

Tuesday, April 2, 2024

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

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

REGULAR MEETING

Please [click here](#) to access the 6:30 pm listening session.

Call to Order (2 minutes)
Board Chair Ben Phillip

Approval of Agenda (2 minutes)
Board Chair Ben Phillip

Guests: (10 minutes)
Preschool Art Show Students
Board Chair Ben Phillip

The third annual Early Childhood Art Fair is scheduled for Wednesday, April 24, from 4:00 - 5:30 pm at the St. Anthony Community Center. Children in Early Childhood Family Education (ECFE) and Preschool have been creating individual art as well as collective artwork for the event. New this year, arts educators from Silverwood Park visited our preschool classrooms and taught preschoolers how to create clay texture tiles. Individual and group art will be available for purchase at the event. The proceeds from the Art Sale will benefit the early childhood classrooms.

Communication Break (10 minutes)
Board Chair Ben Phillip

Report: (5 minutes)
Superintendent
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. 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.

Report: (10 minutes)
Monthly Legislative Update
Director Laura Oksnevad

Standard 5 for School Board Leadership is Advocacy and Communication. The school board advances its vision at the local, regional, state, and national levels; engages and builds relationships with both public and private

stakeholders and advocates on local, state and national levels. The Legislative Liaison, Director Oksnevad, will provide an update to the board regarding the advocacy of the SANB Legislative Platform issues.

Report: (15 minutes)

Staffing Decisions

Executive Director of Human Resources and Operations Dr. Tim Anderson

This is the second presentation of staffing recommendations determined by the Master Contract with the Teachers' Union SAVEA and state statute. This update will articulate the impact of Tiered Licenses, Out of Field Placements, along with Unrequested Leaves, Non Renewals, and an extended probationary period. It is recommended the School Board utilizes this information to inform their decision regarding Staffing Decisions in the upcoming Action Item.

Approval of Minutes (2 minutes)

Board Chair Ben Phillip

Approval of Amended Consent Agenda (2 minutes)

Board Chair Ben Phillip

Action: (10 minutes)

Joint Powers Agreement - Aquatics Consortium

Director of Community Services - Wendy Webster

The purpose of the Fridley / St. Anthony New Brighton (FSNB) Community Education Aquatics consortium is to provide swimming instruction and recreation through the collaborative use of Fridley Public Schools and St. Anthony New Brighton Public Schools Community Education funds. This is the annual renewal of the consortium agreement. The recommendation is to approve the agreement as presented.

Action: (10 minutes)

Unrequested Leaves

Non-Renews

Extend Probationary Period

Board Chair Ben Phillip

The recommendation is to approve the staffing changes, as presented.

Discussion: (15 minutes)

Levy Renewal

Superintendent Dr. Renee Corneille

The School Board requested Superintendent Corneille to explore the process required to renew a Voter-Approved Operating Levy by School Board action. In this update, Superintendent Corneille will share with the School Board changes in the law allowing School Boards to renew an existing Voter-Approved Operating Levy. Superintendent Corneille will share the updated statute, the history of Operating Levies at SANB schools, and a proposed timeline for the Board. This presentation is introductory information for the School Board. The District Administration will be seeking guidance regarding next steps.

School Board Member Reports (10 minutes)

Board Chair Ben Phillip

Each school board meeting, the School Board members will take time to share information from the meetings, professional learning and events they have attended.

Closed Session:

Board Chair Ben Phillip

The meeting will be closed as permitted by Minnesota Statute section 13D.03, to consider labor negotiations.
Action: The recommendation is to enter into a closed session for labor negotiations.

Adjourn

Board Chair Ben Phillip

Next Meeting(s):

- Tuesday, April 16, 2024 – Work Session – Media Center
- Tuesday, April 23, 2024 – School Board Professional Development – Media Center
- Tuesday, April 30, 2024 – Joint Meeting with the City of St. Anthony – City Council Chambers
- Tuesday, May 7, 2024 – Regular Meeting – City Council Chambers
- Tuesday, May 21, 2024 – Work Session – Media Center

[School Board Scope and Sequence](#)

Superintendent Report
April 2, 2024 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.

