

Tuesday, April 4, 2023

**City Council Chambers
3301 Silver Lake Road
St. Anthony, MN 55418**

6:30 pm Listening Session and 7:00 pm Regular Meeting

Please [click here](#) to join the 6:30 pm Listening Session.

The 7:00 pm Regular Meeting is streamed live on [NineNorth](#)

REGULAR MEETING

Call to Order (2 minutes)
Board Chair Ben Phillip

Approval of Agenda (2 minutes)
Board Chair Ben Phillip

The recommended motion is to approve the April 4, 2023 Regular Meeting agenda, as presented.

Student Recognition (30 minutes)

Golf Team Trip Report (5 minutes)

Communication Break (10 minutes)

Superintendent Report (10 minutes)
Superintendent Dr. Renee Corneille

Each school board meeting, the superintendent will take time to reflect on the school district's achievements, events and stories of students and staff.

Approval of Minutes (2 minutes)
Board Chair Ben Phillip

The recommended motion is to approve the minutes from the March 14, 2023 Work Session, as presented per BoardBook.

Consent Agenda (2 minutes)
Board Chair Ben Phillip

The recommended motion is to approve the April 4, 2023 Consent Agenda, as presented.

Action Item: (5 minutes)

Unrequested Leave of Absence (ULA)

Superintendent Dr. Renee Corneille

The Administration recommends the Board place six (6) continuing contract teachers named in the attached documents on Unrequested Leave of Absence (ULA), from their 2022-23 overages. The teachers will remain in their continuing contract status.

Action Item: (5 minutes)

Certified Probationary Non-Renewal

The Administration recommends to the Board that the contract for one probationary teacher be non-renewed for the 2023-2024 school year.

Action Item: (10 minutes)

AIPAC (American Indian Parent Advisory Committee)

Recommendations for Improvement

AIPAC Coordinator - Ray Kidd

An AIPAC vote of nonconcurrence was issued on 3/1/2023. MDE requires the AIPAC to provide written recommendations for improvement to the school board. The school board is required to respond in writing to each recommendation within 60 days of the recommendations being put forth.

Discussion Item: (15 minutes)

Summer Learning Program Overview

Special Education Coordinator - Jenny Kuykendall

This presentation will provide an overview of the 2022 Wilshire Park Summer Learning program and introduce the details of the 2023 program. The summer learning program provides additional learning opportunities in a fun and engaging environment.

Discussion Item: (25 minutes)

2023-2024 Budget Assumptions

Superintendent Dr. Renee Corneille

Controller Phan Tu and Superintendent Corneille will provide the board with budget assumptions and the state of the budget for the 2023-24 school year.

Discussion Item: (25 minutes)

2023-2024 Staff Development Plan

Superintendent Dr. Renee Corneille

Superintendent Corneille will share with the School Board the systemic approach the District will utilize during the 2023-24 school year. Using staff development times, the District will support staff in the areas of Rigor, Relevance, Relationships, Success Metrics, and MTSS (Literacy, Climate/Culture, Social Emotional Learning).

Discussion Item: (20 minutes)

TeamWorks Process and Update

Superintendent Dr. Renee Corneille

The School Board directed the administration to determine budget priorities for ISD282. The district's two levies (Operational and Curriculum/Technology) are ending in fiscal year 2025. ISD282 hired TeamWorks to support the district in developing a process to develop the priorities for ISD282 for the next 10-15 years.

Discussion Item: (5 minutes)

Policy Review

School Board Member - Mageen Caines

This is the first reading of Policy 206. The policy has been reviewed by MSBA during our policy audit as well as by the policy committee.

Board Member Reports (15 minutes)

Board Chair Ben Phillip

Adjourn

Board Chair Ben Phillip

Next Meeting(s):

Tuesday, April 18, 2023 – Work Session - Media Center
Tuesday, May 2, 2023 – Regular Meeting – City Council Chambers
Thursday, May 11, 2023 – Board Professional Development – Media Center

Student Recognition

The recommended motion is to recognize and congratulate our talented students who are EverBrighter in their Athletic and Activity achievements, as presented.

Kathleen Morrison and **Lu Chaput** are the SAVHS's 2023 ExCEL Award Winners

Sofie Stendahl and **Jadon Skinner** are the SAVHS's 2023 AAA Award Winners

Sierra Halverson is the SAVHS's 2023 Athena Award Winner

Coach Joan Nelson

Students: **Berit Rosenstiel** and **Joey Haddad**

The Speech team won the conference championship, Berit qualified for Nationals, and Joey qualified for State.

Coach Steve Rice

Students: **Eva Bove** and **Sawyer Bove**

The Science Olympiad Team qualified for the State Tournament. Eva and Sawyer were medalists.

Coach Amy Caldwell

Student: **Josie Bossen**

Josie qualified for the State Gymnastics Meet on vault and bars.

Coach Michael Miller

Student: **Philip Kram**

Philip qualified for the State Nordic Ski Meet.

Coach Madison Hendrickson

Students: **Grant Ravndal** and **Sam Benson**

The boys swim team won the conference title. Grant and Sam qualified for the State Swim Meet. Grant competed in the 400 Free Medley and the 200 Medley Relay. Sam competed in the 400 Free Medley, 200 Medley Relay, and 100 Free.

Coach Sarah Hample

Students: **Griffin Anderson** and **Andrew Grabrian**

Griffin and Andrew qualified for the State Esports Tournament in Minecraft.

Coach Cole Nelson

The Math Team qualified for the State Tournament.

Coach Erica Sonnenberg

Students: **Lu Chaput, Janina Temple, Tenzin Dasel, and Quinn Kaufman**

Lu, Janina, Tenzin, and Quinn from the Knowledge Bowl Team won the Lenius Award for exemplifying sportsmanship, a competitive spirit, and love of the game.

Coach Josh Pratt

The boys basketball team won the MBCA Team Academic Section Championship.

Golf Team Trip Report

The Huskies boys golf team had an amazing week in Florida over spring break.

Head Coach Paul Meier will present a summary of the trip to the School Board.

A few highlights:

- Seven days in sunny Orlando where the daytime temperature was between 86-92 every day. Warm with a nice breeze!
- Travel went without a hitch - we even had a first-time flier!
- The housing accommodations were perfect - so was the student-athletes' behavior.
- We played a lot of golf!
 - Highlands Reserve
 - Disney Golf! We were fortunate enough to play the Disney Palms golf course
 - Champions Gate International Golf Course
 - Nine holes near Clearwater Beach
 - A fantastic 2-hour practice session with the Head Teaching Pro at The Minikahda Club on Lake Bde Maka Ska, PGA Professional Jeff Sorenson
- We had a lot of fun!
 - Pirate's Cove Adventure Golf in Kissimmee for some putt-putt.
 - Universal Studios theme park
 - A beach day - for some the first time they had seen the ocean!
 - Waffle House!
 - Shopping

Many thanks to the parents for their help organizing and chaperoning for the week!

Superintendent Report from Dr. Renee Corneille
Superintendent of St. Anthony - New Brighton Schools

Each school board meeting, the superintendent will take time to reflect on the school district's achievements, events and stories of students and staff. The idea of these notes is to keep the board both informed and inspired of all the amazing work our school community has done over the past two weeks.

Tuesday, April 4, 2023

Dir. of Athletics & Activities Troy Urdahl testified at the MN Senate in favor of a wellness center

By partnering with the City of St. Anthony, we have an opportunity to request \$8 million in funding from the Minnesota Legislature to construct a Community Wellness Center, in partnership with the school district, on school district land and operated by the school district. Troy testified in favor of the wellness center at the senate on Tuesday, March 21.



Ceramic artwork made by SAVHS receives national recognition

Congratulations to 9th grader Mackenzie Nicholas and 10th grader Jenna Dierke who both received national level awards at the 26th Annual National K-12 Ceramic Exhibition

The National K-12 Ceramic Exhibition is an annual juried ceramic competition for Kindergarten through grade 12 (K-12) students in the United States. Designed to showcase the best K12 ceramic work made in the country, the exhibition takes place in a different city each year in conjunction with the annual conference of The National Council on Education for the Ceramic Arts (NCECA).

