St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Tuesday, August 20, 2024

Media Center
3303 33rd Ave NE
Door 16
St. Anthony, MN.
7:00 pm Work Session

WORK SESSION

Please click here to access the meeting

Call to order Regular School Board Mtg.
Ben Phillip, School Board Chair (2 minutes)

Review of agenda
Ben Phillip, School Board Chair (2 minutes)

Minutes from July 10, 2024 Board Meeting
Ben Phillip (2 minutes)

Amended: Approval of Consent Agenda
Ben Phillip, School Board Chair (2 minutes)
Board Meeting - July 10, 2024, Professional Development

Superintendent Report:
Dr. Renee Corneille, Superintendent (10 minutes)
Every meeting the superintendent takes time to update the school board and community on events and happenings around the school district.

Action item: Food Service Unit Contract Ratification 2024--2026.
Tim Anderson, Executive Director of HR and Operations (10 minutes)
Executive Director Dr. Tim Anderson will share the negotiated 2024-2026 Food Service Contract. District staff met with members of the SEIU local to produce the following contract presented. The local food service unit has already voted and approved the contract. District administration recommends the board approve the contract as presented.

Adjourn Regular Meeting
Ben Philip, School Board Chair (2 minutes)

Call to order Work Session
Ben Phillip, School Board Chair (2 minutes)

SY24-26 School Board Goals
Ben Phillip, School Board Chair (45 minutes)

The school board worked on their goals at the July 10th professional development meeting. At that meeting the board discussed the following goal options. The board will discuss these goals further with the aim to take action on school board goals in a future meeting.

Student Success Metrics Goals
Dr. Renee Corneille, Superintendent (45 minutes)

This is a continuation of a discussion regarding student success metric goals. Previously the board has reviewed student data and this will be a further discussion on the development of student success metric goals. The board will discuss these goals further with the aim to take action on school board goals in a future meeting.

School Board vacancy
Ben Phillip, School Board Chair (30 minutes)

With the recent resignation of a school board member, Board Chair, Phillip will discuss the process the board will use to fill the vacancy.

Start of school update
Dr. Renee Corneille, Superintendent (5 minutes)

Superintendent Corneille will provide a brief update to the board regarding all the preparation that has gone into starting the 2024-25 school year. This is informational only.

Legislative Update and Discussion
Laura Oksnevad, Board member (20 minutes)

Board reports (15 minutes)

Adjourn Work Session (2 minutes)

Call to order closed session
Ben Phillip, School Board Chair (2 minutes)

Custodian Contract.
The meeting closed as permitted by Minnesota Statute section 13D.03, to consider labor negotiations.

Adjourn closed session.
Ben Phillip, School Board Chair (2 minutes)

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

Board Meeting Professional Development
July 10, 2024

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

Staff Present: Superintendent Dr. Renee Corneille;

- The\ Professional Development was called to order at 6:00 p.m. by Chair Ben Phillip .
- The Professional Development meeting was adjourned at 9:01pm.

Signed: Cassandra Palmer School Board Clerk
Attest: Sally Sawyer

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

AMENDED:
SCHOOL BOARD CONSENT AGENDA
August 20, 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
Bolger	**Hannah**	**Teacher - Grade 5**	**Wilshire Park**	**October 19, 2024 - January 29, 2025**

b. Hire(s)

Last Name	First Name	Position	School	Date Effective
Griffin	**Karl**	**LTS - E-Tech**	**SAMS**	**August 2024**
McGraw	**Allison**	**Teacher - Special Education**	**SAVHS**	**August 2024**
Kennedy	**Virginia**	**Teacher - Special Education**	**SAVHS**	**August 2024**
Stoa Swenson	**Jodi**	**Academic Interventionist**	**SAVHS**	**August 2024**
Snoberger	**Nicole**	**Teacher - Grade 5**	**Wilshire Park**	**August 2024**
Remer	**Aurora**	**Teacher - Grade 4**	**Wilshire Park**	**August 2024**
Abu-Hijleh	**Nadia**	**Teacher - Grade 2**	**Wilshire Park**	**August 2024**
Labandz	**Stephanie**	**Early Childhood Screener**	**Community Services**	**August 2024**
Schlossmacher Smith	**Michelle**	**Dive Coach**	**SAVHS**	**August 2024**
Russell	**Evyn**	**SpEd Paraeducator**	**Wilshire Park**	**August 2024**

c. Resignation(s)

