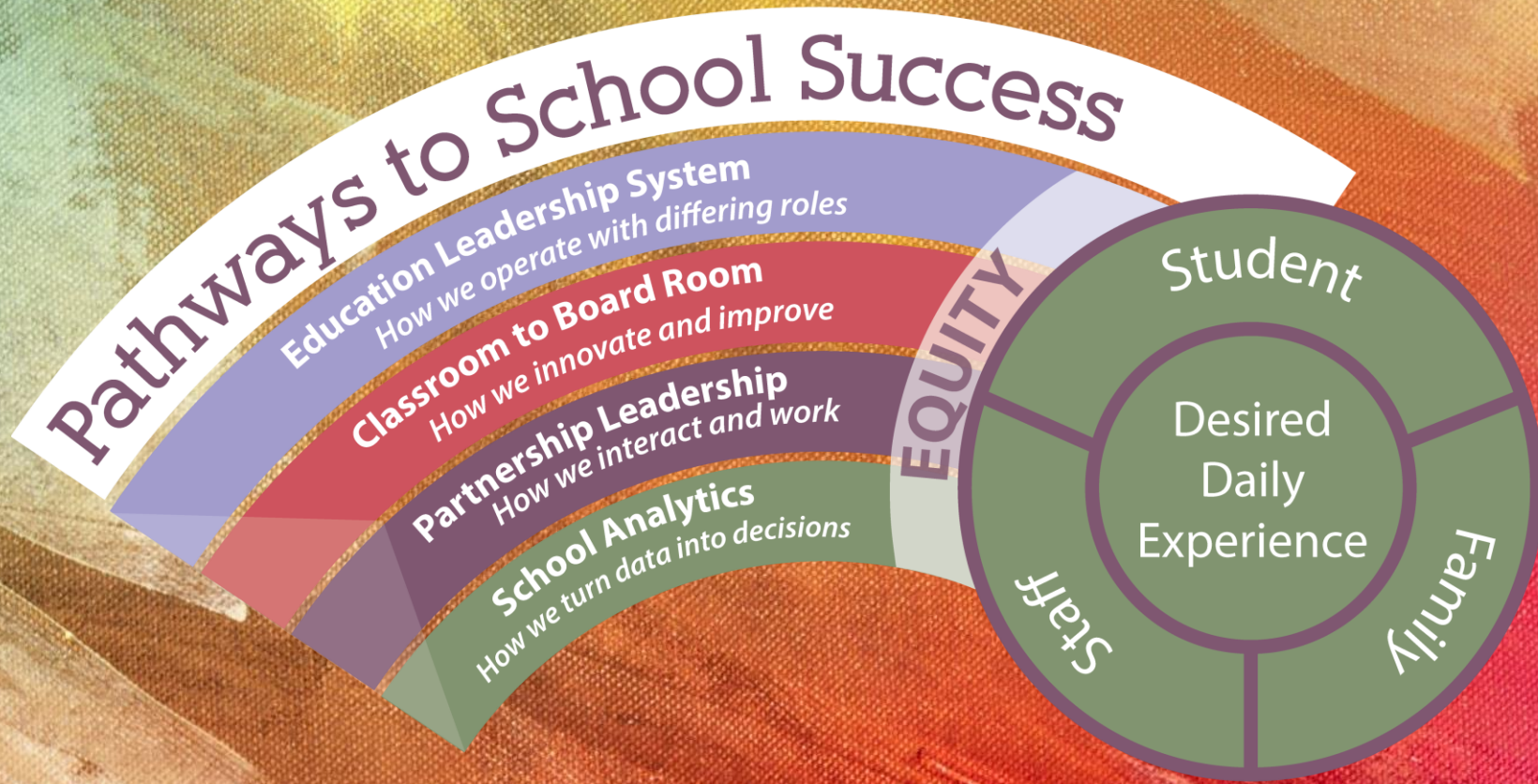


**Initiative Brand  
Management**

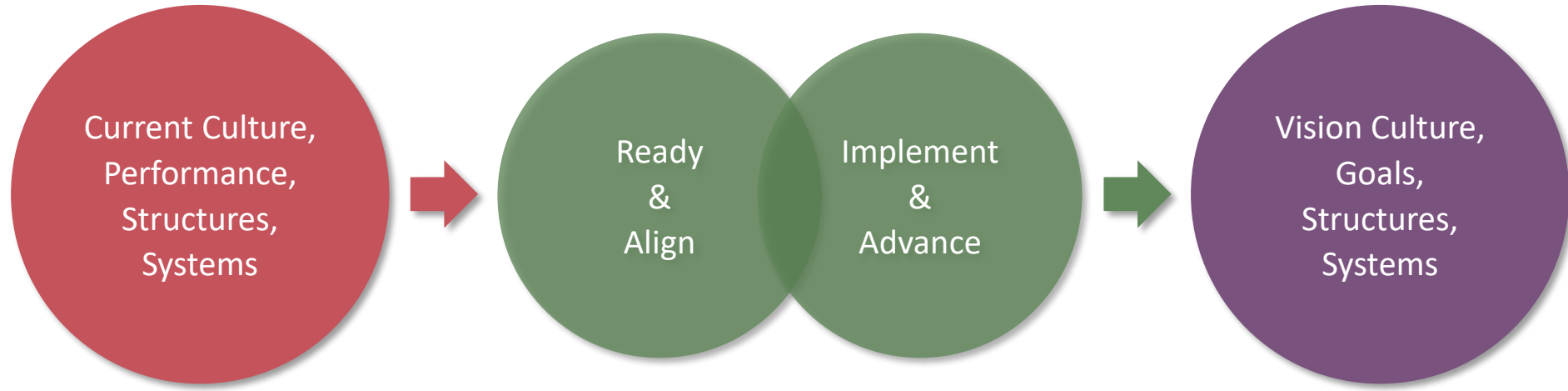
# Q&A







**TeamWorks**  
International  
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**What is...**

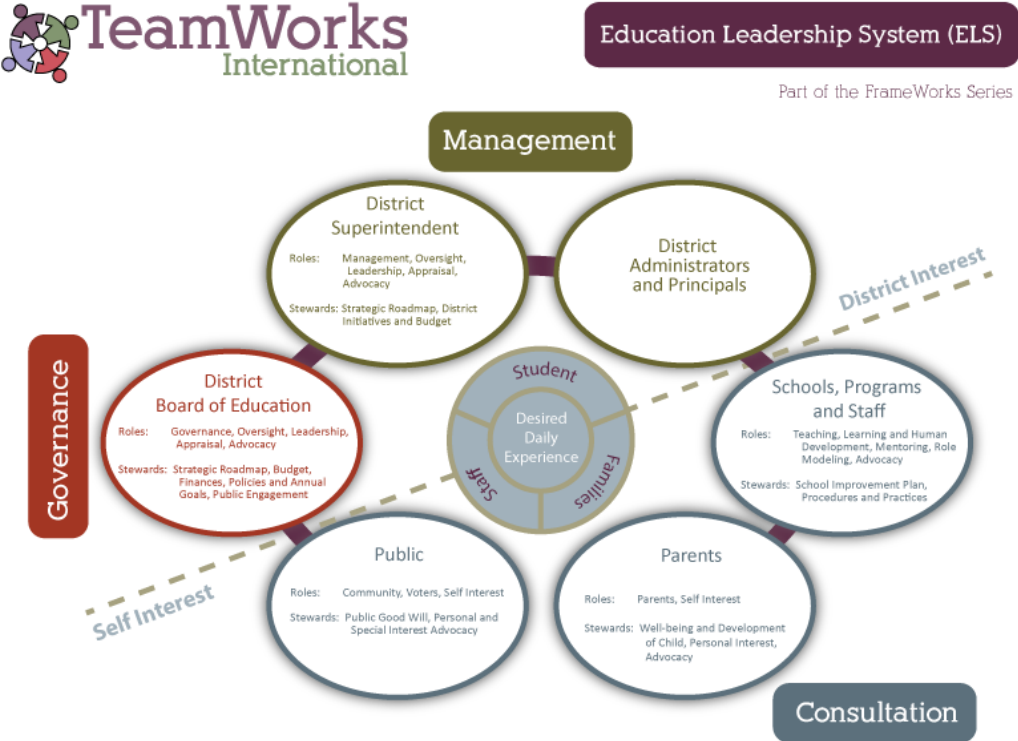
*Change Readiness*

*Change Management*

**What Ought to Be...**

# Education Leadership System

Excellence in Governance, Management and Consultation to deliver on the promise and purpose