Ramadan Iftar breaking the fast event on Friday, March 15

On Friday, March 15 St. Anthony Village High School students hosted a gathering in the commons for over 240 Muslim and non-Muslim neighbors from St. Anthony and New Brighton to enjoy dinner and break the fast of Ramadan together. The student-led program included a few short speeches by students and elected officials from the Cities of St. Anthony and New Brighton. The meal, catered by Holy Land, was made possible by a grant from the St. Anthony New Brighton Family Services Collaborative. It was a fun event with many community members joining to celebrate Iftar!



Superintendent Corneille and Board Director Oksnevad testify in support of bills related to the St. Anthony New Brighton Legislative Platform

On March 13th Superintendent Corneille testified at the Senate Education Policy Committee in support of Senate File 4188: Hours of Instruction & Empowering Student-Centered Learning. SF 4188 would expand the definition of “hours of instruction”, clarify the criteria for earning credit, define and fund personalized, competency-based education through planning grants. Superintendent Corneille shared with the committee, “The work of our schools is to produce what is so clearly identified in our Constitution - “We The People”. To ensure we are producing

St. Anthony  New Brighton
INDEPENDENT SCHOOL DISTRICT 282

educated, ethical, and engaged citizens - we need to ensure that learning is the metric - not the amount of time a child spends at a desk.”

On March 19th, Director Oksnevad testified in support of Senate File 4461: Notice of Meetings, Remote Access. SF 4461 would allow school board members to access school board meetings remotely, eliminating the three day notice. Director Oksnevad shared with the committee, “With the advent of online streaming and remote access to board meetings (via video conference), school boards across the country have been able to better project meetings to the public. No longer are school boards and their communities limited to in person access. The general public is able to access school board meetings remotely from any location both live and recorded. When the need arises due to illness, childcare, unforeseen transportation issues, work emergencies and more, School Board members should be able to connect to meetings via remote access.”

Both of the bills have been laid over for possible inclusion in the omnibus bill. The SANB Legislative Team works to communicate the needs of the district with our local legislators and express how legislation affects our community and district in order to make positive changes.





District leadership testify at the Minnesota Capitol

Supt. Renee Corneille continued to voice both support and concern of the Read ACT – “I want to thank each of you for pushing and placing value on literacy. Although not my original statement, literacy is justice. Literacy is power and it is crucial for each and every one of Minnesota’s students learn how to read.”

A new bill, SF3698, which is an amendment to the READ Act, would provide flexibility and additional financial resources to school districts in implementing the act. Supt. Corneille spoke out that the cost and the time to successfully accomplish the act will require more funding and time on behalf of the teachers doing the work.

St. Anthony Middle School Principal Amy Kujawski spoke on behalf of Representative Sandra Feist in support of [HF4581](#), a bill that would require school districts to adopt a cell phone use policy. In the 2023 school year, both the middle and high schools adopted a cell phone policy which has been successful for student retention and learning.

Legislative Liaison Board Report

April 3rd, 2024

Platforms

1. [SANB](#)
2. [AMSD](#) & [AMSD Bill Tracker](#)
3. [MSBA](#) & MSBA [Government Relations Dashboard](#)

Legislative Timeline

1. Fridays - MSBA Chat Room - updates on current bills, committee meetings, Q&A at first meeting of the month
2. March 18 - Governor Walz introduced his updated budget with little to no funding attached for education.
3. March 22 — First committee deadline for bills that are not major appropriation or finance bills.
4. May 20 - Last day of session

Bills Update

- **Remote Meetings** - [SF4461](#) Senator Alice Mann, [HF4554](#) Rep. Virnig.
 - It was heard by the State and Local Government and Veterans Committee on Tuesday, March 19th. [Testimony starts at 1:34:21 in the video.](#) It was laid over for possible inclusion to the Senate Omnibus Bill.
- **Newspaper** - [SF 3567 \(A-8\)](#) Sen. Kunesh offered the amendment to allow official proceedings to be published in the official newspaper OR the district website and it was adopted in the omnibus bill. The language was sent to Rep. Feist for inclusion in the House Omnibus bill. Fingers crossed she tries and it also gets included.