Last Name	First Name	Position	School	Date Effective
Satterlie	**Chris**	**Teacher - Special Education**	**SAVHS**	**June 3, 2024**
Egli	**Shawn**	**Paraeducator**	**SAMS**	**June 8, 2024**
Dragos	**Matt**	**Cook Manager**	**SAMS/SAVHS**	**June 18, 2024**
Mingo	**Amy**	**SpEd Paraeducator**	**SAMS**	**July 16 ,2024**
Grand	**Shiela**	**SpEd Paraeducator**	**Wilshire Park**	**July 22, 2024**

Caines	Mageen	School Board	District	August 1, 2024
Isaacs	Ellen	Kindergarten	Wilshire Park	August 9, 2024
Cobian	Jennifer	Kindergarten	Wilshire Park	August 13, 2024
Mendesh	Aud	SpEd Paraeducator	SAMS	August 16, 2024

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

SCHOOL BOARD CONSENT AGENDA
May 21, 2024

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

Payment of Bills *Checks Paid* – June 25, 2024

General Fund	**$97,270.93**
Food Service Fund	**$11,521.07**
Transportation Fund	**$124,457.24**
Community Service Fund	**$9,777.19**
Capital Expenditure Fund	**$274,633.76**
Agency Fund	**$3,750.00**
Trust Fund	**$2,275.93**
Student Activities	**$25,631.36**

TOTAL: $549,317.48

Payment of Bills *Checks Paid – July 3, 2024*

General Fund	**$56,263.40**
Food Service Fund	**$440.00**
Transportation Fund	**$50,106.25**
Community Service Fund	**$8,603.97**
Capital Expenditure Fund	**$80,958.99**

TOTAL: $196,377.61

Payment of Bills *Checks Paid – July 18,2024*

General Fund	**$326,072.21**
Food Service Fund	**$6027.04**
Transportation Fund	**$-46,439.39**
Community Service Fund	**$4,480.64**
Capital Expenditure Fund	**$214,112.34**
Agency Fund	**$57,205.79**

TOTAL: $561,458.63

Payment of Bills ***Checks Paid – August 9, 2024***

General Fund	**$151,483.08**
Food Service Fund	**$4,980.00**
Transportation Fund	**$4 554.11**
Community Service Fund	**$29,139.34**
Capital Expenditure Fund	**$757,353.61**
Trust Fund	**$2,449.09**
Student Activities	**$27,218.09**

TOTAL: **$977,177.32**

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

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

August 20, 2024

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.

VillageFest

We enjoyed being a part of the St. Anthony VillageFest earlier this month! Thank you to Mike Overman, Laurel Hood, Ben Phillip and Laura Oksnevad for joining me in representing our district in the parade and the vendor booth. We loved visiting with community members and asked children and adults, "What is your favorite part of school?" Some of the most popular answers were friends, the library, sports, and our teachers!









Summer Learning: Village Kids Program

We've enjoyed seeing what students have been up to this summer in the Village Kids summer program. From outdoor adventures to learning about creepy crawlers from Dan the Bug Guy, learning continued all summer long. Thank you to our team members for leading this summer learning program for our students!






EZRouting Bus App Launch

We are happy to introduce our new parent transportation portal, EZRouting. More information will be shared this week following families receiving their bus routes and pick up and drop off times. We encourage families to download the app, BusQuest, in order to receive notifications about bus changes and to find your student bus information in one location on your mobile device.

First Day of School: Tuesday, Sept. 3

We look forward to welcoming students back in a couple of weeks! Communications from each school building have been sent last week and a message from the district office will be sent next week. Here's to a wonderful and successful year ahead!

Memorandum of Understanding
Between the
School Service Employees, Local 284 Food Service
And
Independent School District #282

Regarding Summer 2024-2026 Potential Employment

This Memorandum of Understanding ("MOU") is entered into by and between the St. School Service Employees, Local 284 Food Service ("Food Service") and Independent School District #282 ("District").

WHEREAS, Food Service and the District are parties to a Master Agreement, for the period of July 1, 2024 through June 30, 2026, which governs the general terms and conditions of employment for food service employees; and

WHEREAS, Article X, Hours of Work, Section 3, Normal Work Year of the Master Agreement specifies the normal work year of a full-time employee will be those days during a school year on which food is served;

WHEREAS, this MOU is only in effect if the District sponsors a Summer Food program.

WHEREAS, School year does not include summer food service programs.