of public education; a systemic approach to roles, responsibilities, relationships, and planning processes, structures, and sound practices.



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**Education Leadership System (ELS)**

Part of the FrameWorks Series

**Governance**

The Why and Long Range What

**5 Key Roles**

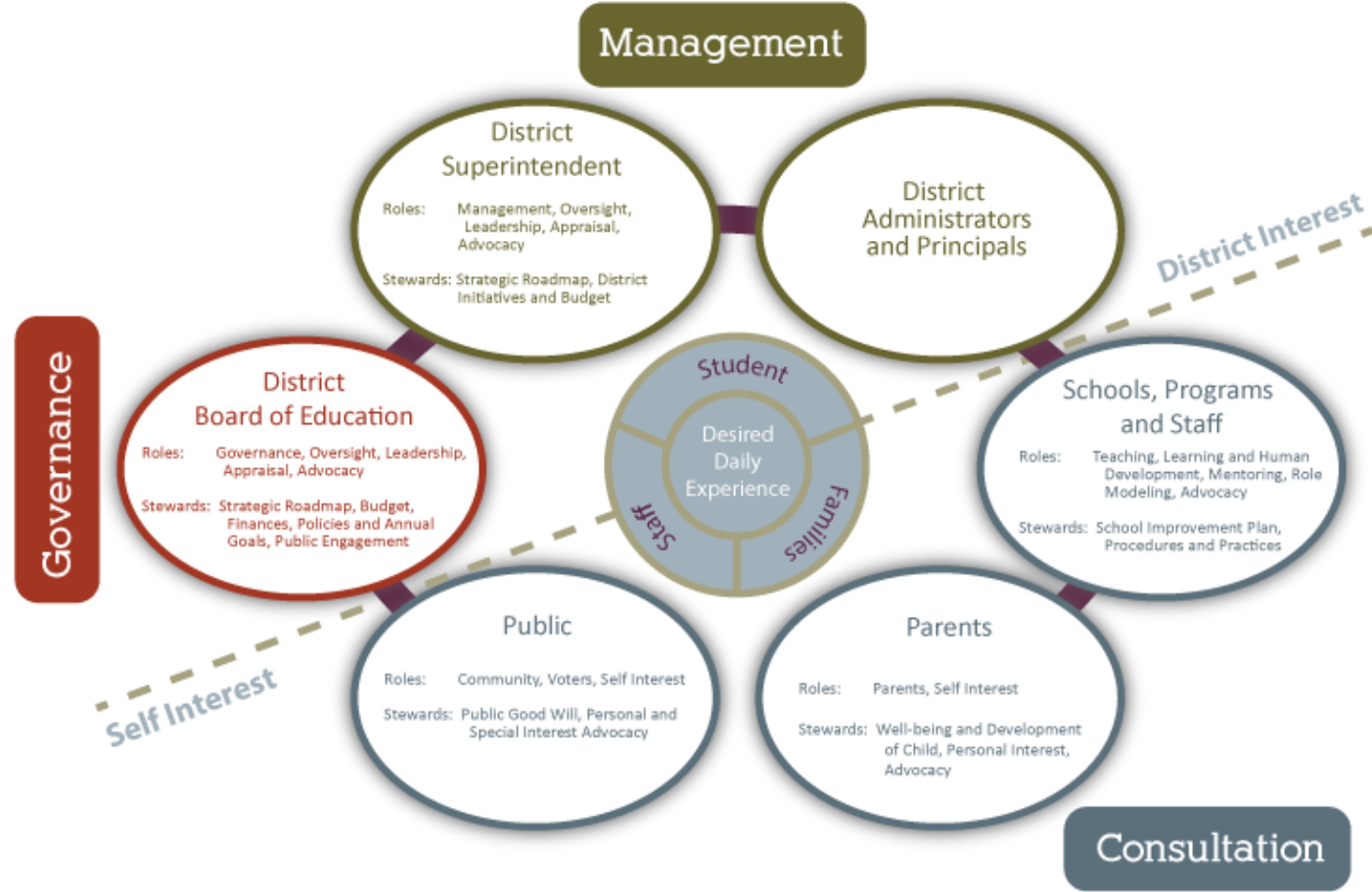
- District Policy
- Oversight of Ops
- Board Ops
- Supt. Relations
- Public Engagement

