

**MINUTES OF THE REGULAR MEETING OF THE SCHOOL BOARD
INDEPENDENT SCHOOL DISTRICT 271
Bloomington, Minnesota**

November 8, 2021

- I. ROLL CALL
- Pursuant to due call and notice thereof, and there being a quorum present, the School Board meeting of Independent School District 271 was called to order by Chair Nelly Korman at 7:00 p.m. on November 8, 2021, in the Arlene Bush Board Room at the Educational Services Center, 1350 West 106th Street, Bloomington, Minnesota.
- Chair Korman stated: We acknowledge that Bloomington Public Schools rests on the traditional, ancestral and contemporary land of the Dakota. The name of our state is Mni Sota Makoce, Land where the waters reflect the skies or clouds. Mni means water; Sota means clear, but not perfectly so, cloudy. Makoce means a place, land, or country. Recognizing the land is an expression of gratitude and appreciation to those whose territory we reside on and a way of honoring the Indigenous people.
- Members Present: Nelly Korman, Chair; Dawn Steigauf, Vice Chair; Heather Starks, Clerk; Beth Beebe, Treasurer; Tom Bennett, Mia Olson, and Jim Sorum.
- Attorney Present: David Holman.
- Administration Present: Eric Melbye, Mary Burroughs, Rick Kaufman, John Weisser and Rod Zivkovich.
- II. PLEDGE OF ALLEGIANCE
- Recited.
- Closed Session
- Nelly Korman moved, Tom Bennett seconded, to establish a closed session upon the conclusion of tonight's school board meeting. The meeting will be closed as permitted by section 13D.03 to discuss the District's labor negotiation strategy related to the District's negotiations with all bargaining groups. Motion carried unanimously.
- III. APPROVAL OF THE AGENDA
- Nelly Korman moved, Dawn Steigauf seconded, to amend the agenda by adding an item to Part B. 5. Authorization of Employment of School Board Director Tom Bennett. Motion carried unanimously.
- Nelly Korman moved, Dawn Steigauf seconded to approve the agenda as amended. Motion carried unanimously.
- IV. CANVASS OF ELECTION 2021
- Mia Olson moved, Heather Starks seconded, the following resolution: WHEREAS, the School Board of Independent School District 271 has canvassed the election returns, therefore, be it RESOLVED, that the School Board hereby declares the following candidates elected to four-year terms, beginning January 3, 2022: Beth Beebe, Tom Bennett, Matt Dymoke and Dawn Steigauf. And Clerk of said Board is instructed to so notify the candidates according to law.

VOTE RECAP

Beth Beebe	6,702
Tom Bennett	7,876
Matt Dymoke	6,730
Kat Eggers	1,798
Marquisha Fulford	4,046
Dani Indovino Cawley	5,887
Natalie Marose	5,700
Patricia Riley	2,137
Jeff Salovich	5,401
Dawn Steigauf	6,936
Write Ins	106

Motion carried unanimously.

IV. RECOGNITIONS

Isabella Lone

The School Board recognized and presented a certificate of achievement to Isabella Lone, the Kennedy girls' soccer junior captain who was selected for the AA 2021 All-State Girls' Soccer 2nd Team. Izzy made it through the rigorous process, starting with Metro West coach nominations and rankings, through the Minnesota State High School Soccer Coaches Association All-State Committee deliberations. The 44 players selected for each All-State Team represent the top 3% in each class (44 of more than 1,400). Coach Mario Lone highlighted the season and accomplishments of Izzy and the team.

David Holman

On behalf of the School Board and the District, Board Chair Nelly Korman recognized David Holman for 45 years of distinguished service as legal counsel to the School Board and Bloomington Public Schools. Over the last 45 years, Mr. Holman has provided wise and strategically valuable opinions and advice to many School Board members and Superintendents on a variety of topics; always keeping the District in strict compliance with the law. The District looks forward to his continued service for many more years.