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOU and other valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Summer food service employment starts on June 12, 2024 and ends on August 23, 2024.
2. Food Service Employees employed for summer food service, shall be paid for only the hours worked and entered in Skyward.
3. Food Service Employees working the summer food service program shall be paid the same as their 2022-24 contract rate of pay following Article VII, Section I.
4. Food Service Employees assigned as the Summer Food Service Program Cook Manager shall be paid at the Cook Manager rate at their 2023-24 step.
5. Pay rates shall be determined by 2022-2024 Contract Article VII, Section 1 Hourly Rates of Pay and Longevity for work assigned prior to July 1, 2024.
6. Pay rates shall be determined by 2024-2026 Contract Article VII, Section 1 Hourly Rates of Pay and Longevity for work assigned after July 1, 2024.
7. Food Service Employees employed for summer food service who have an active Minnesota School Food Service Association Certificate shall receive additional compensation per work hour as determined by Article VII, Section 7 Certification.

8. Food Service Employees who worked after being called back from the normal work day shall be compensated at the rate of 1 and ½ times the employee's hourly rate of pay as stated in Article X Hours of Work, Section 4, Subd. 4.
9. Assignment sheets issued for summer food service are temporary assignments and will end at the end of the summer food service program.
10. Paid Absences - Employees employed for summer food service shall not accrue any personal, vacation and sick days. Employees working in the Summer program may use their accumulated sick leave if they are unable to work their summer position. Use of sick leave is subject to the same terms and conditions as is found in Article VIII.
11. Holiday - Employees employed for summer food service shall receive holiday pay for June 19 (Juneteenth) and July 4 (Independence day).
12. Tax Sheltered Annuity - Employees employed for summer food service are not eligible to participate and receive a matching contribution from the District during this period.
13. Uniform allowance - There will be no additional uniform allowance for employees employed for summer food service.
14. Seniority and Step Advancement - Seniority and step advancement cannot be gained while working in summer food service.

Entire Agreement. This MOU constitutes the entire agreement between the parties relating to the subject matter described in this document. No party has relied on any statements or promises that are not set forth in this document. The MOU controls to the extent that is in conflict with the Master Agreement. No changes in this MOU are valid unless they are in writing and signed by both parties.

IN WITNESS WHEREOF, the parties have entered into this MOU on the dates shown below:

Summer food service employment starts on June 12, 2024 and ends on August 23, 2024. Summer food service employment for Summer of 2025 is not yet determined - this MOU is only in effect when the District sponsors a Summer Food Program.

IN WITNESS WHEREOF, the parties have entered into this MOU on the (DATE)

SEIU 284 Union Designee

Superintendent

Steward

School Board Chair

Dated this 20th day of June, 2024

Dated this __ day of _____, 2024

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Memorandum

To: ISD 282 School Board
From: Renee Corneille - Superintendent
Date: August 20, 2024
Subject: Proposed Student Success Metrics Goals

CONTEXT

Vision: SANB schools are committed to the **success** of all learners. We will engage, inspire and support each learner through innovation and collaboration.

Success Metrics: SANB schools defines success of a graduating senior as a student who has acquired both the *academic skills* and *life skills* to *positively contribute to society*. They have a *love for learning* and are able to meet the *social-emotional needs* of themselves and others. A successful student becomes a *thriving citizen.*

BOARD ACTION

Smart goals are:
Specific
Measurable
Ambitious (but Achievable)
Results-oriented
Time-bound

The School Board will set the course and direction of the School District by creating SMART goals for student success.

The following measurements are aligned to each component of the district's success metrics.

Measures			
Academic Excellence	**Student Wellness**	**Positive Contributor**	**Love of Learning**
☐ MCA ☐ ACT ☐ AP Scores (3+) ☐ Standard Acquisition (future)	☐ Panorama ☐ MN Student Survey (MSS) ☐ SAT Referral Summative Data ☐ SAEBERS ☐ Phy Ed (Pres Fitness concept)	☐ Volunteer/service hours ☐ Capstone ☐ Clubs ☐ All school events	☐ Panorama ☐ Registration: CTE/CIS/AP ☐ Capstone

As the Superintendent, I would recommend that the school board create Success Metric goals that span at least three years. This allows schools to truly create systems and time to implement. The superintendent will provide updates on each goal's progress at minimum twice a year, preferably three times.