Quorum-activated Authority

Boards Govern, Councils Manage

Board Structure and Workflow

**Management**



**Management**  
The Strategic What and How

**5 Key Roles**

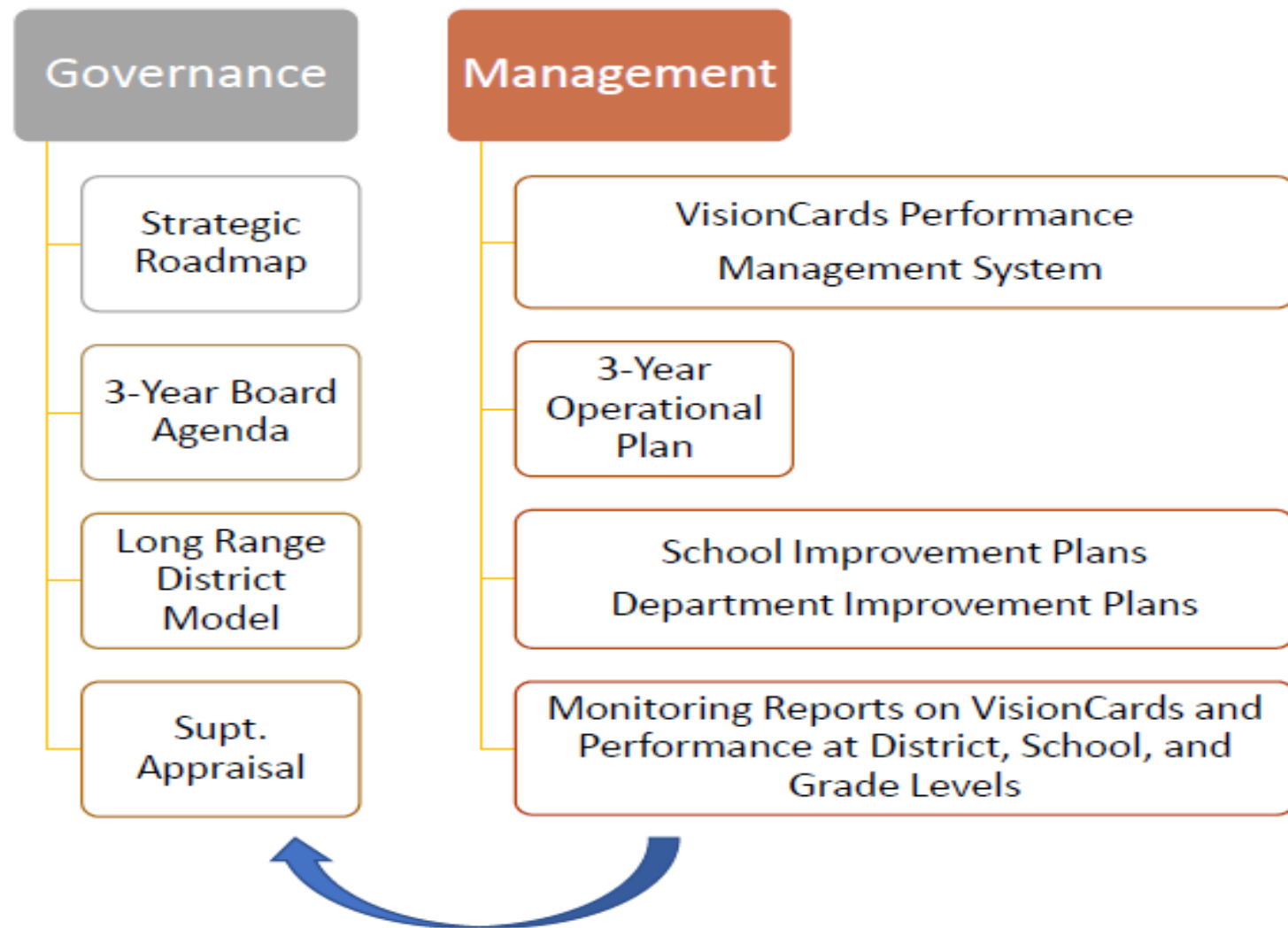
- District Procedures
- Continuous Imp.
- Resources Mgmt
- Employee Relations
- Public Engagement

Delegated and Licensed Authority

Office of the Supt.

Advisory Councils and Task Forces

# District Strategic Planning Model



# IAP2 Spectrum of Public Participation



**Public participation goal**

**Inform**

To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.

**Consult**

To obtain public feedback on analysis, alternatives and/or decisions.

**Involve**

To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.

**Collaborate**

To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.

**Empower**

To place final decision-making in the hands of the public.

**Promise to the public**

We will keep you informed.

We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.

We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.

We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.

We will implement what you decide.

**Example techniques**

- Fact sheets
- Web sites
- Open houses

- Public comment
- Focus groups
- Surveys
- Public meetings

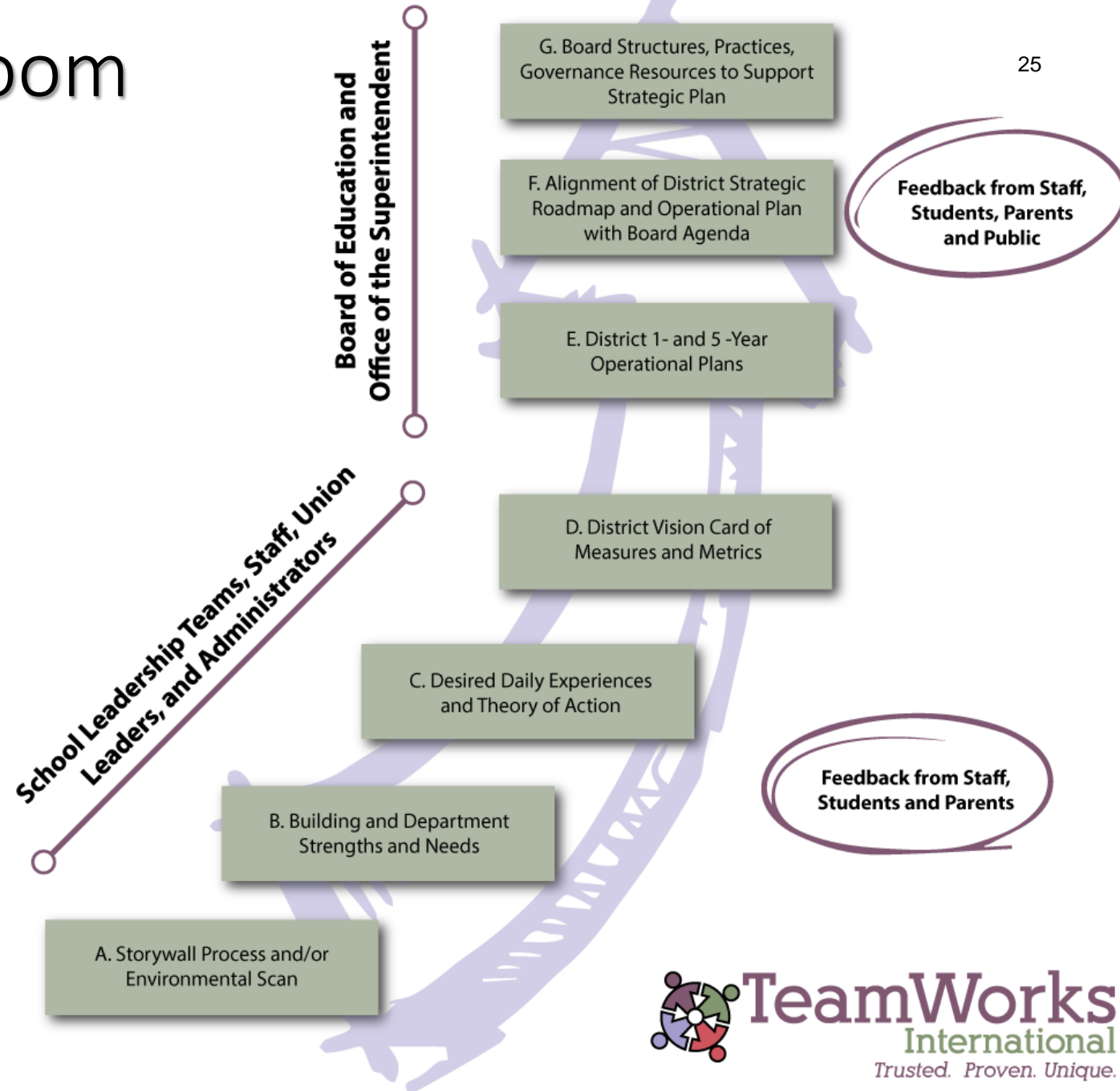
- Workshops
- Deliberative polling

- Citizen advisory committees
- Consensus-building
- Participatory decision-making