- **Equalization** - With the Governor's budget it doesn't look like there will be any funding available for education, so this bill will not happen this go around.
- **LOR/UI/Equalization** - With the Governor's budget it doesn't look like there will be any funding available for education, so this bill will not happen this go around.
 - [HF4117/SF4184](#)- Local optional revenue modified, revenue for unemployment costs and family paid medical leave included in local optional revenue, referendum revenue simplified, equalization aid increased, and money appropriated.
- **Hours of Instruction/Personalized, Competency-Based Learning** - [HF3363/SF4188](#) - Next stop is Senate Education Finance because of the grant language.
- [SF 3731](#) Sen. Kunesh - MCA Opt-out - This was heard in the Senate Education Policy

Upcoming Opportunities for Advocacy

- Continue to reach out to legislators in support of or against different bills related to our legislative platform.
- [AMSD Effective Legislative Advocacy Guide](#)

Memorandum

To: ISD 282 School Board
From: Tim Anderson - Executive Director of Operations and Human Resources
Date: April 2, 2024
Subject: Staffing Decisions

Context:

This memo is to serve as a follow up to the staffing update provided at the March 12 board meeting regarding our staffing timeline. At the April 2nd board meeting, the Board will take action on required staffing moves as part of Board governance. These staffing moves are driven by state statute and the collective bargaining agreement with the teachers union.

Guided by statute and the collective bargaining agreement, each spring we assess staffing overages, probationary teacher status, required ending of positions, and unrequested leaves of absence. This year, due to changes to state statute, we are required to also act on the status of teachers with out-of-field placement and who hold tier 1-2 licenses. Therefore, to be sure the Board understands the actions being taken, please be reminded of each of the following:

1. Unrequested Leaves of Absence.

- a. Per state statute and our CBA, we bring overages back to 1.0 FTE
- b. Five (5) teachers in the district were on an average this school year - next year back to 1.0.
- c. The Board has annually taken action on any overages and this is a continuation of past practice.

2. Tier 1 and Tier 2 License

Recent changes from the Professional Educator Licensing and Standards Board (PELSB) and new guidance published in February from the state informed our analysis this year. The state of Minnesota is dealing with a teacher shortage and has been updating guidance and statute as a result. This has caused us to implement some non-renews. Therefore,

- a. Those teachers on a Tier 1 (which are valid for one year), Tier 2 (which are valid for two years) will be listed as their Tier licensure, requiring action by the board this evening.

- b. The TIER licensure program, developed by PELSB provides individuals the opportunity to work in a school as they work towards their preferred area of licensure.
- c. In these cases, PELSB requires that we post the position for 60 days. The teacher that held this position for this current school year, if interested, may apply. Again, the posting is a requirement set forth by PELSB.

3. Similar to the TIER system, Out of Field Placement

(OFP) also requires the district to post the position for 60 days after the completion of one year on the OFP. One reason for the law change is so that we are not tenuring staff in areas outside their license area. An exemption to this is if a teacher is enrolled in a teacher prep program in the field listed on the OFP and is making adequate progress. Therefore, teachers serving presently in Out of Field placement (OFP) will be listed as their Tier licensure/OFP ending, requiring action by the board.

4. Teacher Evaluation and Probationary Period

You may know that the typical probationary period for teachers is three years. The change to the law is that teachers who come to a district with three years of teaching in any state or a charter school only need one year of probationary period. If they complete that one year successfully, they are entitled to tenure. In order to fully evaluate and to ensure we have a quality teaching staff, on rare instances we formally work to extend, in partnership with implicated teachers, the probationary period. Consequently, the last action item you will find on April 2 as it relates to staffing will be an extension to the probationary period for one licensed staff member. Should the staff member not wish to pursue an extension, district practice would be to non-renew that staff member. Historically, the reason for staff being non-renewed is because of poor performance or poor fit with position. However, because of the new legislation, collective bargaining agreements and law have surfaced some tension and require some non-renews for reasons not related to performance or fit.

5. Ending positions

The restructuring of the Teaching and Learning Department into the Department of Effective Instruction necessitates that some positions no longer will exist. Because some staff members have tenure rights to teaching positions, some bumping of non-tenured staff resulted and some non-renews resulted for non-tenured staff members.

The above, overall staffing assessment also guided the administrative team on their staffing decisions based on the data collected. As a result of the aforementioned details, the recommended action items are presented for approval in your board packet.

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

Regular Meeting – Tuesday, March 19, 2024

MINUTES

Members Present: Board Chair Ben Phillip; Vice Chair Mageen Caines; Clerk Cassandra Palmer; Treasurer Mike Overman Director Laura Oksnevad; and Director Laurel Hood

Staff Present: Superintendent Dr. Renee Corneille; Executive Director of Academics Hope Fagerland; and Director of Community Services and Communications Wendy Webster

The Regular Meeting was called to order at 7:00 p.m. by Vice Chair Mageen Caines.