Mackenzie received the Orton Foundation Cash Award. The Edward Orton Jr. Foundation, the charitable arm of the original manufacturer of pyrometric cones, awards cash awards and certificates of merit to students in the exhibition. Provided by Thomas McInnerness on behalf the Edward Orton Jr. Foundation.

Jenna received the Bailey Pottery Equipment Award. Jim and Anne Bailey of Bailey Ceramic Supply select 16 students for cash awards and certificates of recognition.

We're proud of our students and their creative drive to create such awesome pieces of ceramic!
Great work Mackenzie and Jenna!



St. Anthony – New Brighton School District
Independent School District 282
3303 33rd Ave NE
St. Anthony, MN 55418

WORK SESSION –Tuesday, March 14, 2023

MINUTES

Members Present: Board Chair Ben Phillip; Vice Chair Laura Oksnevad;
Clerk Mageen Caines; Treasurer Mike Overman; Director Cassandra Palmer and remote
attendance; Director Leah Slye;

Staff Present: Superintendent Dr. Renee Corneille; and District Assessment Coordinator Kari Bodurtha

The Regular Meeting was called to order at 7:00 p.m. by School Board Chair Ben Phillip

APPROVAL OF THE AGENDA

A motion was made by Mike Overman and seconded by Laura Oksnevad to approve the March 14, 2023 Work Session agenda per BoardBook, as presented. With a roll call vote the motion carries 6-0.

APPROVAL OF MINUTES

A motion was made by Mageen Caines and seconded by Laura Oksnevad to approve the Minutes from the March 7, 2023 Regular Meeting, as presented. With a roll call vote the motion carries 6-0.

APPROVAL OF CONSENT AGENDA

A motion was made by Leah Slye and seconded by Cassandra Palmer to approve the March 14, 2023 Amended Consent Agenda, as presented. With a roll call vote the motion carries 6-0.

SUPERINTENDENT REPORT

Each school board meeting, the superintendent will take time to reflect on the school district's achievements, events and stories of students and staff. This report included an update on proficiency-based grading; Principal Roberts co-led a workshop at the University of Minnesota Urban Leadership Academy; SAVHS Math Teams competes at State Math Tournament; Superintendent Corneille will serve as the MASA Class AA Representative for MSHSL; administration was able to attend the MASA/MASE Conference; and Superintendent Corneille led Prior Lake Area Schools school board retreat.

DISCUSSION

1. Staffing Update

Per statute, district administration must inform the board and staff of potential non-renews and unrequested leaves of absence.

2. Success Metrics - Operational Plan Update

Superintendent Corneille and District Assessment Coordinator Kari Bodurtha discussed the model ISD282 will use to accomplish the success metrics. ISD282 has been identifying the measurement tools that will properly measure our lagging indicators (success metrics), such as Academic Skills/Love of Learning, Positive Contributor/Thriving Citizen, and Student Wellness.

3. TeamWorks Update

Superintendent Corneille presented an update on the TeamWorks process being used to provide the school board with budget priorities.

4. School Board Meeting Dates

This Board discussed potential board meeting dates for the 2023-2024 school year.

SCHOOL BOARD MEMBER REPORTS

School Board members attended the following meetings and events: basketball; Community Service Parent Advisory; SAMS Parent meeting; AMSD Day at the Capitol; band concert; pancake breakfast; community conversations; and a Wilshire Park principal visit.

Adjourn

The Work Session of March 14, 2023 was adjourned at 9:12 p.m.
Signed: Mageen Caines - School Board Clerk Attest: Kim Lannier

SCHOOL BOARD CONSENT AGENDA
April 4, 2023

PRESENTER(S): School Board Chair

SCHOOL BOARD VICE CHAIR'S RECOMMENDATION (in the form of a motion): "...to approve the *Consent Agenda*."

1. Personnel

a. Resignation(s)

Last Name	First Name	Position	School	Date Effective
Aguilera	Brandy	Food Service	SAVHS/SAMS	April 11, 2023
Hobot	Robert	District Engineer	SAVHS/SAMS	March 30, 2023
Holly	Susan	SpEd Paraprofessional	St. Charles	April 12, 2023
Zimmerman	Rebecca	School Psychologist	District	June 12, 2023
Kujawa	Meghan	.2 FTE Speech Pathologist	District	June 12, 2023
Peterson	Tami	Grade 3	Wilshire Park	June 12, 2023

b. Hires(s)

Last Name	First Name	Position	School	Date Effective
Labandz	Rick	Custodian	Community Services	April 3, 2023
Mann Jr	Sam	Welcome Center	SAVHS/SAMS	March 27, 2023
Shafer	Jill	Special Education Teacher - LTS	SAMS	March 27, 2023

2. Payment of Bills Checks Paid – March 22, 2023

General Fund	\$92,560.56
Food Service Fund	\$37,542.16
Transportation Fund	\$30,923.99
Community Service Fund	\$10,171.05
Capital Expenditure Fund	\$89,092.97
Agency Fund	\$3,000.00
Trust Fund	\$660.57

TOTAL: **\$ 263,951.30**

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled

SCHOOL BOARD AGENDA ANALYSIS FORM
April 4, 2023

Title: Unrequested Leave Placement – Teaching Overages

Submitted by: Dr. Renee Corneille, Superintendent

Meeting: April 4, 2023

Background Information:

The Administration recommends that the Board place six (6) continuing contract teachers named in the attached documents on Unrequested Leave of Absence, from their 2022-23 teaching overage. The teachers will remain teaching at their continuing contract status.

A. Resolution Procedures

With regard to the action required, the following steps are recommended:

1. A Board Member will move the adoption of the resolution proposing placement on unrequested leave, reading the entire resolution through once.
2. Another Board Member second the motion.
3. Call for discussion, if any.
4. Call the vote. Roll call vote must be taken.
 - a. Resolution relating to the Placement of six (6) Teachers (**Celine Kronback, Joan Nelson, Luke Tressel, Ann Nagle, Emmi Hackbarth, and Nancy Terry**) on Unrequested Leave of Absence for an overage taught during the 2022-23 school year.

Recommendation

To approve

RESOLUTION PLACING **Six (6) Continuing Contract Teachers** ON UNREQUESTED
 LEAVE OF ABSENCE – Teaching Overages

WHEREAS, the School Board of Independent School District No. 282 adopted a resolution proposing placement of **Six (6) Continuing Contract Teachers** on unrequested leave of absence – teaching overages - on April 4, 2023, on the grounds of discontinuance of position and financial limitations; and

WHEREAS, said written notice of the proposed placement on unrequested leave was received by **Celine Kronback, Joan Nelson, Luke Tressel, Ann Nagle, Emmi Hackbarth, and Nancy Terry** by email and paper copy, and

WHEREAS, said written notice of the proposed placement on unrequested leave contained a statement setting forth the reasons for the proposed placement as well as a statement that the teacher was entitled to a hearing before the school board provided the teacher make a request in writing within fourteen days of receipt of said notice, and that if no hearing was requested within said fourteen day period it constituted acquiescence by **Celine Kronback, Joan Nelson, Luke Tressel, Ann Nagle, Emmi Hackbarth, and Nancy Terry** to the school board's proposed action, and

WHEREAS, said failure to make a written request for a hearing within fourteen days after receipt of notice of proposed placement on unrequested leave constitutes acquiescence by **Celine Kronback, Joan Nelson, Luke Tressel, Ann Nagle, Emmi Hackbarth, and Nancy Terry** to the placement on unrequested leave.

BE IT HEREBY RESOLVED, by the School Board of Independent School District No. 282 that **Celine Kronback, Joan Nelson, Luke Tressel, Ann Nagle, Emmi Hackbarth, and Nancy Terry** are placed on a unrequested leave of absence – teaching overages- as a teacher of Independent School District No. 282 on the grounds of discontinuance of position and financial limitations, effective at the end of the 2022-2023 school year on June 12, 2023 pursuant to M.S. 122A.40, subdivision 10, with proportionate reduction in pay and fringe benefits.

BE IT FURTHER RESOLVED, that the notice of placement on unrequested leave, together with a copy of this resolution be forwarded to said teachers personally and the affidavit of same be placed in her file, together with a copy of the notice and resolution.