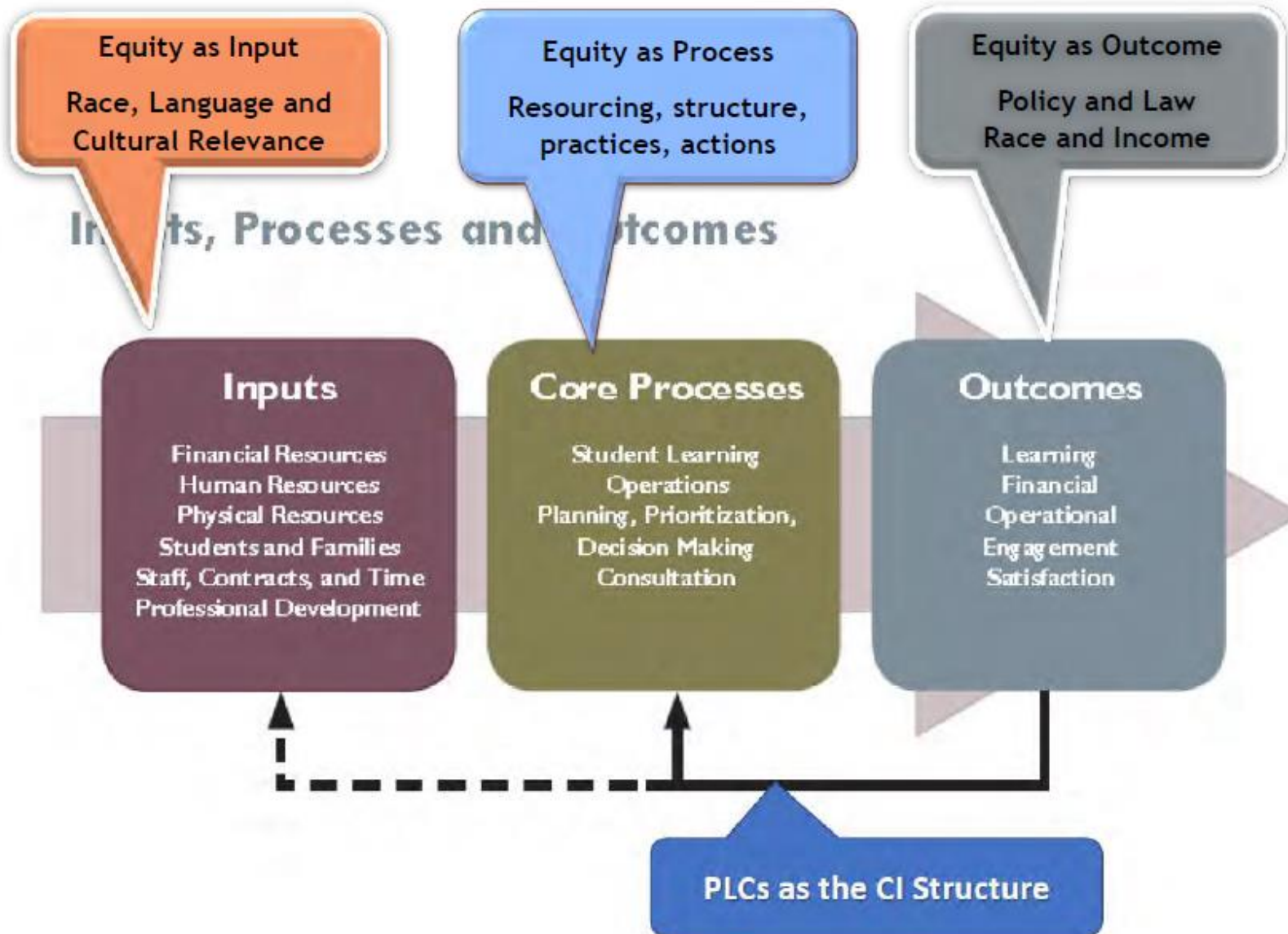
- Citizen juries
- Ballots
- Delegated decision

# Classroom to Board Room Improvement Process

- Assessing Our Reality
  - Storywall
  - Environmental Scan
- Describing Our Vision
  - Desired Daily Experience
  - VisionCard
- Setting Our Strategic Plan
  - 3-yr Operational Plan
  - School Improvement Plans
  - 3-yr Board Agenda



# Equity, Innovation, and Improvement



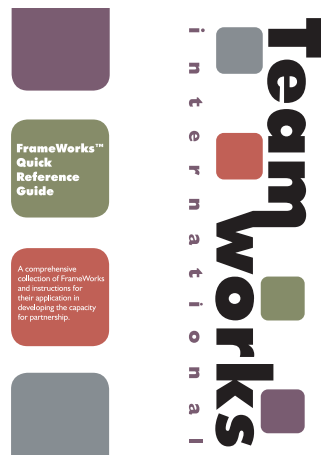
Strategic and Operational Planning is intended to disrupt trends and change adult behaviors, language, capacities, and beliefs.

Improvement in student and family experiences and outcomes begins when Equity-driven Innovation changes district policy, practices, processes, and adult behavior.

Typical professional development has only minimal to moderate impact

# Partnership Leadership

Partnership Leadership development and coaching for the culture, capacities, and skills needed to “*Partner when WE Should*” (70 %) and “*Manage when I Must*” (30%), empowered by our unique **FrameWorks™** processes and tools