V. SUPERINTENDENT'S REPORT

Dr. Eric Melbye reported on a number of activities. The Jefferson Girls' Volleyball team is headed to state competition starting on Wednesday when they play East Ridge High School. We continue to strategize how to increase our sub pool (both teachers and paras); meeting with building and BFT leaders to continue to figure out ways to keep teachers in the classroom and manage workload. The Board Policy Committee had a great meeting last week to review and fine tune two policies being brought to the Board tonight. Having well written and current policies helps all aspects of our district function well. Attended a Hennepin County Mental Health meeting and learned that Hennepin County is allocating some American Recovery Plan pandemic money to increase mental health support in schools. There is a process, starting with a survey later this month, to access these dollars/services and Bloomington will take part in the process. Provided a district update at the PTSA Council. It should be noted that having a district PTSA council is pretty unique in Minnesota--Bloomington is one of three districts in the entire state.

School meals will be free for the 2021-22 school year; it is still important to fill out the Application for Educational Benefits form as this one form benefits all Bloomington Public Schools through additional school funding, athletics and activities fee assistance, discounts on college application fees and Pandemic Electronic Benefit Transfer program. All parents are encouraged to complete the application or actively opt out before December 10. The cabinet team has created an inclement weather day learning plan. They engaged employee group leaders, teacher leaders and parents as they created the plan. In essence, when we know inclement weather is a high likelihood, we will ensure that students have needed devices sent home with them and then ensure that families understand how these days will operate. Our calendar is very tight and these days, if needed, will alleviate the need for makeup school days in June.

Thursday, November 11th, is Veterans Day. Thank you to our veterans who have served to protect our country and our freedoms; and to those men and women who currently serve in the military. We thank you for your service.

VI. PART A

1. *Board Business*
Minutes

Personnel Actions

- a. Minutes of the Regular School Board Meeting October 25, 2021.
- b. Licensed Personnel: Resignations, Employments, Change of Status.
Independent Personnel: Change of Status.
Classified Personnel: Resignations, Employments, Changes of Status.

2. *Field Trips*

RESOLVED, that the School Board of Independent School District 271 approves the field trips per the attached list (on file).

3. *Contracts/Agreements*

Mall of America
Group Event Contract
Prom 2022

RESOLVED, that the School Board of Independent School District 271 approves the Group Event Contract with Mall of America for Prom 2022 for Jefferson and Kennedy on May 13, 2022.

4. *Policy Approval*
Policy 415

Policy 526

Policy 616

- a. RESOLVED, that the School Board of Independent School District 271 approves revised Policy 415, Mandated Reporting of Suspected Maltreatment of Vulnerable Adults.
- b. RESOLVED, that the School Board of Independent School District 271 approves revised Policy 526, Hazing Prohibition.
- c. RESOLVED, that the School Board of Independent School District 271 approves revised Policy 616, School District System Accountability.

Nelly Korman moved, Beth Beebe seconded, to approve Part A items in accordance with all of the written material submitted to the School Board. Motion carried unanimously.

VII. PART B

Paraprofessional
Contract 2019-2021

Tom Bennett moved, Dawn Steigauf seconded, that the School Board of Independent School District No. 271 approve and ratify the 2019-2021 Master Contract between Independent School District 271 – Bloomington, Minnesota, and the Federation of Paraprofessionals. Motion carried unanimously.

The District and the Federation of Paraprofessionals reached a tentative agreement for the 2019-2021 Master Contract on October 12th, 2021 and the paraprofessional employees ratified the tentative agreement on November 3rd, 2021. The tentative agreement includes wage increases to schedule each year of 2%. In addition, the tentative agreement includes the following:

- Removed Fair Share language (5.5)
- Updated District Posting language (5.13)
- Added new language around President Release MOU
- Increased longevity pay 20-21 (6.4)
- Previously agreed to out-of-network out-of-pocket maximums for health insurance (7.2)
- Increase to the District health insurance contribution both years HSA contribution second year (7.2 & 7.3)
- Added new language about notification of student behavior (9.7)
- Updated titles Appendix B
- Market adjustment
- “Housekeeping”

The tentative agreement is within the allocations approved by the Board for contract.

Paraprofessional
Contract 2021-2023

Beth Beebe moved, Tom Bennett seconded, that the School Board of Independent School District No. 271 approve and ratify the 2021-2023 Master Contract between Independent School District 271 – Bloomington, Minnesota, and the Federation of Paraprofessionals. Motion carried unanimously.