Name		Subject	School	Tenured FTE	Proposed 23-24FTE	URL FTE
Celine	Kronback	English	SAVHS	1.0	1.0	.10
Emmi	Hackbarth	Music	Wilshire Park	1.0	1.0	.02
Nancy	Terry	Speech	Wilshire Park	1.0	1.0	.15
Joan	Nelson	English	SAVHS	1.0	1.0	.10
Luke	Tressel	PE/DAPE	SAVHS	1.0	1.0	.10
Anna	Nagle	PE/DAPE	Wilshire Park	1.0	1.0	.01



SCHOOL BOARD AGENDA ANALYSIS FORM

April 4, 2023

Title: Certified Probationary Non-Renewal

Submitted by: Renee Corneille, Superintendent

Meeting: April 4, 2023

Background Information:

Administration recommends that the contract for **Christna Super (1.0 FTE)** one (1) probationary teacher be terminated on June 12, 2023.

A. Resolution Procedures

With regard to the action required, the following steps are recommended:

1. A Board Member move the adoption of the resolution proposing the non-renewal, reading the entire resolution through once.
2. Another Board Member will second the motion.
3. Call for discussion, if any.
4. Call the vote. Roll call vote must be taken.

a. Resolution relating to the Non-Renewal of one (1) Certified Probationary Teacher Contract.

RECOMMENDATION:

To approve.

RESOLUTION RELATING TO THE NON-RENEWAL OF A TEACHING CONTRACT

EFFECTIVE AT THE END OF THE 2022-2023 SCHOOL YEAR

AND

NON-RENEWAL OF A TEACHING CONTRACT FOR THE 2023 - 2024 SCHOOL YEAR

OF

PROBATIONARY TEACHER

PURSUANT TO MINNESOTA STATUTES 122A.40 Subd. 5

WHEREAS, **Christina Super (1.0 FTE)** was employed as teacher in Independent School District No. 282 for the 2022 - 2023 school year, and;

BE IT RESOLVED, by the School Board of Independent School District No. 282 that pursuant to Minnesota Statutes 122A.40 Subd. 5, the teaching contract of probationary teacher **Christina Super (1.0 FTE)** in Independent School District 282 is hereby terminated at the close of the current session and are not renewed for the 2023 - 2024 school year.

BE IT FURTHER RESOLVED, by the School Board of Independent School District No. 282, that written notice be provided to said teacher regarding the termination and non-renewal of said teaching contract as provided by law, and shall be substantiated by letter form.

DISPOSITION BY BOARD OF EDUCATION

Motion by:

Seconded by:

Approved:

Not Approved:

Tabled:

AIPAC Recommendations for SANB School Board:

- AIPAC Coordinator to provide and present current academic outcome data for all American Indian students at ISD 282 to the AIPAC members.
- AIPAC Coordinator to prepare and present information on the number of American Indian students.
- AIPAC Coordinator to prepare and present an infrastructure plan for AIPAC to ensure compliance moving forward.
- AIPAC Coordinator to provide an updated Indian Education budget as well as how previous funding has been spent.
- AIPAC Coordinator, in collaboration with the AIPAC members, will set quarterly meeting dates for AIPAC meetings.
- AIPAC members agree on and set at minimum two family engagement activities/nights.
- AIPAC Coordinator will plan training for staff on American Indian Culture and history.
- AIPAC members will plan communication and activities for American Indian month, in November.
- AIPAC members will develop as part of the budget, a plan for athletics and activities in order to support students participating in school, neighborhood, and community activities (i.e. fees, participation, etc).

Summer Learning Program

Presented by Jenny Kuykendall

2022 Recap

- 142 registered (+ ESY)
 - K - 28, 1st - 27, 2nd - 27, 3rd - 21, 4th - 25, 5th - 14
- Staff - 8 teachers, 1 specialist, 12 student aides, 1 health aide
- Survey Results (51 responses)
 - Families reported they enjoyed the outings
 - 94% reported they would enroll again, 6% stated they would “maybe” enroll again
 - Comments: more communication prior to start of program, later start time, long bus ride, full day option, run full summer, more arts/crafts, more sports.
 - Plus MANY positive comments!



Silverwood

Science Museum of MN



Purpose

The goal of the summer learning program is to provide additional learning opportunities in a fun and engaging environment.

Funding

Elementary and Secondary School Emergency Relief Funds

- ESSER III, Finance 161
- Summer Academic and Mental Health, Finance 150

Details

- The summer learning program will be 3 weeks, Monday through Thursday from 8:30 AM to 12:30 PM and will be held at Wilshire Park Elementary school.
- Dates: July 10th through July 27th.
- Breakfast and lunch will be available for all students who attend.
- Transportation is offered
- Open to all students based on staffing
- As of 3/30/23, 101 students registered (ESY students are not included in this number unless they also registered for the summer program)
 - K - 16, 1st - 22, 2nd - 18, 3rd - 19, 4th - 17, 5th - 9

Details

- Staffing
 - 2 deans hired, 1 administrative assistant
 - Currently have 3 licensed staff interested, still looking to hire more
 - Student aides to help out in the classrooms
 - Would like to hire a reading and/or math interventionist
 - Would like to hire a specialist (ex. music/art)
- The summer program will run alongside the Extended School Year (ESY) program, so the students who qualify for ESY can attend both programs
- Community partnership with Hennepin County Library - St. Anthony location
- Weekly field trips

Instructional Goals

- Project based interdisciplinary units with a weekly themes
- Integrate Social and Emotional Learning throughout the program
- Integrate Math, Reading, and Critical thinking skills at appropriate grade levels into thematic units

Thank you!

isd282.org

Fiscal Year 2023-24 Budget Assumptions

April 4, 2023

Revenues:

- **Student Enrollment:** The district enrollment is projected at 1,845 Average daily membership (1,998.20 Adjusted Pupil Unit). This enrollment projection for the 2023-24 budget is 60 ADM less than the board approved enrollment target of 1,905 ADM.

Grade Level	Oct 1, 2022 Enrollment	2023-24 Enrollment Target	2023-24 Enrollment Budget
ECSE	16		14
K-5	679	705	679
6-8	435	450	422
9-12	707	750	710
Total	1,837	1,905	1,845

- **State Funding:** The basic general education formula is projected to increase by 2% from \$6,863 to \$7,000.26 per adjusted pupil unit. Pupil units are calculated using a weighting factor of 1.0 for kindergarten to grade 6 and 1.2 for grades 7-12.
- **Special Education Cross Subsidy:** The district cross subsidy aid for Special Education is budgeted to increase by 25%.
- **Operating Referendum Levy:** The operating referendum levy will remain at \$1,229.86 per adjusted pupil unit.
- **Professional Development:** The district will continue to set aside 2% of the basic general education state revenue for staff development. This amounts to approximately \$279k for 2023-24.
- **Q-Comp Program:** Participation in the Q-Comp program will generate approximately \$475k of Q-comp revenue.
- **Achievement and Integration Program:** The district has submitted an A & I plan and \$296k budget to MDE for approval to continue participation in the A & I Program.

- **ADSIS:** An application has been submitted to MDE for approval to continue ADSIS and provide additional services to students eligible for ADSIS. The budget for this program is budgeted at \$375k.

Expenditures:

- **Staffing:** Due to the increase in enrollment at the high school and special education program, staffing will be increased by the following:
 - ECSE Teacher 0.8 FTE
 - SAVHS Teacher 1.4 FTE
 - Speech/Occupational Therapist 1.5 FTE
 - Psychologist - 0.2 FTE
 - Special Ed Teacher 1.6 FTE
 - ADSIS Behavior Specialist 2.0 FTE
 - ADSIS Intervention Teacher 1.0 FTE
- **Insurance:** The district's portion of health insurance premiums is expected to increase by 4.5% in 2023-24. The district property, professional liability and workers compensation insurance is estimated to increase by about 4%.
- **Salary:** Employee salaries will be budgeted to reflect the bargaining unit contracts that are settled. Salaries for open contracts will be budgeted based on the parameters set by the School Board.
- **Purchased services:** purchased services contracts will be budgeted based on negotiated contracts and any open contracts will be budgeted to increase by 4%.
- **Utilities:** Utilities such as gas/fuel, electricity and water will be increased by 8% in the budget.
- **Supplies:** Supplies will be budgeted to increase by 2%.
- **Technology/Curriculum:** Increase in expenditures by about \$290k to update and replace student devices, network, and infrastructure equipment.
- **Capital:** Increase the expenditure budget by \$100k to construct additional classrooms in the secondary building.