APPROVAL OF THE AGENDA

A motion was made by Ben Phillip and seconded by Cassandra Palmer to approve the March 19, 2024 agenda, as presented. The motion carries 6/0.

GUESTS

The St. Anthony Kiwanis organization is an incredible partner to ISD282. They run three student programs: K-Kids at Wilshire Park, Builders Club at St. Anthony Middle School, and Key Club at St. Anthony Village High School. In each of these clubs service and leadership for youth is at the core. Student leaders presented the ways in which they have positively contributed to our community.

COMMUNICATIONS BREAK

COMMUNITY SERVICES REPORT

This was the second report of the school year provided by Director Webster regarding Community Services. Director Webster shared an overview of their program goals; highlighted the process of integrating effective instruction in early childhood classrooms and shared the values of community services.

STUDENT SERVICES REPORT

This was the second report of the school year provided by Executive Director Fagerland regarding Student Services. Director Fagerland highlighted programming in the areas of multilingual learners; mental health services; chemical health; special education and wellness.

COSSBA CONFERENCE

The annual COSSBA (Consortium of State School Boards Associations) Conference features nationally recognized speakers, workshops on a variety of topics, and an Exhibit Hall. Board Chair Ben Phillip and Treasurer Mike Overman presented what they learned and shared potential opportunities for the district.

APPROVAL OF THE MINUTES

A motion was made by Casandra Palmer and seconded by Laura Oksnevad to approve the minutes from the March 12, 2024, Regular Meeting, as presented. The motion carries 6/0.

APPROVAL OF THE CONSENT AGENDA

A motion was made by Laurel Hood and seconded by Laura Oksnevad to approve the March 19, 2024, Consent Agenda, as presented. The motion carries 6/0.

DISCUSSION

1. BoardBook Usage

The SANB School Board has been using the BoardBook application since August 2022. The purpose of this discussion was to gain feedback on how the Board is using the tool and discuss if there's an interest in exploring how to use the tool in more ways.

BOARD MEMBER REPORTS

School Board members attended the following meetings and events: community services advisory; Day at the Capitol; MSBA legislative chat; MSBA coffee and conversations; SAVHS parent meeting; SAMS game night; community conversations and the community Iftar gathering.

Adjourn

The Work Session of March 19, 2024 was adjourned at 9:58 pm.
Signed: Cassandra Palmer School Board Clerk
Attest: Kim Lannier

SCHOOL BOARD CONSENT AGENDA - AMENDED
April 2, 2024

PRESENTER(S): School Board Chair

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

1. Personnel

a. Leaves(s)

Last Name	First Name	Position	School	Date Effective
Wells	Taylor	Engineering Technology	SAMS	2024-2025 School Year
Bodurtha	Kari	Teacher	SAVHS	July 1, 2024

b. Hire(s)

Last Name	First Name	Position	School	Date Effective
Andersland	Josh	LTS Science	SAMS	April 1 - June 10, 2024
Younis	Amal	Assistant Principal	Wilshire Park	July 1, 2024
Stanley	Jaimee	Literacy Coordinator	Wilshire Park and Community Services	July 1, 2024
Guerrero	Laura	Effective Instruction Coordinator	SAMS and District	July 1, 2024
Miller	Erin	Effective Instruction Coordinator	SAVHS	July 1, 2024
Bodurtha	Kari	Career and College Coordinator	SAVHS	July 1, 2024

c. Resignation(s)

Last Name	First Name	Position	School	Date Effective
Willmus	Katy	Grade 4	Wilshire Park	June 10, 2024
Ewing	Shelbie	Soccer Coach	District	March 19, 2024

2. Payment of Bills *Checks Paid* – April 2, 2024

General Fund	\$100,011.13
Food Service Fund	\$31,700.01
Transportation Fund	\$12,088.43
Community Service Fund	\$5,007.77
Capital Expenditure Fund	\$44,179.32

Trust Fund	\$852.12
Agency Fund	\$1,000.00
Student Activities	\$4,490.70

TOTAL: \$ 199,329.48

**JOINT POWERS AGREEMENT
BETWEEN FRIDLEY PUBLIC SCHOOLS
AND
ST. ANTHONY-NEW BRIGHTON PUBLIC SCHOOLS
FOR THE CREATION OF A COMMUNITY EDUCATION AQUATICS CONSORTIUM**

I. Purpose

This Agreement is made and entered into pursuant to Minnesota Statutes §471.59 between Fridley Public Schools, Independent School District No. 14 and St. Anthony-New Brighton Public Schools, Independent School District No. 282 for the collaborative use of facilities and community education funds in order to provide swimming instruction and other recreation to its communities.