The District and the Federation of Paraprofessionals reached a tentative agreement for the 2021-2023 Master Contract on October 12th, 2021 and the paraprofessional employees ratified the tentative agreement on November 3rd, 2021. This tentative agreement includes wage adjustment for 21-23 of 2.45% for 21-22, and 2% for 22-23. Additionally, the following changes were made:

- Request for Dues Check Off updated (5.3)
- Access to Membership lists language change (5.4)
- Previously agreed to out-of-network out-of-pocket maximums for health insurance (7.2)
- Added new language about layoffs and open positions (11.3.3)
- MOU regarding Overpayment/Underpayment of wages
- MOU regarding Labor Management Committee
- “Housekeeping”

The tentative agreement is within the allocations approved by the Board for contract.

Enrollment Report
2021

John Weisser, Executive Director of Technology and Information Services, presented to the School Board the 2021 Enrollment Report, which is a snapshot of District information as of October 1. The snapshot is designed to describe K-12 enrollment demographics at a single point in time, the actual recorded enrollment at the beginning of October.

Enrollment impacts many aspects of the District. The data in the report is intended to assist District decision makers in creating and maintaining an exceptional system for all learners in our community. Historical trends in enrollment are included in the report to help illustrate the story of changing enrollment over the past ten years. Student enrollment for the 2021 October 1 snapshot is 9,805 (an increase of 160 students from last year) up 217 students from enrollment projections. Ethnic diversity district wide is 54% (an increase of 1% over last year). Ethnic diversity has increased 1% each year for the last ten years. Free/reduced meal eligibility is 36% (an increase of 2% over last year). English Language students are at 14% (an increase of 1% over last year). Open enrollment students total 9% (same as last year.) It was noted—there are 812 high school seniors and an incoming Kindergarten class of 708. The report represents K-12 students including New Code Academy; no early childhood, no alternative schools, no adult basic education students. Enrollment Reports can be accessed on the District website under the Technology and Information Services page.

Policy Review

Tom Bennett, Chair of the Board Policy Committee, provided an overview of the two policies reviewed by the committee on November 2 and now are being brought to the Board for discussion. Jim Sorum and Heather Starks are the other two members of the committee. The policies have been reviewed and approved by legal counsel David Holman.

Policy 524

Policy 524, Computer System and Internet Acceptable Use – John Weisser
Recommendation: REVISE.

Policy 524 is an MSBA mandatory policy. The revised policy has been aligned with MSBA model policy; matching updated language and phrasing. References to social media guidance have been deleted in preparation for a separate social media policy being brought forth by the Community Relations Department. MSBA recommends that this policy be reviewed annually. That language has been added in the Regulation under section X. D.

Policy 458

Policy 458, Employee Use of Social Media – Rick Kaufman/Kate Martin
Recommendation: NEW.

New Policy 458 relates to employee social media use on their personal account(s), on their own device, on their own time. Previously covered by social media guidelines, a policy will carry more weight in cases where unacceptable behavior needs to be addressed. Currently there is no MSBA model policy; however, the District can be a leader in this area. Companies and brands have transitioned from guidelines to policy in recent years; education has not caught up.

Authorizing
Employment of
Tom Bennett

Dawn Steigauf moved, Heather Starks seconded, that the School Board of Independent School District 271 authorizes the District to employ Director Tom Bennett as a reserve teacher with earnings not to exceed \$8,000 in a fiscal year, exclusive of Board member earnings. On roll call vote, all directors voted aye except for Jim Sorum who voted nay. Motion carried 6-1.

In accordance with statutes, M.S. 123B.195, Board Members' Right to Employment, the above authorization requires approval of a majority of the members of the School Board at a Board meeting at which all School Board members are in attendance. Mr. Sorum voted no stating that he is opposed to the principle of School Board members being employees.

VIII. BOARD MEMBER
REPORTS

None.

IX. OTHER

None.

X. ADJOURNMENT

There being no further business to come before the School Board, Chair Nelly Korman adjourned the meeting at 8:30 p.m. A closed session for negotiations followed the meeting.

Heather Starks, Clerk