ISD 282 - St Anthony New Brighton 2023-24 Budget Overview

	Current Year Budget 2022-23	Next Year Budget 2023-24	Year 1 Projection 2024-25	Year 2 Projection 2025-26	Year 3 Projection 2026-27	Year 4 Projection 2027-28	Year 5 Projection 2028-29
Estimated ADM	1,790.00	1,805.00	1,805.00	1,818.00	1,804.00	1,795.00	1,790.00
Adj Pupil Units	1,994.00	1,998.20	1,998.20	2,016.00	2,000.00	1,988.60	1,982.60
General Ed Formula increase	2%	2%	1%	1%	1%	1%	1%
General Fund Revenue	\$20,274,425	\$21,751,565	\$21,817,872	\$21,841,065	\$21,711,285	\$21,620,286	\$21,574,792
General Fund Expenses	\$21,250,822	\$23,065,284	\$23,757,243	\$24,232,388	\$24,717,035	\$25,211,376	\$25,715,603
General Fund Net Deficit	(\$976,397)	(\$1,313,719)	(\$1,939,370)	(\$2,391,323)	(\$3,005,750)	(\$3,591,090)	(\$4,140,811)
Transportation Fund Revenue	\$1,373,382	\$1,456,606	\$1,441,606	\$1,440,974	\$1,435,872	\$1,432,237	\$1,430,324
Transportation Fund Expenses	\$1,373,382	\$1,474,974	\$1,519,223	\$1,887,932	\$1,963,450	\$2,041,988	\$2,123,667
transportation Fund Net Deficit	\$0	(\$18,367)	(\$77,617)	(\$446,959)	(\$527,578)	(\$609,751)	(\$693,343)
Capital Fund Revenue	\$2,385,101	\$2,566,418	\$2,566,418	\$2,566,418	\$2,566,418	\$2,566,418	\$2,566,418
Capital Fund Expenses	\$2,503,311	\$2,946,219	\$2,812,423	\$2,879,923	\$2,876,423	\$2,871,423	\$2,883,923
Capital Fund Net Deficit	(\$118,210)	(\$379,801)	(\$246,005)	(\$313,505)	(\$310,005)	(\$305,005)	(\$317,505)
Total Revenue	\$24,032,908	\$25,774,589	\$25,825,896	\$25,848,456	\$25,713,575	\$25,618,941	\$25,571,534
Total Expenses	\$25,127,515	\$27,486,476	\$28,088,888	\$29,000,243	\$29,556,908	\$30,124,786	\$30,723,193
Total Net Deficit	(\$1,094,607)	(\$1,711,887)	(\$2,262,992)	(\$3,151,787)	(\$3,843,333)	(\$4,505,846)	(\$5,151,659)

ISD 282 - St Anthony New Brighton 2023-24 Budget Overview

Fund Type	Description	Est. Beg Balance	Recommended use in 2023-24	Ending Balance
Assigned	Severance, Vacation & Sick	\$590,377		\$590,377
Assigned	COVID-19 Response	\$200,000	\$200,000	\$0
Assigned	SPED and Federal Programs	\$650,000	\$250,000	\$400,000
Assigned	ESSER III	\$450,000	\$450,000	\$0
Assigned	Equity and Instruction	\$232,550	\$35,154	\$197,396
Assigned	WMEP for Integration	\$83,709	\$83,709	\$0
Assigned	ADSI	\$200,000		\$200,000
Assigned	Achievement & Integration	\$44,016	\$44,016	\$0
Assigned	Device Insurance	\$6,532		\$6,532
Assigned	District Technology	\$57,602		\$57,602
Assigned	Legal	\$110,000		\$110,000
Total Assigned Fund Balance		\$2,624,786	\$1,062,879	\$1,561,907
Restricted	Staff Development	\$214,801	\$52,000	\$162,801
Restricted	Safe Schools	\$121,190	\$121,190	\$0
Total Restricted		\$335,991	\$173,190	\$162,801
Committed	Capital	\$581,046		\$581,046
Committed	Technology and Curriculum	\$116,822		\$116,822
Total Committed		\$697,868	\$0	\$697,868
Unassigned	Unassigned	\$2,566,877	\$0	\$2,566,877
Transportation	Regular Transportation	\$493,678	\$18,367	\$475,311
Reserved Capital	Capital Projects Levy	\$1,138,785	\$179,801	\$958,984
Reserved Capital	Operating Capital	\$1,107,853	\$200,000	\$907,853
Reserved Capital	Long Term Facilities Maint	\$219,733		\$219,733
Total Capital		\$2,466,371	\$379,801	\$2,086,570
OPEB	OPEB	\$1,187,563	\$77,650	\$1,109,913
Total		\$10,373,133	\$1,711,887	\$8,661,246

