

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

**January 24, 2022**

- 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 Tom Bennett at 7:00 p.m. on January 24, 2022, in the Arlene Bush Board Room at the Educational Services Center, 1350 West 106<sup>th</sup> Street, Bloomington, Minnesota.
- Chair Bennett acknowledged 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: Tom Bennett, Chair; Heather Starks, Vice Chair; Nelly Korman, Clerk; Mia Olson, Treasurer; Beth Beebe, Matt Dymoke, and Dawn Steigauf. Student Representative: Janie Andersen.
- Attorney Present: David Holman.
- Administration Present: Eric Melbye, Mary Burroughs, Rick Kaufman, Jennifer McIntyre and Rod Zivkovich.
- II. PLEDGE OF ALLEGIANCE
- Recited.
- III. APPROVAL OF THE AGENDA
- Heather Starks moved, Matt Dymoke seconded, to approve the agenda. Motion carried unanimously.
- IV. RECOGNITIONS
- Paraprofessional Recognition Week
- Beth Beebe moved, Mia Olson seconded, that the School Board of Independent School District 271 honors the Proclamation from the Governor of the State of Minnesota declaring January 24 through January 30, 2022, as Paraprofessional Recognition Week. Motion carried unanimously.
- Jennifer McIntyre, Executive Director of Student Services, highlighted the important role paraprofessionals play to ensure educational success for all of our students and expressed appreciation for their dedication and commitment. Darringer Funches, Vice President of the Bloomington Federation of Paraprofessionals and a paraprofessional at Valley View Middle School, along with Chris Christenson, Special Education Supervisor, highlighted the exemplary services provided by these professionals every day as they support students and staff, especially during these challenging times.

MSBA Awards

Congratulations to Mia Olson and Heather Starks for receiving the Director Award from the Minnesota School Boards Association in recognition of attaining 100 or more hours of attendance at MSBA training programs within the past four years of their term(s). Mia Olson and Heather Starks are each starting their third year as a Bloomington School Board member.

Congratulations to Nelly Korman for receiving the Lighthouse Award from Minnesota School Boards Association. This annual award is given to a Black, Indigenous or Person of Color, who is either a public school Superintendent, or public school Board member who has demonstrated a commitment to racial equity in their district. The individual is viewed as a beacon of light and hope in their efforts toward racial justice in education for all students.

Student Board Representative Reports

Janie Andersen reported that the Board Student Advisory Council (BSAC) high school representatives met tonight before the Board meeting. Topics of discussion included the spike in COVID cases, in-person learning, mental health concerns, the district-wide food drive to be held in March, and a possible collaborative event with Kennedy High School. Ms. Andersen shared that she was asked and did provide feedback to John Weisser on the question “how can students be better served with technology.” She highlighted activities offered through the Career and College Center, the development of a new literary magazine, recent JIVE and Connection performances, DECA Conference participants, recent sports battles between Jefferson and Kennedy--girls and boys basketball and boys hockey; cheer competition awards, Nordic skiers—and congratulations to AAA (Academics/Arts/Athletics) award winners.

V. SUPERINTENDENT’S REPORT

Dr. Eric Melbye reported on a number of topics, activities, and news items. Announcement was made last week of three Friday asynchronous learning days for students and planning days for staff—January 28, February 18 and March 4. Child care slots remain open for families needing support those days. A Grab and Go meal package (breakfast and lunch) will be available for students to pick up on Thursday. Meetings attended: Somali Parent Network, virtual Bloomington Chamber of Commerce Legislative Forum with Bloomington legislators, weekly AMSD and Dakota/Scott County superintendents zoom meetings on Thursday. The first Bloomington Federation of Teachers and District Meet and Confer session is tomorrow. The rescheduled Bloomington Federation of Paraprofessionals Labor Management Committee meeting is this Friday with assistance from the State Bureau of Mediation Services.

Kindergarten enrollment is open and elementary schools will continue to host Kindergarten Welcome Nights in the coming weeks. More information about these Welcome Nights can be found on the District website. Families wishing to enroll their child in Kindergarten for the 2022-2023 school year can do so by going to the District website. Screening for Kindergarten continues; all students entering Kindergarten should be screened. Families can schedule Kindergarten screening on the District website or contact Early Learning Services.