II. Membership

1. The two-member school districts of the FSNB Community Education Aquatics Consortium are:

- Fridley Public Schools, Independent School District No. 14
- St. Anthony-New Brighton Public Schools, Independent School District No. 282

2. Each member shall insure that their sites are fully operational, and timely communicate any issues regarding facilities used by the FSNB Community Education Aquatics Consortium. Each member school district is responsible for the costs of maintenance and facility improvements to the respective pools and associated facilities.

III. Legal Status

This Agreement is for a cooperative venture, and it is not intended to create a separate, free-standing entity. Property will not be owned in the name of the FSNB Community Education Aquatics Consortium, nor will it have its own employees. Any contracts related to the Consortium must be approved and executed by the member school boards.

IV. Governing Board

Upon commencement of this Agreement, the member school district shall designate the following individuals to the FSNB Community Education Aquatics Consortium Board:

- Fridley Public Schools Community Education Director
- St. Anthony-New Brighton Public Schools Director of Community Services & Communications
- Fridley Public Schools Community Education Adult & Youth Services Coordinator
- St. Anthony-New Brighton Public Schools Community Services Coordinator
- FSNB Community Education Aquatics Consortium Program Manager

Board members must attend at least 75% of scheduled meetings annually. The FSNB Community Education Aquatics Consortium Board will meet a minimum of four (4) times each calendar year to approve a budget and decide on issues of common interest related to fulfilling the Consortium's purpose.

The FSNB Community Education Aquatics Consortium Board shall establish an annual plan, including activities, programs and/or services undertaken or offered by the Consortium each year and adopted by the Consortium Board. Such plan shall be submitted to the School Board of each member school district no later than June 30 of each fiscal year.

V. Fiscal Agent

Fridley Public Schools shall serve as the Fiscal Agent for the FSNB Community Education Aquatics Consortium. As Fiscal Agent, Fridley Public Schools shall:

1. Employ and supervise the aquatic staff serving the FSNB Community Education Aquatics Consortium.
2. Develop a proposed budget for the Consortium which is presented annually to the Consortium Board for approval.
3. Provide information to the Consortium Board relevant to the efficient and effective functioning of the Consortium.
4. Invoice the St. Anthony-New Brighton Public Schools on a quarterly basis for:
 - (a) the proportional costs of the Aquatics Program Manager position based on the Fridley Public Schools Program Manager pay scale, fiscal year revenue and expenditure projections, and quarterly revenue and expense actuals.
 - (b) the proportional costs of aquatic staff based on the Fridley Public Schools Water Safety Instructor and Lifeguard pay scale, fiscal year revenue and expenditure projections, and quarterly revenue and expense actuals.
 - (c) proportion of expense costs including staff training, certification and professional development, association membership fees, Red Cross fees, other materials related to the successful running of an aquatics program and other expenses associated with the aquatics program, subject to approval by the FSNB Community Education Aquatics Consortium Board.
5. The St. Anthony-New Brighton Public Schools shall make payment to the Fiscal Agent as soon as possible after receipt of invoices, but no later than 30 days after receipt. If St. Anthony-New Brighton Public Schools elects to withdraw from the Consortium in accordance with the provisions of this Agreement, it shall be responsible for its share of any contribution to the Consortium budget and outstanding invoices, up to the effective date of the withdrawal from the Consortium.

6. St. Anthony-New Brighton Public Schools must provide required fiscal and performance data to the Fiscal Agent by any deadlines established by Fridley Public Schools, including quarterly revenue for the aquatics program, including but not limited to monthly transaction reports for the aquatics program.

VI. Term

The term of this Agreement shall commence on January [insert], and shall expire on June 30, 2024, unless it is terminated earlier as described in this Agreement. A member shall notify the FSNB Community Education Aquatics Consortium at least sixty (60) days in advance of the expiration of this Agreement if it does not intend to enter into a subsequent agreement.