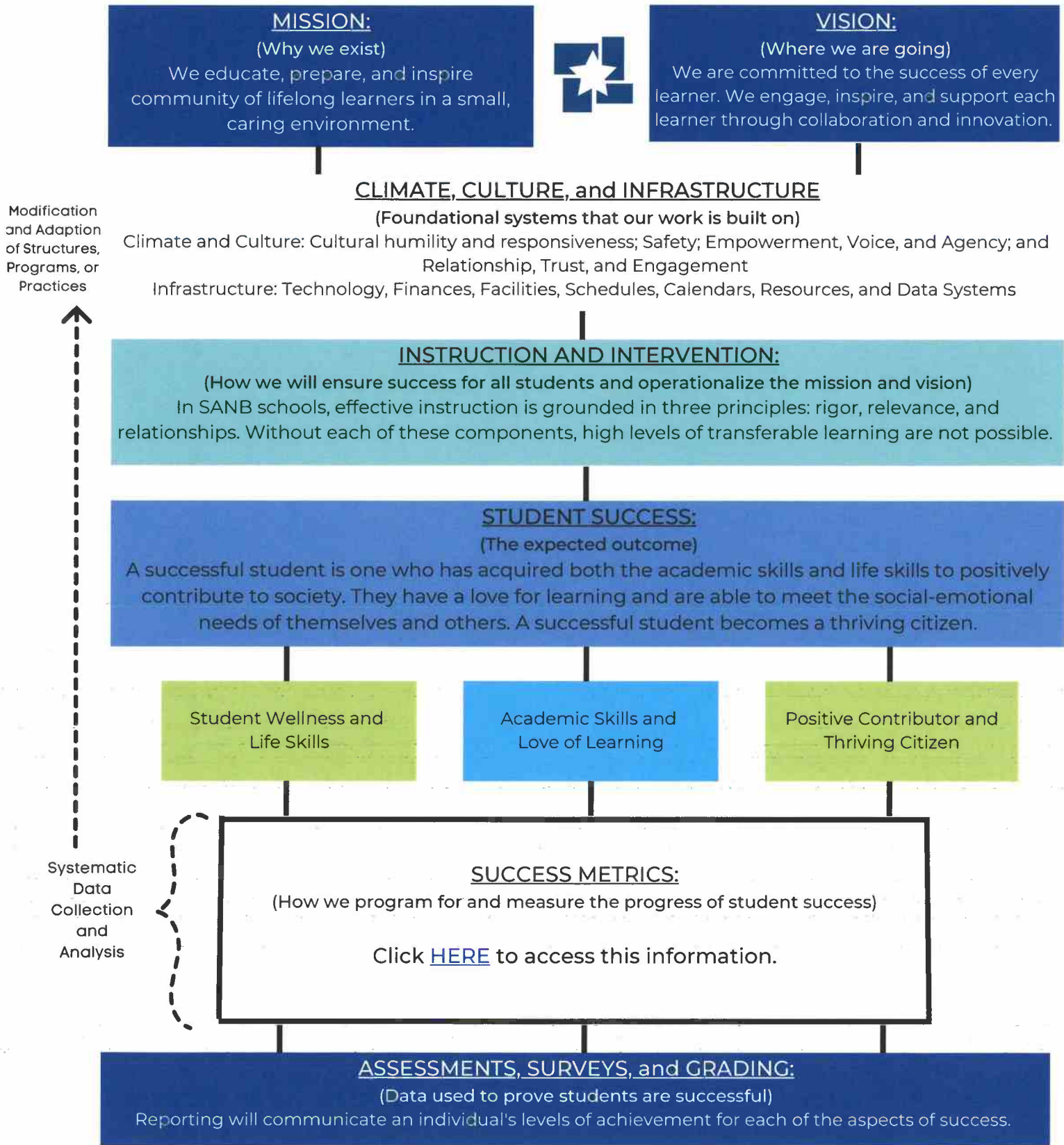
23-24 SANB TEACHER PD CALENDAR

AUG. 28- SEPT. 1	OCT. 18	NOV. 1	NOV. 20	NOV. 21	NOV. 22	DEC. 22
Workshop Week (District and Building PD)	All Day: PD	Asynchronous Learning Day for Students (Grades 6-12) Collaboration Time for K-12 Staff	Morning: PD Afternoon: Grading & Feedback Time	Family- Teacher Conferences	Flex Day	Flex Day
JAN. 22	FEB. 9	FEB. 19	MAR. 4	APR. 8	APR. 26	JUNE 10
Grading Day	Flex Day	All Day: PD	Morning: PD Afternoon: Grading & Feedback Time	Asynchronous Learning Day for Students (Grades 6-12) Collaboration Time for K-12 Staff	All Day: PD	Grading Day

SPECIFICS ABOUT PD DAYS

Flex Days	Grading Days	Professional Development (PD) Days
<ul style="list-style-type: none"> -In order to flex each day, 8 hours must be completed outside of contracted hours prior to flex day. -Ideally, the work and learning done for flex days should be done in collaboration with others and connected to your goals and/or curriculum and instruction. 	<ul style="list-style-type: none"> -These days are reserved for communicating with families and students and/or posting course grades. -No professional development sessions or required meetings will be held on these days. -Work can be completed off-site. 	<ul style="list-style-type: none"> -These days are dedicated to building and district-wide professional learning. -Teachers need to be present in the building. -Compliance PD hours may be completed in advance of the fall workshop week.
Family-Teacher Conferences	Morning PD and Afternoon Grading and Feedback Time	Asynchronous Learning and Collaboration Time
<ul style="list-style-type: none"> -Teachers need to be present in the building. -Buildings will determine other family-teacher conferences dates and times. 	<ul style="list-style-type: none"> -The morning will be for building and district-wide professional learning. Staff will need to be present in the building for the morning. -The afternoon will be for communicating with families and students and/or posting course grades. Work can be completed off-site. 	<ul style="list-style-type: none"> -Students in grades 6-12 will be engaging in asynchronous learning. SAMS and SAVHS teachers will use this time to work directly with students who need extra support. <p>Students in grades K-5 will not have school on these days. WP teachers will have a work day where they have time to give student feedback, communicate with families, collaborate, and plan.</p>

SANB's Systemic Alignment



Things we currently do (Activities/participation)	Concept	Definition	Key indicators of Progress - Leading Indicators	Measurement Tools	Success Outcomes - Lagging Indicators
Morning Meeting Visual Schedule Mood Meter Zones of Regulation Calming Corners Quiet time after recess PAWS Child Study Team SEL Lounge RRR Measures (IP) PAWS support time Huskie time Student Assistance Team (SAT) MTSS Morning Walking Group Work Hard, Play Hard Days SEL + Mental Health Lessons and Groups RRR Measures (IP) WIN Weekly lessons for Life (AA) SAT Individual Counseling Athletics, Arts and Activities Intermurals LOYO RRR Measures (IP)	Student Wellness	Students holistically develop an adaptive skill-set that includes empathy, self-advocacy, teamwork, communication, inclusion and interpersonal abilities, and coping skills to thrive in a constantly changing world. Students are equipped to navigate demands and opportunities they encounter, enabling them to enjoy meaningful, productive, healthy lives.	Skyward (K-12) Behavior (ISS, OSS, etc.) Attendance (ADA, tardies, chronic absenteeism) Truancy Mobility rate, average length of enrollment FastBridge (3-12) Social-Emotional Indicators (SAEBERS/mySAEBRS) Visits (K-12) Nurse Visits Social Worker Visits Behavior Interventions Classroom and Teacher Observations (K-12) Relationship Learning Progression Weekly Walk-Thrus Professional Development Feedback Offerings	Capstone (Grades 5, 8, 12) Decision making/problem solving Creative/critical thinking Communications/interpersonal skills Attendance Data Connection to engagement Discipline Data Panorama Survey: Growth mindset Self management Social awareness Self efficacy Emotional regulation Cultural awareness and action School Climate Diversity and inclusion Sense of belonging	Panorama (3-12) social-Emotional:Student Competency and Well-Being Measures "Soft" Skills (K-12) 21st Century Skills Identified at each school/level - Adaptable - Responsible - Engaged - Ownership - Teamwork - Accountability - Collaboration - Leadership - Self Motivation Panorama Survey Results -Growth mindset -Self management -Social awareness -Self efficacy -Emotional regulation -Diversity and inclusion -Sense of belonging
Beast Academy/ Enrichment Programming K Kids Brain Breaks Essential Standards Proficiency- Based Grading Clubs and activities (classes, sports, chess, field trips, etc) Essential Standards Morning meeting Elective Courses Proficiency- Based Grading Friday Clubs (choice) PAWS Mentorship 916 WIN Elective Courses CTE			Academic Skills and Love of Learning	Students think critically and apply their acquired knowledge and skills to solve problems. Even when confronted with challenges, students have the capacity, motivation, and persistence to acquire new knowledge and skills, creatively seek out solutions, and confidently take action.	Fastbridge Reading (K-8, 9) Status Disaggregated Status (Subgroups and Grade Levels) Growth (ROI) Disaggregated Growth (Subgroups and Grade Levels) Fastbridge Math (K-8, 9) Status Disaggregated Status (Subgroups and Grade Levels) Growth (ROI) Disaggregated Growth (Subgroups and Grade Levels) Classroom and Teacher Observations (K-12) Rigor Learning Progression Relevance Learning Progression Relationship Learning Progression Weekly Walk-Thrus Professional Development Feedback Offerings

Athletics Arts and Activities				College Enrollment Percent proficient at grade level (K-12) Essential Standards Measures
<p>Principal Advisory</p> <p>Mentorship with High School Students</p> <p>4/5 - k/1 buddies</p> <p>Crossing Guard</p> <p>Green Team</p> <p>PAWS</p> <p>Festival of Nations</p> <p>8th grade seminar</p> <p>Morning Meeting</p> <p>Activities and Athletics</p> <p>Extended field trip</p> <p>Friday PAWS-clubs</p> <p>Government and Politics Course (Civics Test)</p> <p>Student Council</p> <p>MSA</p> <p>GSA</p> <p>Youth in Government</p> <p>Key Club</p> <p>NHS</p> <p>Mentorship</p> <p>World Cafe</p> <p>Captains Council (AA)</p>	<p>Positive Contributor and Thriving Citizen</p>	<p>Students understand their brilliance as well as their rights and responsibilities as an individual, and as a member of society. Students can reflect on the needs of a diverse community, activating their resourcefulness, intellect, and skills to positively and authentically contribute to and serve their community.</p>	<p>Classroom and Teacher Observations (K-12) Rigor Learning Progression Relevance Learning Progression Relationship Learning Progression</p> <p>Skyward (K-12) Behavior (ISS, OSS, etc.) Attendance (ADA, tardies, chronic absenteeism) Truancy Mobility rate, average length of enrollment</p> <p>Activities and Athletic Participation (7-12) MSHSL Participation Disaggregated Status (Subgroups)</p> <p>Participation in Activities and Clubs (3-12) Disaggregated Status (Subgroups) Description of work done by club/activity</p> <p>Professional Development Feedback Offerings</p> <p>Service Learning Hours + Reflection</p> <p>Capstone Course (Grades 5, 8, 12) Adds value to the community Supports the community</p> <p>Panorama Survey: Cultural awareness Social awareness Diversity and inclusion</p> <p>Citizenship/Civics Assessment (State/Federal)</p> <p>Naturalization Exam</p>	<p>Capstone Projects (5, 8, 12th Grade) - adopted from World Savvy - Seeks out and applies an understanding of different perspectives - Problem solving and decision making - Opinions based on exploration and evidence - Knowledge and discourse - Investigate the world by framing questions, analyzing and synthesizing relevant evidence, and drawing reasonable conclusions - Recognize, articulate, and apply different perspectives - Select and apply appropriate tools and strategies to communicate and collaborate effectively - Fluent in 21st century digital technology - Demonstrates resiliency in new situations - Apply critical, comparative, and creative thinking and problem solving</p> <p>Panorama Survey Results - Social awareness - Cultural awareness and action - Diversity and inclusion</p> <p>Civics Assessment (bill in legislature) - Scores - Disaggregated Status (Subgroups)</p>