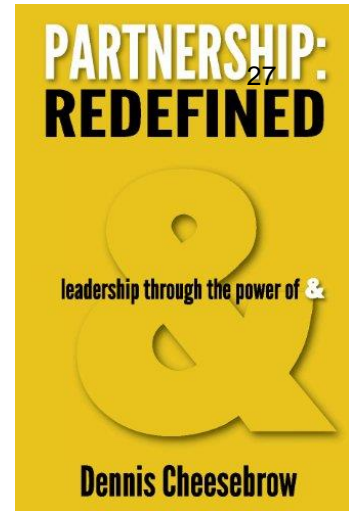


## Partnership Leadership FrameWorks

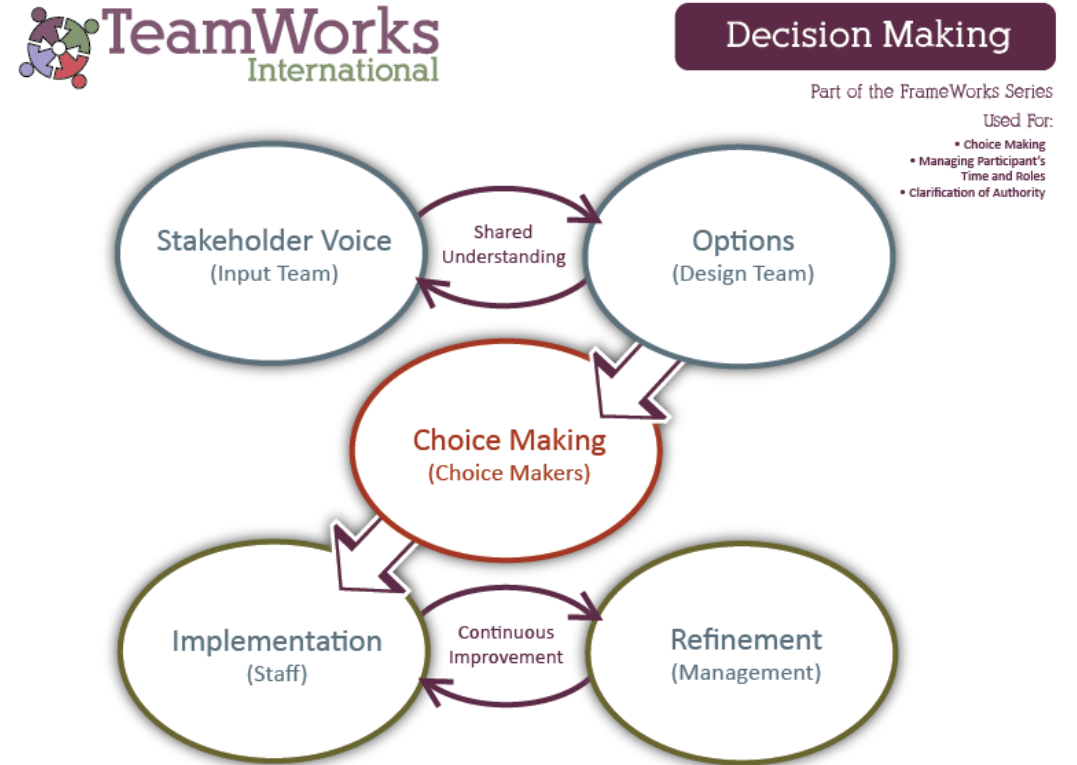
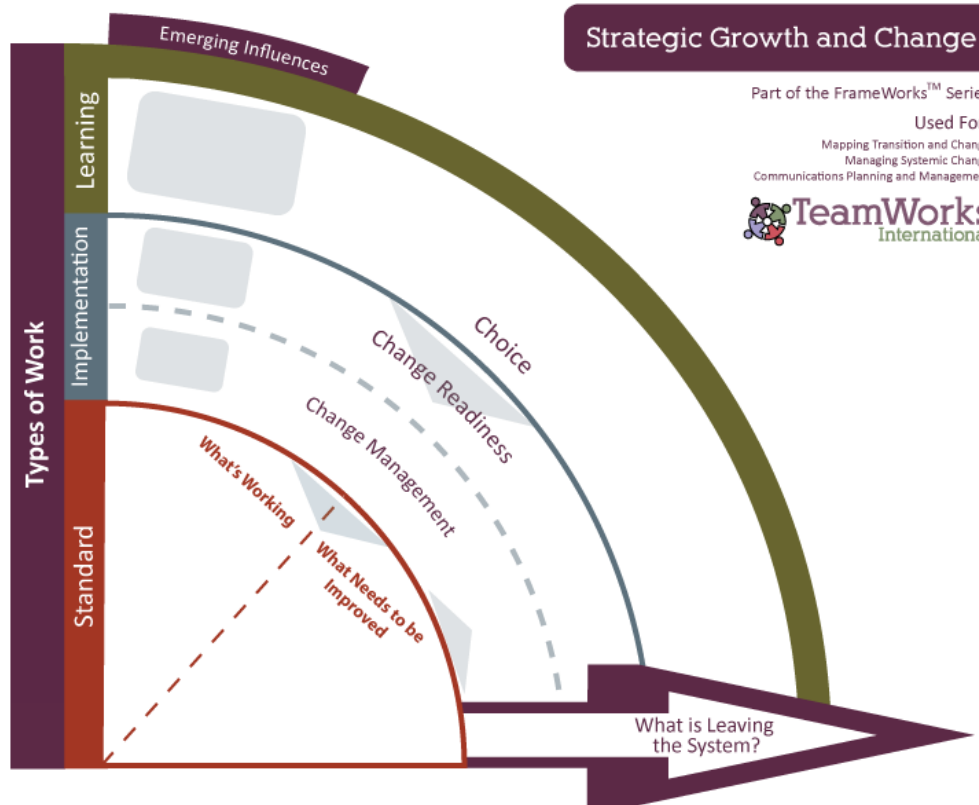
- Leadership Choices
- Transition and Development
- Authority and Power
- Whole System View
- Strategic Growth and Change
- Guiding Change
- Decision Making
- Leading in the Present
- Four Color View @ 3 Levels
- Education Leadership System
- Equity and Improvement
- And more....

## MWOM

- One’s Vision
- One’s Time
- One’s Goal Setting
- One’s Key Results Areas
- One’s Delegation
- One’s Hiring and Development
- One’s Managerial Moments of Truth
- One’s Accountability
- One’s Meeting Facilitation
- And more...



# FrameWorks examples



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# School Analytics

- Enrollment
  - Demographics & Live Births
  - Developments
  - Generational Shifts
  - Market Share
- Learning
  - Regression analysis of proficiency to race and income
  - College/Career Readiness
  - Student Cohort Goal Model
- Facilities and Engagement
  - Facility Analysis
  - School Attendance Area
  - Engagement Down and In
  - Engagement Up and Out

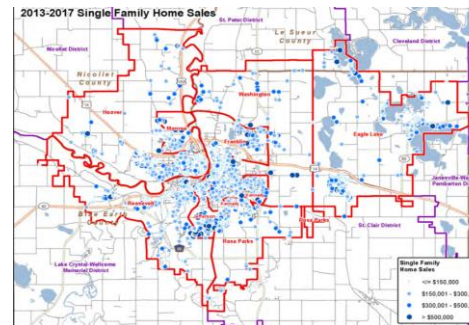
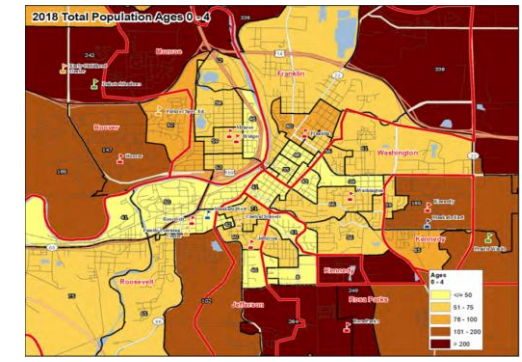
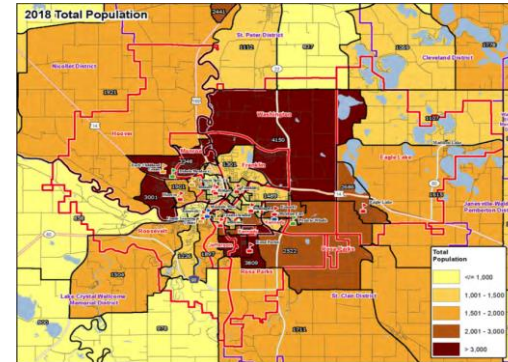
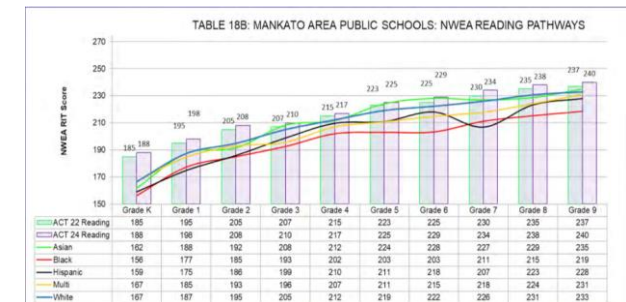


TABLE 5: HISTORICAL RESIDENT BIRTHS BY ELEMENTARY ATTENDANCE AREA

Birth Year	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2005 - 2018
Kindergarten Year	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	% Change
Eagle Lake	71	70	78	78	78	71	74	69	61	66	69	61	90	26.3%
Franklin	135	153	156	149	129	143	118	134	89	100	91	90	73	-46.3%
Hoover	121	119	133	103	105	109	111	129	123	111	95	98	93	-23.7%
Jefferson	58	66	68	74	66	59	53	56	43	36	38	24	30	-47.8%
Kennedy	120	119	115	103	123	120	110	79	65	81	88	71	55	-54.2%
Monroe	109	128	134	100	120	108	90	86	73	79	110	83	96	-11.5%
Roosevelt	88	71	88	75	89	73	78	76	64	56	56	65	66	-24.3%
Rosa Parks	78	113	111	94	85	81	90	63	104	59	94	71	65	-14.8%
Washington	130	135	130	128	134	116	108	101	96	106	113	119	116	-10.6%