Along with the list of donations that is scrolled at the end of the School Board meeting, please note the “Points of Pride” slideshow highlighting recent student and staff accomplishments ... a quick preview:

Valley View Middle School Falcon Frenzy student robotics team FIRST (For Inspiration and Recognition of Science and Technology) Tech Challenge Excellence in Community, Education and Leadership (ExCEL) award nominees. Bloomington Debate Team members advanced to MSHSL tournament. Two Kennedy High school students competed in 2021 Class A Swimming & Diving State Championships. Jefferson Varsity Cheerleading team performance at the University of Minnesota Gopher Cheer Championships. Early Learning Services project. Sheila Berg, New Code Academy Teacher. Cindy McInroy, Speech Pathologist.

VI. PART A

1. *Board Business*

Minutes

- a. Minutes of the Organizational School Board Meeting January 10, 2022.
- b. Licensed Personnel: Retirements, Resignations, Employments, Change of Status. Independent Personnel: Change of Status. Classified Personnel: Retirement, Resignations, Employments, Change of Status.

Personnel Actions

2. *Contracts/Agreements*

BEC TV City

Agreement 2022

RESOLVED, that the School Board of Independent School District 271 approves the agreement between the City of Bloomington and Independent School District 271 to participate in the promotion and development of Educational Access programming (BEC-TV) on the Bloomington cable television system.

3. *Finance*

Finance Reports

Receipts &

Disbursements

- a. Statement of Revenues and Statement of Expenditures for December 2021.
- b. Receipts and Disbursements for December 2021.

Beth Beebe moved, Dawn Steigauf 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

Donations

Matt Dymoke moved, Nelly Korman seconded, that the School Board of Independent School District 271 accepts donations, as indicated in the background, in the amount of \$6,100.00. Motion carried unanimously.

Reserve Teacher

Pay Rate Increase

Dawn Steigauf moved, Nelly Korman seconded, that the School Board of Independent School District 271 authorizes the full day beginning wage rate for reserve teachers to be \$160.00 per day for the first 40 days and to be \$165.00 per day after 40 accumulated work days, and \$175.00 per day for Bloomington School retirees effective January 4, 2022. A \$15.00 incentive will continue for reserve teachers who work on Fridays. Motion carried unanimously.

This increase is necessary to retain the core of quality reserve teachers we employ, to attract high-quality new reserve teachers, to respond to a steady decrease of reserve teachers available for employment and to continue rewarding reserve teachers for working on our hardest to fill day of the week.

Pay Equity  
Implementation  
Report

Heather Starks moved, Dawn Steigauf seconded, that the School Board of Independent School District 271 approves the 2022 Pay Equity Implementation Report, to be submitted to the Pay Equity Office, Department of Minnesota Management & Budget, by January 31, 2022. Motion carried unanimously.

Every three years, the District is required by law to file a Pay Equity Implementation Report with State of Minnesota. Pay equity is the overall process, as governed by Minnesota law (Minnesota Statutes Sections 471.991–471.999 and Minnesota Rules Chapter 3920), which requires public jurisdictions to eliminate any sex-based wage inequities in employee compensation. (Pay equity does not replace collective bargaining and does not address all compensation issues). The process consists of eligible political subdivisions analyzing their pay structure (evaluating their existing jobs) for evidence of inequities, reporting the information (currently to the Minnesota Department of Employee Relations “DOER,”) and eliminating impermissible inequities. Impermissible inequities occur when women are consistently paid less than men for jobs with similar points. The analysis is done by evaluating all jobs within the jurisdiction and assigning them points according to the level of knowledge and responsibility required to do the job. Salary adjustments must be made if it is discovered that women are consistently paid less than men for jobs with similar points. Administration is pleased to report that, pending a review of the Pay Equity Office, the District has passed the statistical analysis test with an underpayment ratio of 91.18%. The minimum underpayment ratio to pass is 80%.

VIII. BOARD MEMBER  
REPORTS

Mia Olson announced the winter clothing drive sponsored by Early Learning Parent Advisory Council; drop sites are at Pond and Southwood. Beth Beebe Acknowledged the positivity of the asynchronous learning days. Beth Beebe and Nelly Korman highlighted the MSBA Leadership Conference keynote speaker and sessions they attended. Nelly Korman spoke about the principal survey presentation by Katie Pekel and others. Nelly Korman reported that the Board Legislative Committee met and is in the process of arranging a virtual forum with our Bloomington legislators. Dawn Steigauf reported that the Board Community Engagement Committee met to review the current plan. The updated Board Community Engagement Plan will be presented to the School Board for approval at the February 14 meeting. Tom Bennett reported on his school visit to New Code Academy.

IX. OTHER

None.

X. ADJOURNMENT

There being no further business to come before the School Board, Chair Tom Bennett adjourned the meeting at 7:38 p.m.

Nelly Korman, Clerk