VII. Withdrawal and Termination

1. A member may withdraw from the Consortium upon 60 days' written notice to all other members during the term of this Agreement. A withdrawing member shall satisfy all of its financial responsibilities and other commitments up to the effective date of withdrawal.

2. This Agreement shall also terminate: (a) upon written agreement of all members; (b) upon operation of law or court order; or (c) when there are no longer two Consortium members.

3. Upon termination, each Consortium member shall satisfy all financial obligations and other commitments.

VIII. Indemnification and Limitation of Liability

1. Action by Parties to this Agreement are intended to be and shall be construed as a "cooperative activity", and it is the intent of the Parties that they shall be deemed a "single governmental unit" for the purposes of liability, as set forth in Minnesota Statutes §471.59, subd. 1a(a), provided further that for purposes of this statute, each party to this Agreement expressly declines responsibility for the acts or omissions of the other Parties. The tort cap limits specified for cooperative agreements under Minnesota Statutes §471.59 shall apply to this Agreement and to the activities of the Parties to this Agreement. The statutory limit for the Parties may not be added together or stacked.

2. To the fullest extent permitted by law, each member of the Consortium agrees to defend and indemnify the others, their school board members, and employees from and against all claims, damages, losses, and expenses, including attorneys' fees, arising out of or resulting from the activities under this Agreement; but only to the extent caused in whole or in part by the negligent acts, errors or omissions of the member District, or any one directly or indirectly employed or hired by the member District, or anyone whose acts for the member may be liable.

3. The school district members of the Consortium shall have liability insurance covering the acts and omissions of the Consortium and the Parties to this Agreement and their employees, officials and agents, in an amount not less than the statutory maximum set forth in Minnesota Statutes §466.04. Any additional cost for such coverage shall be paid by the member school districts.

Nothing in this Section shall be construed as a waiver by any participating member of the Consortium of any immunity, defenses or other limitations on liability to which the member is entitled by law.

IX. Notices

Any notices to or communication regarding the Consortium for purposes of this Agreement shall be sent to:

Stephen Keeler, Director of Community Education, ISD #14
Wendy Webster, Director of Community Education, ISD #282

IN WITNESS WHEREOF, Fridley Public Schools, Independent School District No. 14 and St. Anthony–New Brighton Public Schools, Independent School District No. 282 have approved this Agreement by their respective school boards and have authorized execution by the individuals below.

Director of Community Services & Communications, Independent School District No.282:

_____ Date: _____

School Board Chair, Independent School District No.282:

_____ Date: _____

Superintendent, Independent School District No.282:

_____ Date: _____

Community Education Director, Independent School District No.14:

_____ Date: _____

School Board Chair, Independent School District No.14:

_____ Date: _____

Superintendent, Independent School District No.14:

Date: _____



April 2, 2024

Title: Unrequested Leave Placement – Teaching Overages
 Submitted by: Executive Director of Human Resources Dr. Tim Anderson
 Meeting: April 2, 2024

Background Information:

The Administration recommends that the Board place five (5) continuing contract teachers named below on Unrequested Leave of Absence, from their 2023-2024 overages. The teachers will remain teaching at their continuing contract tenured status.

BE IT RESOLVED by the School Board of ISD282, as follows:

That it is proposed that five (5) Teachers (**John Geske; Andrew Otis; Luke Tressel; Eric Kronback and Michelle Carpenter**) be placed on unrequested leave from their teaching overages at the end of the 2023-2024 school year effective June 10, 2024. Said action is taken in accordance with the District master agreement and pursuant to Minn. Stst. 122A.40, subd. 10.1 upon the grounds described in said statute and which is specially the discontinuance of the overage at the end of the 2023-2024 school year.

BE IT FURTHER RESOLVED, that written notice be sent to said teachers regarding the nonrenewal of their overages.

<i>Name</i>		<i>Subject</i>	<i>School</i>	<i>Tenured FTE</i>	<i>Proposed 24-25</i>	<i>URL FTE</i>
John	Geske	SpEd	SAMS	1.0	1.0	.2
Andrew	Otis	PE	SAMS	1.0	1.0	.08
Luke	Tressel	PE	SAVHS	1.0	1.0	.1
Eric	Kronback	PE	SAVHS	1.0	1.0	.1
Michelle	Carpenter	English	SAVHS	1.0	1.0	.1

Recommendation

To approve.