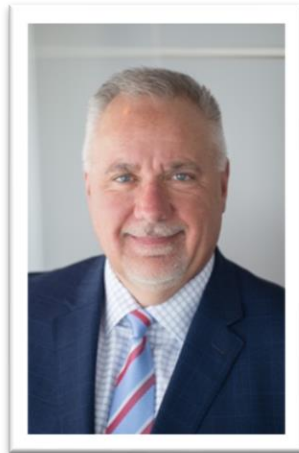


# Our Coaching and Consulting Team



**Dennis  
Cheesebrow**

*CEO and  
Principal*



**Dr. Ray  
Queener**

*COO and  
Principal*



**Christine  
Wroblewski**

*Senior  
Consultant*



**Dr. Sheri  
Allen**

*Associate  
Consultant*



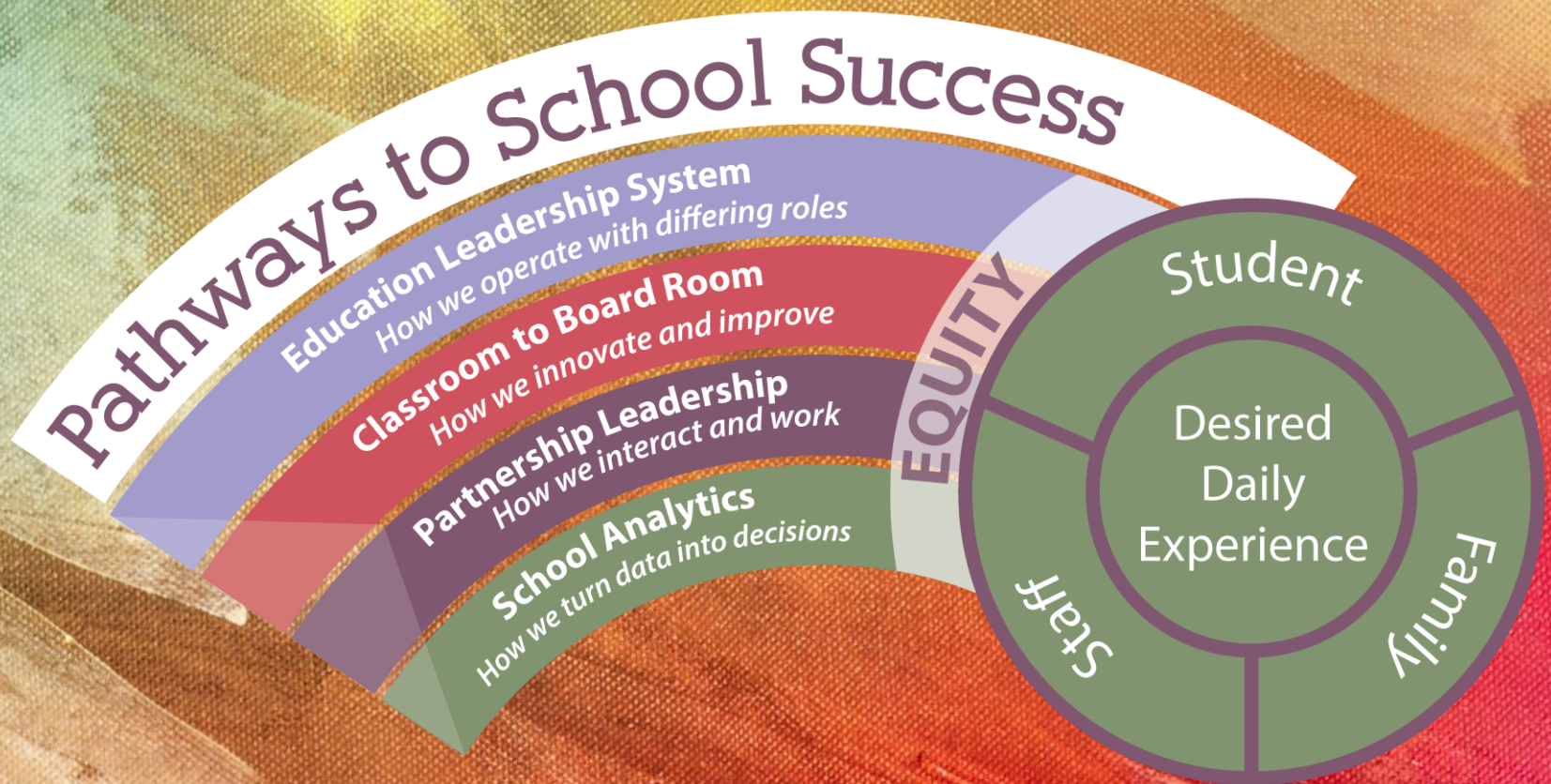
**Dr. Dan  
Hoverman**

*Associate  
Consultant*



**Dr. Jeff  
Ronneberg**

*Associate  
Consultant*



**TeamWorks**  
International  
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# Sources of Strength Program Update

Marnie Thompson, Coordinator

School Board Committee of the Whole

2/2/21



# Sources of Strength

- Strength based, peer led, mental health/suicide prevention program
- Year 3 of grant funded program implementation at East and Denfeld
- Uses the power of peer mentors to increase effectiveness, support and buy in from students regarding mental well-being
- To date '20-'21
  - 56 Peer Leaders and 23 Adult Advisors trained at East
  - 29 Peer Leaders and 13 Adult Advisors trained at Denfeld
  - Large group meetings held e/o week and small interest team meetings on the off week.

# Sources of Strength

## Program Goals and Activities

- Spread strength based messaging of Hope, Help and Strength through the school community to prevent suicide, bullying and substance use.
- Use the power of peer relationships and trusted adult advisors to create a culture of normalizing help seeking behavior.
- Targeted campaigns and layered messaging
  - District Community Messaging on Mental Health
  - Get the Word Out
  - CONNECT through Synchronous Learning
  - What Helps Us

# Curriculum & Instruction Updates

- CTE Month
  - DPS CTE Leadership: Don Simons, Danette Seboe, Marcia Nelson
- [2021-22 Registration Manual Updates](#)
  - Graduation Requirement Discussion
    - [MDE and DPS comparison](#)

## 250 - SCHOOL BOARD MEMBER COMPENSATION BYLAW

School board members shall be compensated for school board work. Compensation shall be a stipend of \$630.00 per month, to a maximum of \$7,560.00 (excluding negotiations) during one (1) calendar year.

The Chairperson, however, shall receive an additional \$52.50 per month for discharging the duties of his/her office. The maximum compensation for the chairperson shall not exceed \$8,190.00 (excluding negotiations) during one (1) calendar year. This policy shall be reviewed in January of odd numbered years.

Board compensation is the stipend for all board related activities, including committee assignments.

Board members shall not accept additional compensation from any source for board related activities.