EFFECTIVE INSTRUCTION IMPLEMENTATION



To ensure all students engage in rigorous, relevant instruction grounded in relationships



To guarantee all students meet proficiency and make growth on the standards, regardless of entry point



1. By operationalizing RRR
2. By implementing Proficiency-Based Learning
3. By providing effective and sustained professional learning for staff

AT SANB SCHOOLS, WE BELIEVE IN:

RIGOR

- All students deserve access to high-level thinking and deep learning.
- All students have assets and can learn at high levels.
- Rigor must be embedded at every stage of learning.

RELEVANCE

- Learning is cultural, social, and emotional.
- Students deserve to have their multiple developed and developing identities acknowledged and honored.
- Learning must be authentic and applicable across contexts.

RELATIONSHIPS

- All students deserve access to intentional developmental relationships defined as expressing care, challenging growth, providing support, sharing power, and expanding possibilities.
- All teachers must make developmental relationships a priority.
- We cannot effectively teach kids we do not know.

PHASE 1: FOUNDATION

- A. Define the mission and vision of the district and state where we are going as teachers and where we expect students to go and why
- B. Articulate essential understandings and perform skills related to Depth of Knowledge (DOK), proficiency, and rigor
- C. Complete an overview of the state and national standards

PHASE 2: STANDARDS & PROGRESSIONS

- D. Identify, unwrap, and map out the anchor and essential standards as a PreK-12 department
- E. Write progressions in student-friendly language and create plans how to use them in instruction

PHASE 3: MAPS & PLANS

- F. Create a curriculum/standards/instructional map (organized by year-long course or grade level)
- G. Create unit plans (including summative assessments, formative assessments, lesson plans)

PHASE 4: TOOLS

- H. Use data to drive instructional decisions and designs
- I. Embed scaffolding to support all learners with accessing all levels of learning
- J. Use effective feedback tools (including rubrics) to foster learning

DISTRICT-WIDE SHIFTS HAPPENING IN FALL 2025



Proficiency-Based
Credit Definition



Proficiency-Based
Teaching and
Learning



Proficiency-Based
Grading and
Reporting

ST. ANTHONY NEW BRIGHTON MEMORANDUM

TO: ISD 282 School Board

FROM: Renee Corneille, Superintendent

SUBJECT: Update on Budget Priorities and Teamworks Process

DATE: April 4, 2023

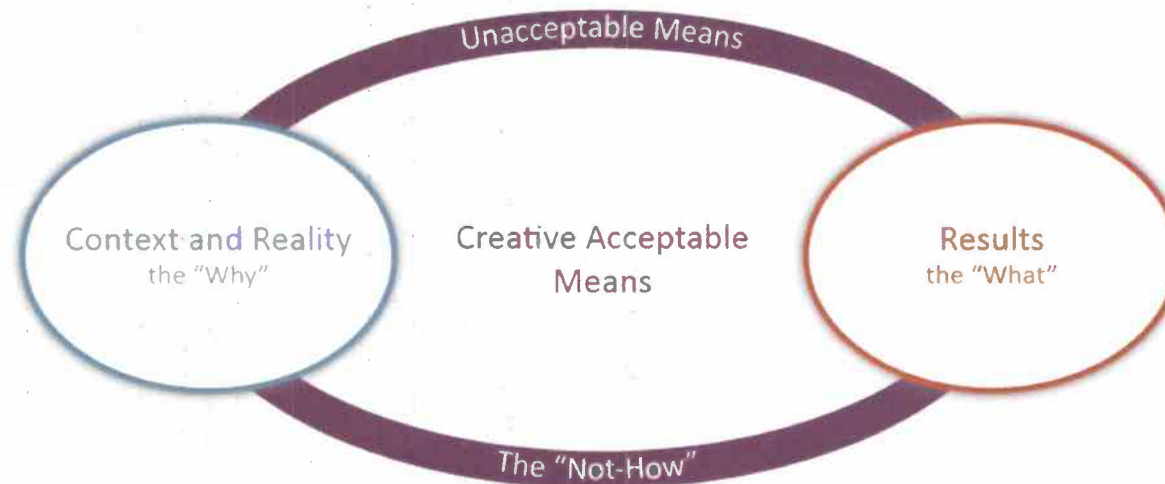
The school board directed administration to determine budget priorities for ISD282. ISD282's two levies (Operational and Curriculum/Technology) are ending fiscal year 2025. ISD282 hired TeamWorks to support the district in developing a process to develop the priorities for ISD282 for the next 10-15 years.

The school board is cognizant of the numerous variables that are impacting the financial situation for independent school districts across the state of Minnesota. Since 2003, school districts in Minnesota have not been properly funded based on inflation and mandates. Currently, almost every district is facing a budget shortfall/deficit.

For the 2022-23 school year - ISD282 used one time fund balances to bridge the financial gap along with increasing enrollment at the secondary level (grades 6-12). Even with the increase in enrollment, ISD282 will be facing another budget deficit for the 2023-24 school year. The school board has decided to again use fund balances to cover the gap as it navigates future financial scenarios. These scenarios include state financial increases based on the formula, cross subsidies, and potential local levies.

Since late fall, district administration (Design Team) has been working with TeamWorks to develop priorities for ISD282. These priorities are aligned to the board approved [Guiding Change document](#).

[These priorities](#) will be presented to the district Input Team on April 12, 2023 and April 17, 2023. On April 14 and after April 17 the Design Team will meet to update the priorities based on the Input Team [feedback](#). Once these priorities are finalized - options will be presented to the school board for final approval.



Guiding Change Components:

The Why <i>Our Current Reality</i>	The Not How <i>Our Unacceptable Means of achieving the Results</i>	The What <i>Our Desired Results from Any Option</i>
<ul style="list-style-type: none"> • Nov 2024 last election opportunity for renewal • Currently at \$1229/per pupil unit • Capital projects levy (for tech and curriculum) expires 2025 (Nov 24 last day for renewal) based on tax capacity rate 6.19% (\$890,000 / per year) • No direct public promises for use of levy referendum. Capital projects levy for tech and curriculum. • State funding has not kept up with inflation • Aging technology systems • Stable enrollment does not generate additional \$\$ • Learning needs have changed in recent years • Wanning opinion of educational institutions or in some situations • Expectations that our schools provide additional services (maybe highlighted from covid) and/or the needs of students (mental health, SEL, interventions, co-teachers) have grown with no solutions • SPED population grown to over 11%. ASD 	<ol style="list-style-type: none"> 1. Knowingly violate law, policy, or agreement 2. Tax impact has a limit (TBD through survey) 3. Options that provide less than current programming level unless state funding is revamped, increased and based on inflationary increases 4. Implement threat tactics or exaggerate outcomes 5. Options that increase disproportionality of outcomes 	<ol style="list-style-type: none"> A. State funding that is responsive to inflation B. Provide effective instruction to eliminate the disproportionality of needs and outcomes in the district C. High school course differentiation D. Career Technical Education E. Increased rigor, engagement, and deeper level thinking F. Design, develop, and deliver an educational system that meets the needs and desire of the students, families, communities and staff G. A schedule that allows for teacher-to-teacher collaboration around best practices H. Continue the common prep time middle school model I. Technology budget and program maintained J. Maintain and improve academic excellence through systems, structures, performance (with supports) and expectations. K. Supporting multiple needs of students with a supportive environment which includes students with disabilities, learning challenges,