SCHOOL BOARD AGENDA ANALYSIS FORM

April 2, 2024

Title: Certified Probationary Non-Renewal
Submitted by: Executive Director of Human Resources Dr. Tim Anderson
Meeting: April 2, 2024

Background Information:

Administration recommends that the contract for **Jill Schafer and Sarah Beeman**, two (2) probationary teachers be nonrenewed.

Whereas, **Jill Schafer and Sarah Beeman** are probationary teachers in ISD282, that pursuant to Minn. Stst. 122A.40, sub 5.1 and the District master agreement, the teaching contracts of **Jill Schafer and Sarah Beeman** probationary teachers in ISD282, shall be nonrenewed at the end of the 2023-2024 school year effective June 10, 2024.

Be it further resolved, that written notice be sent to said teachers regarding nonrenewal of their teaching contracts.

<i>Name</i>		<i>Subject</i>	<i>School</i>
Jill	Schafer	OFP SpEd	SAMS
Sarah	Beeman	Spanish	SAVHS

RECOMMENDATION:

To approve.



SCHOOL BOARD AGENDA ANALYSIS FORM

April 2, 2024

Title: Extend Probationary Period
Submitted by: Executive Director of Human Resources Dr. Tim Anderson
Meeting: April 2, 2024

AGREEMENT TO EXTEND PROBATIONARY PERIOD

This Agreement is entered into by and between Tyler Flory (hereinafter “probationary employee”), the St. Anthony Village Education Association (SAVEA), and Independent School District No. 282, St. Anthony, MN (hereinafter “District”).

Recitals

1. The probationary employee is serving a one (1) year probationary period with the District pursuant to Minnesota Statutes Section 122A.40.
2. The 2023-2024 school year is the probationary employee’s first year of employment with the District. The probationary employee has worked for the District since August 15, 2023 as a probationary teacher. The probationary employee did not obtain continuing contract rights in a previous Minnesota school district prior to beginning employment with the District.
3. The District’s administration believes that, if given another year, the probationary employee may demonstrate the professional skills and knowledge necessary to become a non-probationary teacher for the District.
4. If the School Board fails to non-renew the probationary employee’s employment effective at the end of the 2023-2024 school year, then the probationary employee will attain non-probationary status pursuant to Minnesota Statutes Section 122A.40.
5. The School Board makes the ultimate decision as to which probationary employees the District renews and non-renews. The School Board has not yet decided whether to renew or non-renew the probationary employee’s

employment with the District. The School Board will make that decision at its April 2, 2024 meeting.

6. The probationary employee understands there is no obligation to sign this Agreement, and that if Mr. Flory does not sign this Agreement, the School Board will decide whether to renew or non-renew the probationary employee's employment.
7. The probationary employee understands that Mr. Flory has the following choices:
 - a. Mr. Flory can sign this Agreement in which agrees to waive the Minnesota Statutes Section 122A.40 rights and extend the probationary period for one year from July 1, 2024 to June 30, 2025. The School Board will then have the following options: (1) approve this Agreement and extend the probationary employee's probationary period for one year; (2) non-renew the probationary employee's employment; or (3) renew the probationary employee's employment.
 - b. Mr. Flory can decline to sign this Agreement and the School Board will then have the following options: (1) non-renew the probationary employee's employment; or (2) renew the probationary employee's employment.
8. The probationary employee acknowledges and admits there was no coercion or undue influence in any manner by the District, its elected officials, officers, employees, or agents to choose one option over the other and that the choice made is voluntary.
9. The probationary employee wishes to extend the probationary period by one year (July 1, 2024 to June 30, 2025) in order to have the opportunity to demonstrate professional skills, knowledge and attributes to the District. The probationary employee understands that the School Board has not yet decided whether to agree to a one-year extension of their probationary period. The probationary employee understands that this Agreement will not be effective unless and until it is approved by the School Board.
10. The probationary employee acknowledges that Mr. Flory has had the opportunity to consult with union representation and/or legal counsel before signing this Agreement in order to be fully informed of and understand their rights under Minnesota Statutes Section 122A.40.