Based on the following District Data, the superintendent recommends the following Smart Goals for the School Board to consider:

Academic Excellence

	Measurement	Grade	Area	2024 level (base)	Goal Level 2028	2024 Gap (base)		2028 Gap Reduction Goal	Alignment	Success Metrics Impact
Goal 1	MCA (Percent of Students Proficient)	3	Reading	49%	70%	Race	2%	25%	Through effective instruction.	**Academic Excellence**
						Sped	37%			
						EL/ML	X			
						EB	34.2%			
						Gender	[a]12.5%			

			Math	61%	80%	Race	9.7%	20%		
						Sped	16.4%			
						EL/ML	X			
						EB	45.4%			
						Gender	7.6%			
		5	Reading	60%	80%	Race	20.1%	35%		
						Sped	70%			
						EL/ML	X			
						EB	17.5%			
						Gender	1%			
			Math	52%	70%	Race	32%	32%		
						Sped	65%			
						EL/ML	X			
						EB	13.7%			
						Gender	[a]17.2%			
			Science	52%	70%	Race	18.3%	18%		
						Sped	24.7%			
						EL/ML	12.5%			
						EB	19.6%			
						Gender	13.2%			

		8	Reading	49%	70%	Race	19.8%	35%		
						Sped	15%			
						EL/ML	X			
						EB	19.4%			
						Gender	.9%			
			Math	39%	60%	Race	13.8%	20%		
						Sped	24.8%			
						EL/ML	X			
						EB	20.4%			
						Gender	2%			
			Science	34%	55%	Race	28.3%	25%		
						Sped	19.7%			
						EL/ML	27.9%			
						EB	41.1%			
						Gender	6.5%			
		10	Science	41%	65%	Race	23.7%	23%		
						Sped	15.1%			
						EL/ML	45.3%			
						EB	29.5%			
						Gender	2.9%			

Gaps: *Gaps reflect historically marginalized patterns unless signified.*
Gender: [a] signifies female higher than male

Goal Narrative: *Academic Excellence*

3rd Grade:

- **Goal 1a:** In order to increase Academic Excellence in SANB students, by 2028 3rd grade MCA **reading** will increase from 49% to 70% proficiency, while also decreasing the achievement gaps between all demographic groups by 25% through effective instruction**.**
- **Goal 1b:** In order to increase Academic Excellence in SANB students, by 2028 - 3rd grade MCA **math** will increase from 61% to 80% proficiency, while also decreasing the achievement gaps between all demographic groups by 20% through effective instruction.

5th Grade:

- **Goal 1a:** In order to increase Academic Excellence in SANB students, by 2028 - 5th grade MCA **reading** will increase from 60% to 80% proficiency, while also decreasing the achievement gaps between all demographic groups by 35% through effective instruction.
- **Goal 1b:** In order to increase Academic Excellence in SANB students, by 2028 - 5th grade MCA **math** will increase from 52% to 70% proficiency, while also decreasing the achievement gaps between all demographic groups by 32% through effective instruction.
- **Goal 1c:** In order to increase Academic Excellence in SANB students, by 2028 - 5th grade MCA **science** will increase from 52% to 70% proficiency, while also decreasing the achievement gaps between all demographic groups by 18% through effective instruction.

8th Grade:

- **Goal 1a:** In order to increase Academic Excellence in SANB students, by 2028 8th grade MCA reading will increase the percentage of students proficient from 49% to 70%, while also decreasing the achievement gaps between all demographic groups by 25% through effective instruction.
- **Goal 1b:** In order to increase Academic Excellence in SANB students, by 2028 8th grade MCA math will increase the percentage of students proficient from 39% to 60%, while also decreasing the achievement gaps between all demographic groups by 20% through effective instruction.
- **Goal 1c:** In order to increase Academic Excellence in SANB students, by 2028 8th grade MCA science will increase the percentage of students proficient from 34% to 55%, while also decreasing the achievement gaps between all demographic groups by 25% through effective instruction.

High School:

- **Goal 1a:** In order to increase Academic Excellence in SANB students, by 2028 - High School MCA **science** will increase from 41% to 65% proficiency, while also decreasing the achievement gaps between all demographic groups by 23% through effective instruction.