<p>highest percentage growth</p> <ul style="list-style-type: none">● Student achievement not at desired level● Cross subsidy is currently at \$1.5M● District demographics have changed significantly● Open enrollment has impacted demographics for SANB● Community desire to improve or increase programs for unmet needs and interests● Career Technical Education programming is desired● Renewing a referendum alone does not solve current or future budget challenges● Some programs and teacher supports are funded through one-time or outside funding sources		<p>mental health needs and accelerated or gifted abilities.</p> <p>L. Ability to support programs and teacher supports with ongoing funding solutions</p>
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Concept A	Details	Maintain	Financials Maintain	Additional	Financials Additional	TOTAL
PK-12 Experience	Build and continue programming for students PK-10th grade. Enhance the academic and relevant experience for students in grades 11 and 12. Continue to build instructional practices dedicated to RRR and toward Success Metrics.	192 FTE (Teachers, Paras, Administration, DO, Coordinators, Food service, custodians, etc)		High School Career/Work Coordinator (1.0FTE)		
		- TOTAL	\$ 17,397,754.12		\$ 110,000.00	
		General Education Operating Fund (01) - 76%	\$ 13,264,699.97	Increase T/L by 2.0 FTE	\$ 220,000.00	
		Special Education (State and Fed) 10%	\$ 1,736,832.00	WP Push-In Model (3 FTE)	\$ 330,000.00	
		All other funds (AI, ESSER, Comp, GT, LD, Qcomp, Title) - 14%	\$ 2,396,223.00	HS FTE Increase due to enrollment increase (2.0)	\$ 220,000.00	
Total PK-12 Experience			\$ 17,397,754.12		\$ 880,000.00	\$ 18,277,754.12

Concept B	Details	Maintain	Financials Maintain	Additional	Financials Additional	TOTAL
Staff and Student Expecations Tied to Success Metrics	Both student and staff wellness is crucial to building a climate and culture for rigourous instruction and learning. Success Metrics requires our students to be well both physically and emotional. In addition, self regulations is required when grappling with academically challenging curriculum. This will support our MTSS structures in the areas of SEL and Climate and Culture	Current Model - Minus the one-time funds	\$ 16,595,695.00	Funding to keep the following positions - that are not currently sustainable: District Wellness Coordinator, District Mental Health Coordinator, District Engagement and Equity Coordinator. (3.0 FTE)	\$ 350,000.00	
				Funding to provide a social worker per building (WP, SAMS, SAVHS) (3.0 FTE)	\$ 330,000.00	
				Fudning to provide operational support for a Full Service Community School Model and Phsyical Wellness Coordinator (2.0FTE)	\$ 220,000.00	
				Full Time Human Resources Director	\$ 200,000.00	
				Funding to support the construction of a community wellness center.	\$ 200,000.00	
Total PK Experience + Wellness			\$ 16,595,695.00		\$ 1,300,000.00	\$ 18,775,695.00

Concept C	Details	Maintain	Financials Maintain	Additional	Financials Additional	TOTAL
Technology and Curriculum Systems	To support 21st century academic and social skills our students need access to the most relevant curriculum and technology. One-to-One was able to happen in ISD282 with COVID Seed funding provided by the Federal Government. We need to continue to support the technological infrastructure required to support one-to-one along with replacement devices. Furthermore, students need access to curriculum that is relevant and culturally appropriate. And financially, teachers need support to develop a scope and sequence for curriculum tied to success metrics.	192 FTE (Teachers, Paras, Administration, DO, Coordinators, Food service, custodians, etc) - TOTAL	\$ 17,397,754.12	Technology and Curriculum Levy - Needs have increased by \$400,000 a year for devices, infrastructure, and curriculum needs. Increase T/L by 2.0 FTE	\$ 400,000.00 \$ 220,000.00	
Total PK Experience + Technology and Curriculum Systems			\$ 17,397,754.12		\$ 620,000.00	\$ 18,017,754.12

Concept D	Details	Maintain	Financials Maintain	Additional	Financials Additional	TOTAL
Special Eduation and Multilingual Learners	Build programs within ISD282 to ensure our students can stay present and engaged in our district. Especialy for students who receive special education services. Furthermore, continue to provide the appropriate support for our EL students and staff to ensure instruction is accessible for all learners.	Current Model (maintains EL and SPED FTE).	\$ 17,397,754.12	Increase T/L by 2.0 FTE	\$ 220,000.00	
				Facilities - additional space at SAMS/SAVHS to support SPED programing	\$ 200,000.00	
				Increase SPED Staffing (5.0 FTE - 40% general fund cross subsidy)	\$ 220,000.00	
Total PK Experience + SPED and ML Learner Needs			\$ 17,397,754.12		\$ 640,000.00	\$ 18,037,754.12

Design Team To Input Team

Concept E	Details	Maintain	Financials Maintain	Additional	Financials Additional	TOTAL
Administrative Support at Each Building	Post-Covid the needs of students has increased. The daily requirments for our building administration has been dedicated to student management vs. instructonal leadership. By staffing each builing with both a principal and assistant principal will lessesn the load on only having one licensed administrator.	Current Model (minus 2 FTE deans).	\$ 17,177,754.00	Shift 2 deans to 2.0 APs	\$ 300,000.00	
Total PK Experience + APs vs. Deans			\$ 17,177,754.00		\$ 300,000.00	\$ 17,477,754.00

Design Team To Input Team

Concept F	Details	Maintain	Financials Maintain	Additional	Financials Additional	TOTAL
Reimagine Transportation Programming	Current Labor shortages has created inconsistent and unreliable transportation. Our transportation contract is below current market value. We should expect at least a 30% increase in transportation costs in the next few years. We need the funding to support this increase without having to take from instructional purposes.	192 FTE (Teachers, Paras, Administration, DO, Coordinators, Food service, custodians, etc) - TOTAL Current Transporation Estimation	\$ 17,397,754.12 \$ 1,400,000.00	30% increase in transporation costs.	\$ 360,000.00	
Total PK Experience + Transportation			\$ 18,797,754.12		\$ 360,000.00	\$ 19,157,754.12

Input Team Feedback

Strengths	Concerns
<ul style="list-style-type: none">	<ul style="list-style-type: none">
Ideas to Improve <i>Be as specific as possible</i>	
<ul style="list-style-type: none">	

206 PUBLIC INPUT TO THE SCHOOL BOARD AND DATA PRIVACY CONSIDERATIONS

PURPOSE

The school board recognizes the value of **input from** the public in deliberations and decisions on school district matters. At the same time, the school board recognizes the importance of conducting orderly and efficient proceedings, with opportunity for expression of all participants' respective views.

The purpose of this policy is to provide procedures to assure open and orderly public discussion as well as to protect the due process and privacy rights of individuals under the law.

GENERAL STATEMENT OF POLICY

The policy of the school board is to encourage **input by** persons of subjects related to the management of the school district at **listening sessions**. The school board may adopt reasonable time, place, and manner restrictions on public expression in order to facilitate free discussion by all interested parties, **typically through identified listening sessions**.

The school board shall, as a matter of policy, protect the legal rights to privacy and due process of employees and students.

- C. **Members of the public wishing to make a complaint about individuals will be directed to Policy 103 and Policy 413.**

DEFINITIONS

"Personnel data" means government data on individuals maintained because the individual is or was an employee or applicant for employment. For purposes of this policy, "employee" includes a volunteer or an independent contractor.

Personnel data on current and former employees that is "public" includes:

Name; employee identification number, which must not be the employee's social security number; actual gross salary; salary range; terms and conditions of employment relationship; contract fees; actual gross pension; the value and nature of employer paid fringe benefits; the basis for and the amount of any added remuneration, including expense reimbursement, in addition to salary; bargaining unit; job title; job description; education and training background; previous work experience; date of first and last employment; the existence and status of any complaints or charges against the employee, regardless of whether the complaint or charge resulted in a disciplinary action; the final disposition of any disciplinary action as defined in Minn. Stat. § 13.43, Subd. 2(b), together with the specific reasons for the action and data documenting the basis of the action, excluding data that would identify confidential sources who are employees of the public body; the complete terms of any agreement settling any dispute arising out of the employment relationship, including a buyout agreement as defined in Minn. Stat. § 123B.143, Subd. 2, except that the agreement must include specific reasons for the agreement if it involves the payment of more than \$10,000 of public money; work location; work telephone number; badge number; work-related continuing education; honors and awards received; and payroll time sheets or other comparable data that are only used to account for employee's work time for payroll purposes, except to the extent that release of time sheet data would reveal the employee's reasons for the use of sick or other medical leave or other not public data.