IN CONSIDERATION OF the foregoing recitals and the mutual promises contained herein, the probationary employee and the District agree as follows:

1. The probationary employee agrees to waive their rights under Minnesota Statutes Section 122A.40 and to extend the probationary period under that statute by one additional year to include the period from the date of the signing of this Agreement through June 30, 2025 so that the probationary employee may have an opportunity to demonstrate professional skills, knowledge, and attributes as a teacher.

2. During the time period from the date of the signing of this Agreement through June 30, 2025, the probationary employee will be limited in all respects to the employment rights under Minnesota Statutes Section 122A.40 of a probationary teacher.
3. The probationary employee acknowledges that under the terms of this Agreement the District may exercise its discretionary authority to non-renew the probationary employee effective June 30, 2025 as provided in Minnesota Statutes Section 122A.40, subdivision 5, which controls the non-renewal of probationary employees. Nothing in this Agreement may be construed as conferring upon the probationary employee any status as a non-probationary teacher.
4. The probationary employee acknowledges and agrees that this Agreement has been signed voluntarily and with full and complete knowledge of their rights under Minnesota Statutes Section 122A.40. By signing below, the parties affirm that they fully understand and agree to the terms of the Agreement and that it is the complete Agreement. No oral representations not contained herein have been relied upon by the parties.

Recommendation

To approve.

Memorandum

To: ISD 282 School Board
From: Renee Corneille - Superintendent
Date: April 2, 2024
Subject: Levy Renewal Process

Context: The Minnesota Legislature during the 2023 session passed the following statute:

2023 Minnesota Statutes

126C.17 REFERENDUM REVENUE.

Subd. 9b. Renewal by school board.

(a) Notwithstanding the election requirements of subdivision 9, a school board may renew an expiring referendum by board action if:

(1) the per pupil amount of the referendum is the same as the amount expiring, or for an expiring referendum that was adjusted annually by the rate of inflation, the same as the per pupil amount of the expiring referendum, adjusted annually for inflation in the same manner as if the expiring referendum had continued;

(2) the term of the renewed referendum is no longer than the initial term approved by the voters;

(3) the school board, having taken a recorded vote, has adopted a written resolution authorizing the renewal after holding a meeting and allowing public testimony on the proposed renewal; and

(4) the expiring referendum has not been previously renewed under this subdivision.

(b) The resolution must be adopted by the school board by June 15 of any calendar year and becomes effective 60 days after its adoption.

(c) A referendum expires in the last fiscal year in which the referendum generates revenue for the school district. A school board may renew an expiring referendum under this subdivision not more than two fiscal years before the referendum expires.

(d) A district renewing an expiring referendum under this subdivision must submit a copy of the adopted resolution to the commissioner and to the county auditor no later than September 1 of the calendar year in which the written resolution is adopted.

Details:

1. In 2014, voters approved an operating levy which increased funds in 2015. This levy ends in 2025. This levy brings in approximately \$930 per ADM.
2. In 2023, voters again approved an operating levy which would bring in approximately \$890 per ADM.
3. District administration recommends that the School Board explores the option of renewing the 2014 Operating Levy.
4. If the board would like to explore the option, a tentative timeline has been provided.

Timeline:

- **April 2:**
 - School Board hears the context, details, and timeline for a School Board Renewal of an Operating Levy. If the board asks, district administration and school board leadership will do the following:
- **April 2 - May 7: Levy Mini-Taskforce**
 - Update the levy webpage and develop a communications plan regarding the renewal of the levy by School Board vote.
 - On-going conversations regarding Levy Renewal
- **May 7:**
 - At the School Board Meeting, discuss the details of the renewal process, include financials and discuss the need to hold a meeting with public comment. Utilize NineNorth to help ensure the public has access to this discussion. Decide as a board to call for a Special Meeting with the date and time of the special meeting clearly articulated.
- **May 8 and after:**
 - Let the public know the updated web page is available. Provide communications in the Brighter Bulletin and on social media. Promote the Special Meeting with public comment and ensure notice in the newspaper and on the website.
- **May 21:**
 - Hold Special Meeting prior to the May 21 Board Meeting (6 p.m.): provide a presentation, then allow public comment. Similar to the Truth and Taxation meeting.
 - Discuss again the Levy Renewal by board vote at the School Board Meeting.
- **June 4:**
 - Regular School Board Meeting. Place an action for vote to the school board regarding the renewal of the \$920 per ADM levy.