Adopted: 02-10-1981 ISD 709

Revised: 07-10-1984

03-08-1988

03-10-1992

01-09-1995

06-20-1995

03-18-1997

02-28-2006

06-20-2006

02-28-2007

02-26-2008

01-22-2013

01-21-2014

01-20-2015 ISD 709

Renumbered/Revised: 03-21-2017

Revised: 03-30-2017

Updated: 02-27-2018

Reviewed: 1-22-2019

Region II Board Reimbursements Fiscal Year 2020																						Annual Amount - Per Pupil Unit	
	Regular Board Members				Board Chairs				Vice Chairs				Clerks				Treasurer				Other Benefits Not calculated in estimated annual amounts		Number of Students
School Dist Name	Member Amount	How Often	1 - Annual 12-Monthly 24-Semi Mo	Estimated Annual	Chair Amount	How Often	Added Amount	Estimated Annual	Vice Chair Amount	How Often	Added Amount	Estimated Annual	Clerk Amount	How Often	Added Amount	Estimated Annual	Treasurer Amount	How Often	Added Amount	Estimated Annual			
Aitkin	220.00	Per Month	12	\$2,640.00	25.00	Per Month	300.00	\$2,940.00	0.00	NA	0.00	\$2,640.00	0.00	NA	0.00	\$2,640.00	15.00	Per Month	180.00	\$2,520.00	District pays \$30 per month toward dental insurance.Negotiators receive \$15 per hour in actual meetings with employees.Out of District Meetings - \$10 per hour up to \$75 a day.	1,177.69	\$2.24
Barnum	60.00	Per Meeting	24	\$1,440.00	90.00	Per Month	1,080.00	\$2,520.00	0.00	NA	0.00	\$1,440.00	0.00	NA	0.00	\$1,440.00	0.00	NA	0.00	\$1,440.00		706.79	\$2.04
Carlton	1,000.00	Annual	1	\$1,000.00	0.00	Annual	0.00	\$1,000.00	0.00	Annual	0.00	\$1,000.00	0.00	Annual	0.00	\$1,000.00	0.00	Annual	0.00	\$1,000.00		433.66	\$2.31
Chisholm	250.00	Per Month	12	\$3,000.00	25.00	Per Month	300.00	\$3,300.00	0.00	NA	0.00	\$3,000.00	0.00	NA	0.00	\$3,000.00	0.00	NA	0.00	\$3,000.00	Life insurance	728.18	\$4.12
Cloquet	225.00	Per Month	12	\$2,700.00	0.00	NA	0.00	\$2,700.00	0.00	NA	0.00	\$2,700.00	0.00	NA	0.00	\$2,700.00	0.00	NA	0.00	\$2,700.00		2,761.49	\$0.98
Cook County	2,400.00	Annual	1	\$2,400.00	700.00	Annual	700.00	\$3,100.00	0.00	NA	0.00	\$2,400.00	0.00	NA	0.00	\$2,400.00	0.00	NA	0.00	\$2,400.00		463.80	\$5.17
Cromwell-Wright	50.00	Per Meeting	24	\$1,200.00	150.00	Annual	150.00	\$1,350.00	0.00	NA	0.00	\$1,200.00	150.00	Annual	150.00	\$1,350.00	150.00	Annual	150.00	\$1,350.00		323.59	\$3.71
Deer River	2,400.00	Annual	1	\$2,400.00	350.00	Annual	350.00	\$2,750.00	0.00	NA	0.00	\$2,400.00	200.00	Annual	200.00	\$2,600.00	0.00	NA	0.00	\$2,400.00		921.64	\$2.60
Duluth	7,560.00	Annual	1	\$7,560.00	630.00	Annual	630.00	\$8,190.00	0.00	NA	0.00	\$7,560.00	0.00	NA	0.00	\$7,560.00	0.00	NA	0.00	\$7,560.00		8,229.16	\$0.92
Ely	248.00	Per Month	12	\$2,976.00	55.00	Per Month	660.00	\$3,636.00	0.00	NA	0.00	\$2,976.00	0.00	NA	0.00	\$2,976.00	0.00	NA	0.00	\$2,976.00	\$30,000 Life Insurance	567.79	\$5.24
Esko	55.00	Per Meeting	24	\$1,320.00	0.00	NA	0.00	\$1,320.00	0.00	NA	0.00	\$1,320.00	0.00	NA	0.00	\$1,320.00	0.00	NA	0.00	\$1,320.00	Life insurance	1,255.45	\$1.05
Floodwood	175.00	Per Meeting	24	\$4,200.00	12.50	Per Meeting	300.00	\$4,500.00	0.00	Annual	0.00	\$4,200.00	8.33	Per Meeting	199.92	\$4,399.92	0.00	Annual	0.00	\$4,200.00	Free fitness center admission and game admission.	207.78	\$20.21
Grand Rapids	2,500.00	Annual	1	\$2,500.00	425.00	Annual	425.00	\$2,925.00	0.00	NA	0.00	\$2,500.00	0.00	NA	0.00	\$2,500.00	0.00	NA	0.00	\$2,500.00	\$5,000 in life insurance	3,998.92	\$0.63
Greenway	250.00	Per Month	12	\$3,000.00	300.00	Per Month	600.00	\$3,600.00	250.00	Per Month	0.00	\$3,000.00	250.00	Per Month	0.00	\$3,000.00	250.00	Per Month	0.00	\$3,000.00		1,050.51	\$2.86
Hermantown	35.00	Per Meeting	24	\$840.00	10.00	Per Meeting	240.00	\$1,080.00	0.00	NA	0.00	\$840.00	5.00	Per Meeting	120.00	\$960.00	0.00	NA	0.00	\$840.00		2,073.20	\$0.41
Hibbing	300.00	Per Month	12	\$3,600.00	350.00	Per Month	600.00	\$4,200.00	300.00	Per Month	0.00	\$3,600.00	300.00	Per Month	0.00	\$3,600.00	300.00	Per Month	0.00	\$3,600.00		2,381.46	\$1.51
Hill City	60.00	Per Meeting	24	\$1,440.00	450.00	Annual	450.00	\$1,890.00	40.00	Per Meeting Assume when chair	0.00	\$1,440.00	450.00	Annual	450.00	\$1,890.00	450.00	Annual	0.00	\$1,890.00		264.67	\$5.44
International Falls	3,120.00	Annual	1	\$3,120.00	312.00	Annual	312.00	\$3,432.00	0.00	NA	0.00	\$3,120.00	0.00	NA	0.00	\$3,120.00	0.00	NA	0.00	\$3,120.00	\$20,000 life insurance	998.31	\$3.13
Lake Superior	3,300.00	Annual	1	\$3,300.00	3,600.00	Annual	300.00	\$3,600.00	3,600.00	Annual	300.00	\$3,600.00	3,600.00	Annual	300.00	\$3,600.00	3,600.00	Annual	300.00	\$3,600.00		1,375.69	\$2.40
Littlefork-Big Falls	40.00	Per Meeting	24	\$960.00	0.00	NA	0.00	\$960.00	0.00	NA	0.00	\$960.00	0.00	NA	0.00	\$960.00	0.00	NA	0.00	\$960.00		322.84	\$2.97
McGregor	55.00	Per Meeting	24	\$1,320.00	450.00	Annual	450.00	\$1,770.00	100.00	Annual	100.00	\$1,430.00	100.00	Annual	100.00	\$1,430.00	300.00	Annual	0.00	\$1,620.00	Life insurance, single dental insurance, 15% off the premium for single Health Insurance	464.30	\$2.84
Mesabi East	3,000.00	Annual	1	\$3,000.00	0.00	NA	0.00	\$3,000.00	0.00	NA	0.00	\$3,000.00	0.00	NA	0.00	\$3,000.00	0.00	NA	0.00	\$3,000.00	\$35,000 life insurance	952.83	\$3.15
Moose Lake	1,500.00	Annual	1	\$1,500.00	1,200.00	Annual	1,200.00	\$2,900.00	0.00	NA	0.00	\$1,500.00	300.00	Annual	300.00	\$1,800.00	0.00	NA	0.00	\$1,500.00		633.22	\$2.37
Mountain Iron-Buhl	225.00	Per Month	12	\$2,700.00	25.00	Per Month	300.00	\$3,000.00	0.00	NA	0.00	\$2,700.00	0.00	NA	0.00	\$2,700.00	0.00	NA	0.00	\$2,700.00	Committee Meeting Compensation:Under 2-hours - \$25.00 per meetingOver 2-hours - \$50.00 per meeting	518.55	\$5.21
Nashwauk-Keewatin	175.00	Per Month	12	\$2,100.00	50.00	Per Month	600.00	\$2,700.00	0.00	NA	0.00	\$2,100.00	0.00	Per Month	0.00	\$2,100.00	0.00	Per Month	0.00	\$2,100.00		587.22	\$3.58
Nett Lake	250.00	Per Meeting	24	\$6,000.00	130.00	Annual	130.00	\$6,130.00	100.00	Annual	100.00	\$6,100.00	100.00	Annual	100.00	\$6,100.00	100.00	Annual	100.00	\$6,100.00		95.98	\$62.51
Northland Community Schools	55.00	Per Meeting	24	\$1,320.00	350.00	Annual	350.00	\$1,670.00	35.00	NA Assume when the chair	0.00	\$1,320.00	300.00	Annual	0.00	\$1,620.00	300.00	Annual	0.00	\$1,620.00	Board members are reimbursed \$.575 per mile for mileage	327.35	\$4.03
Proctor	50.00	Per Meeting	24	\$1,200.00	100.00	Per Month	2,400.00	\$600.00	0.00	Per Month	0.00	\$1,200.00	60.00	Per Month	720.00	\$1,920.00	0.00	NA	0.00	\$1,200.00		1,789.77	\$0.67
Rock Ridge Public Schools		NA		\$0.00		NA				NA				NA				NA	0.00			2,625.63	\$0.00
St. Louis County	400.00	Per Month	12	\$4,800.00	0.00	NA	0.00	\$4,800.00	0.00	NA	0.00	\$4,800.00	0.00	NA	0.00	\$4,800.00	0.00	NA	0.00	\$4,800.00		1,983.31	\$2.42
Willow River	75.00	Per Month	12	\$900.00	0.00	NA	0.00	\$900.00	0.00	NA	0.00	\$900.00	0.00	NA	0.00	\$900.00	0.00	NA	0.00	\$900.00		415.48	\$2.17
Wrenshall	1,000.00	Annual	1	\$1,000.00	0.00	NA	0.00	\$1,000.00	0.00	NA	0.00	\$1,000.00	0.00	NA	0.00	\$1,000.00	0.00	NA	0.00	\$1,000.00		364.46	\$2.74