Personnel data on current and former applicants for employment that is “public” includes:

Veteran status; relevant test scores; rank on eligible list; job history; education and training; and work availability. Names of applicants shall be private data except when certified as eligible for appointment to a vacancy or when applicants are considered by the appointing authority to be finalists for a position in public employment. For purposes of this subdivision, “finalist” means an individual who is selected to be interviewed by the appointing authority prior to selection.

“Educational data” means data maintained by the school district which relates to a student.

“Student” means an individual currently or formerly enrolled or registered in the school district, or applicants for enrollment, or individuals who receive shared time services.

Data about applicants for appointments to a public body, including a school board, collected by the school district as a result of the applicant’s application for appointment to the public body are private data on individuals, except that the following are public: name; city of residence, except where the appointment has a residency requirement that requires the entire address to be public; education and training; employment history; volunteer work; awards and honors; prior government service; any data required to be provided or that is voluntarily provided in an application to a multimember agency pursuant to Minn. Stat. § 15.0597; and veteran status. Once an individual has been appointed to a public body, the following additional items of data are public: residential address; either a telephone number or electronic mail address where the appointee can be reached, or both at the request of the appointee; the first and last dates of service on the public body; the existence and status of any complaints or charges against an appointee; and, upon completion of an investigation of a complaint or charge against an appointee, the final investigative report unless access to the data would jeopardize an active investigation. Any electronic mail address or telephone number provided by a public body for use by an appointee shall be public. An appointee may use an electronic mail address or telephone number provided by the public body as the designated electronic mail address or telephone number at which the appointee can be reached.

RIGHTS TO PRIVACY

School district employees have a legal right to privacy related to matters which may come before the school board, including, but not limited to, the following:

right to a private hearing for teachers, pursuant to Minn. Stat. § 122A.40, Subd. 14 (Teachers Discharge Hearing);

right to privacy of personnel data as provided by Minn. Stat. § 13.43 (Personnel Data);

right to consideration by the school board of certain data treated as not public as provided in Minn. Stat. § 13D.05 (Not Public Data);

right to a private hearing for licensed or nonlicensed head varsity coaches to discuss reasons for nonrenewal of a coaching contract pursuant to Minn. Stat. § 122A.33, Subd. 3.

School district students have a legal right to privacy related to matters which may come before the school board, including, but not limited to, the following:

right to a private hearing, Minn. Stat. § 121A.47, Subd. 5 (Student Dismissal Hearing);

right to privacy of educational data, Minn. Stat. § 13.32 (Educational Data); 20 U.S.C. § 1232g (FERPA);

right to privacy of complaints as provided by child abuse reporting and discrimination laws, Minn. Stat. § 626.556 (Reporting of Maltreatment of Minors) and Minn. Stat. Ch. 363A (Minnesota Human Rights Act).

THE PUBLIC'S OPPORTUNITY TO BE HEARD AT A LISTENING SESSION

- A. The school board will strive to give all persons an opportunity to be heard and to have complaints considered and evaluated, within the limits of the law and this policy, **Policy 103 and Policy 413**, subject to reasonable time, place, and manner restrictions. Among the rights available to the public is the right to access public data as provided by Minn. Stat. § 13.43, Subd. 2 (Public Data), **under policy 406**.
1. **Persons who wish to have a subject discussed at a school board meeting shall refer to Policy 203.5.**
 2. Persons who wish to address the school board on **any particular subject** should identify the subject and identify agenda item(s) to which their comments pertain, **when the time for public input is identified.**
 3. The school board chair will recognize one speaker at a time and will rule out of order other speakers who are not recognized. Only those speakers recognized by the chair will be allowed to speak. Comments by others are out of order. Individuals who interfere with or interrupt speakers, the school board, or the proceedings may be directed to leave.
 4. The school board retains the discretion to limit **comment on any subject** to a reasonable period of time as determined by the school board. If a group or organization wishes to address the school board on a topic, subject to the limitations of this policy, the school board reserves the right to allocate a specific period or require designation of one or more representatives or spokespersons to speak on behalf of the group or organization.
 5. Matters proposed **by members of the public for comment** which may involve data privacy concerns, which may involve preliminary allegations, or which may be potentially libelous or slanderous in nature shall not be considered in public, but shall be processed as determined by the school board in accordance with governing law **and policy.**
 6. The school board chair shall promptly rule out of order any discussion by any person, including school board members, that would violate the provisions of state or federal law, district policies, or the statutory rights of privacy of an individual.
 7. Personal attacks by anyone addressing the school board are unacceptable. Persistence in such remarks by an individual shall terminate that person's privilege to address the school board.
 8. Depending upon the number of persons in attendance seeking to be heard, the school board reserves the right to impose such other limitations and limit time restrictions as necessary in order to provide an orderly, efficient, and fair opportunity for **speakers** to be heard.

STRUCTURE

A. Listening Session

1. The school board shall normally provide a specified period of time when persons may address the school board on any topic, subject to the limitations

of this policy. The school board reserves the right to allocate a specific period of time for this purpose and limit time for speakers accordingly.

2. The school board may decide to hold certain types of public meetings where the public will not be invited to address the school board. Possible examples are work sessions and board retreats. The public will still be entitled to notice of these meetings and will be allowed to attend these meetings, but the public will not be allotted time during the meeting to address the board.
3. The school board will publish procedures for the orderly conduct of listening sessions.

Complaints about individuals

Complaints about individuals will be addressed under Policy 103 or Policy 413, as appropriate.

- A. Agenda Items Persons who wish to have an agenda item discussed at a public school board meeting are required to notify the superintendent's office in advance of the school board meeting. The person should provide his or her name, address, the name of group represented (if any), and the subject to be covered or the issue to be addressed. Reference Policy 203.5 Section III Part B.

No Board Action at Same Meeting

Except as determined by the school board to be necessary or in an emergency, the school board will not take action at the same meeting on an item raised for the first time by the public.

PENALTIES FOR VIOLATION OF DATA PRIVACY

The school district is liable for damages, costs and attorneys' fees, and, in the event of a willful violation, punitive damages for violation of state data privacy laws. (Minn. Stat. § 13.08, Subd. 1)

A person who willfully violates data privacy or whose conduct constitutes the knowing unauthorized acquisition of not public data is guilty of a misdemeanor. (Minn. Stat. § 13.09)

In the case of an employee, willful violation of the Minnesota data practices law, Chapter 13, and any rules adopted thereunder, including any action subject to a criminal penalty, constitutes just cause for suspension without pay or dismissal. (Minn. Stat. § 13.09)

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act) Minn. Stat. § 13.43 (Personnel Data)
Minn. Stat. § 13.601, Subd. 3 (Applicants for Appointment)
Minn. Stat. § 13D.05 (Open Meeting Law)
Minn. Stat. § 121A.47, Subd. 5 (Student Dismissal Hearing)
Minn. Stat. § 122A.33, Subd. 3 (Coaches; Opportunity to Respond)
Minn. Stat. § 122A.40, Subd. 14 (Teacher Discharge Hearing) Minn. Stat. § 122A.44 (Contracting with Teachers)
Minn. Stat. § 123B.02, Subd. 14 (Employees; Contracts for Services)
Minn. Stat. § 123B.143, Subd. 2 (Disclose Past Buyouts or Contract is Void)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
Minn. Stat. § 626.556 (Reporting of Maltreatment of Minors)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
Minn. Op. Atty. Gen. 852 (July 14, 2006)

Cross References: MSBA/MASA Model Policy 205 (Open Meetings and Closed Meetings)

MSBA/MASA Model Policy 207 (Public Hearings)
MSBA/MASA Model Policy 406 (Public and Private Personnel Data)
MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)
MSBA Service Manual, Chapter 13, School Law Bulletin "C" (Minnesota's
Open Meeting Law)
MSBA Service Manual, Chapter 13, School Law Bulletin "I" (School Records –
Privacy – Access to Data)