	Measurement	Grade	Area	2023 level (base)	Goal Level 2028	2024 Gap (base)		2028 Gap Reduction Goal	Alignment	Success Metrics Impact
Goal 2	ACT (Average Score)	11	Composite	21.6	23	Race	3.75	5	Through effective instruction.	Academic Excellence
						Sped	X			
						EL/ML	8.7			
						EB	4.6			
						Gender	.3			
			Math	20.7	23					
			Reading	23.1	25					
			English	20.5	23					
			Science	21.9	23					

11th Grade:

- **Goal 2a:** In order to increase Academic Excellence in SANB students, by 2028 11 grade ACT average composite score will increase from 21.6 to 23, while also decreasing the achievement gaps between all demographic groups by an average of 5 points (the average composite scores between demographics group will be reduced by 5 points) through effective instruction.
- **Goal 2b:** In order to increase Academic Excellence in SANB students, by 2028 11 grade ACT average math score will increase from 20.7 to 23 through effective instruction.

- **Goal 2c:** In order to increase Academic Excellence in SANB students, by 2028 11 grade ACT average reading score will increase from 32.1 to 25 through effective instruction.
- **Goal 2d:** In order to increase Academic Excellence in SANB students, by 2028 11 grade ACT average English score will increase from 20.5 to 23 through effective instruction.
- **Goal 2e:** In order to increase Academic Excellence in SANB students, by 2028 11 grade ACT average Science score will increase from 21.9 to 23 through effective instruction.

Student Wellness

	Student: Skills and Competencies: The social, emotional, and motivational skills that help students succeed in school, career, and life.						
	Measurement	**Grades**	**Variable**	**Description**	**2023-2024 Average Favorable Responses Grades 6-12**	**National Comparison 2023-2024**	**2028 National Percentile GOAL**
Goal 3	**Panorama**	**6-12**	**Grit**	How well students are able to persevere through setbacks to achieve important long-term goals.	54%	20th Percentile	40th Percentile
			Growth Mindset	Student perceptions of whether they have the potential to change those factors that are central to their performance in school.	59%	(Did not do)	70th Percentile
			Self Management	How well students manage their emotions, thoughts, and behaviors in different situations	74%	70th Percentile	90th Percentile
			Social Awareness	How well students consider	63%	35th	70th

				the perspectives of others and empathize with them.		Percentile	Percentile
			Self Efficacy	How much students believe they can succeed in achieving academic outcomes.	47%	20th Percentile	40th Percentile
			Learning Strategies	How well students deliberately use strategies to manage their own learning processes generally.	55%	30th Percentile	60th Percentile
			Classroom Effort	How much effort students exert in key behaviors that correspond to successful learning and course performance	65%	50th Percentile	100th Percentile
			Social Perspective Taking	The extent to which students consider the perspectives of their teachers.	43%	40th Percentile	80th Percentile
			Emotional Regulation	How well students regulate their emotions.	52%	80th Percentile	100th Percentile
				Overall Average	**57%**	**38% Percentile**	**72% Percentile**

	Student: Skills and Competencies: The social, emotional, and motivational skills that help students succeed in school, career, and life.					
	Measurement	**Grades**	**Variable**	**Description**	**2023-2024 Base Gap**	**2028 Gap Reduction**

							GOAL
Goal 3	**Panorama**	**6-12**	**Composite Overall**	The social, emotional, and motivational skills that help students succeed in school, career, and life.	Race	[b]2%	0%
					EL/ML	2%	0%
					SPED	6%	0%
					Gender	0%	0%

***Gaps**: Gaps reflect historically marginalized patterns unless signified.*
Race: [b] signifies students of color higher than White

Goal Narrative: *Student Wellness*

Goal 3: In order to increase overall student wellness at SANB schools, by 2028 students in grades 6-12 will increase from the Panorama 38th National Percentile to the 72nd National Percentile while eliminating the gap in their social and emotional skills and competencies.

Positive Contributor

	Activities/Clubs	**2023-2024 Students Involved**	**2023-2024 Total Accumulated Service Hours**	**2028 Service Hour Accumulated Goal**	**Demographics**	**2023-2024 Demographic Breakdown**	**2028 Demographic Breakdown Goal**
Goal 4	Kiwanis Clubs (K-Kids, Builders, Key Club) National Hours Society Athletics/Activities)	724	5922	10,000	Race (SOC-W)	32%-68%	40%-60%
					ML (ML-No)	13%-87%	15%-85%
					SPED (SPED-No)	7%-93%	15%-85%
					Gender (M-F)	44%-54%	50%-50%

Goal Narrative: ***Positive Contributor***

Goal 4: To increase the positive contributions students add into the community, SANB students will increase the accumulated hours of service from 5922 to 10,000, while student participation demographics in our activities/clubs will mirror our school district demographic breakdown.