## School Board Member Compensation Comparison

\*note, most of these will be for calendar year 2018, since some districts have yet to have their organizational meetings.

Reporting districts similar in size to Duluth per Adjusted ADM:

District	Est. Enrollment	Rate
Mankato	8,689	\$3,400 base, +\$600 chair, +\$400 negotiations, +\$200 clerk/treasurer
Edina	8,404	\$4,500
Stillwater	8,352	\$4,750, \$5,250 chair
Shakopee	8,317	\$4,500, +\$500 chair/vice chair
Duluth	8,178	\$7,560, +\$630 chair
Farmington	7,202	\$4,400, \$5,475 chair
Moorhead	6,675	\$800 per month
Brainerd	6,543	\$4,200 + Insurance (not specified)

Other districts from another document:

Burnsville	8,916	\$6,000, +\$600 chair
Hastings	4,384	\$4,250, +\$500 chair
South St. Paul	3,493	\$4200, +\$500 chair
Lakeville	11,175	\$6,750, +\$50/mo chair
Bloomington	10,279	\$7,200
Rosemount/AV/Eagan	28,778	\$9,000, +\$900 chair
Prior Lake	8,814	\$6,000, +\$500 chair, +\$300 clerk/treasurer/vice chair

Compiled, CAE 1.10.19 per request

Bemidji Area Schools	5044.73	\$500.00	Per Month	\$650.00	Annual
Austin	5058.20	\$400.00	Per Month	\$5,200.00	Per Month
West St. Paul-Mendota H	5175.48	\$4,500.00	Annual	\$500.00	Annual
Buffalo-Hanover-Montros	5801.21	\$75.00	Per Meeting	\$10.00	Per Meeting
Spring Lake Park	5976.60	\$5,350.00	Annual	\$600.00	Annual
Forest Lake	6058.87	\$410.00	Per Month	\$400.00	Annual
St. Michael-Albertville	6421.12	\$3,700.00	Annual	\$900.00	Annual
Brainerd	6572.89	\$4,200.00	Annual	\$0.00	NA
Centennial	6575.93	\$4,800.00	Annual	\$5,600.00	Annual
Moorhead Area	6857.35	\$9,600.00	Annual	\$0.00	NA
Hopkins	6858.37	\$5,578.27	Annual	\$6,341.02	Annual
Farmington Area	7295.26	\$4,578.00	Annual	\$1,118.00	Annual
Roseville Area	7579.82	\$4,960.00	Annual	\$1,280.00	Annual
Duluth	8229.16	\$7,560.00	Annual	\$630.00	Annual
Shakopee	8247.22	\$4,500.00	Annual	\$500.00	Annual
Edina	8412.20	\$4,500.00	Annual	\$0.00	NA
Stillwater Area	8433.24	\$4,750.00	Annual	\$500.00	Annual
Mankato Area	8656.15	\$3,400.00	Annual	\$600.00	Annual
Burnsville-Eagan-Savage	8672.41	\$450.00	Per Month	\$500.00	Per Month
White Bear Lake Area	8707.45	\$5,050.00	Annual	\$400.00	Annual
Prior Lake-Savage Area Sc	8819.62	\$6,000.00	Annual	\$500.00	Annual
Eden Prairie	8916.38	\$400.00	Per Month	\$150.00	Per Month
Eastern Carver County Sch	9673.13	\$4,000.00	Annual	\$500.00	Annual
St. Cloud	9940.85	\$670.00	Per Month	\$100.00	Per Month
Bloomington	10466.54	\$7,200.00	Annual	\$0.00	NA
North St. Paul-Maplewoo	10635.99	\$5,900.00	Annual	\$500.00	Annual
Minnnetonka	10926.92	\$4,500.00	Annual	\$1,500.00	Annual
Lakeville Area	11098.37	\$6,750.00	Annual	\$50.00	Per Month
Mounds View	11656.29	\$6,500.00	Annual	\$500.00	Annual
Wayzata	11911.97	\$4,700.00	Annual	\$5,500.00	Annual
Robbinsdale Area	12236.62	\$7,800.00	Annual	\$9,000.00	Annual
Elk River Area	13362.27	\$6,000.00	Annual	\$75.00	Per Month
Rochester	17602.32	\$7,200.00	Annual	\$0.00	NA

South Washington County	18545.67	\$5,700.00	Annual	\$0.00	NA
Osseo Area Schools	21072.86	\$750.00	Per Month	\$100.00	Per Month
Rosemount-Apple Valley-	28563.45	\$9,000.00	Annual	\$900.00	Annual
Minneapolis	34088.09	\$1,666.66	Per Month	\$1,833.33	Per Month
St. Paul	35937.23	\$18,000.00	Annual	\$2,000.00	Annual
Anoka-Hennepin	38121.71	\$1,200.00	Per Month	\$100.00	Per Month
<b>School Dist Name</b>	<b>Number of Students</b>	<b>Member Amount</b>	<b>Member Frequency</b>	<b>Chair Amount</b>	<b>Chair Frequency</b>