



**EQUITY ALLIANCE MN
BOARD REGULAR MEETING MINUTES
FEBRUARY 15, 2017
STILLWATER DISTRICT OFFICES
5:30 P.M.**

CALL TO ORDER

Meeting called to order by Kitty Gogins, Board Chair, at 5:32 p.m.

ROLL CALL

ATTENDANCE:

SSD 006: South St. Paul
ISD 16: Spring Lake Park
ISD 197: West St. Paul
ISD 199: Inver Grove Heights
ISD 623: Roseville
ISD 624: White Bear Lake
ISD 831: Forest Lake
ISD 834: Stillwater
Perpich Center for Arts Education –
Crosswinds

BOARD REPRESENTATIVE

Jeff McClellan
Marilynn Forsberg - Vice Chair
Byron Schwab
Cindy Nordstrom
Kitty Gogins – Chair
Ellen Fahey
Karen Morehead
George Hoepfner – Clerk
Linda Henning

STAFF:

Dr. Jean Lubke, Executive Director; Janine Stammer, Office Manager; Mary Bussman, Equity Consultant - Professional Learning and Program Evaluation; Karin Swainey, Equity and Integration Consultant - AVID and Student Programming; Heidi Fransen, Achievement and Integration Student Programs Coordinator; Mason Fong, Achievement and Integration Student Programs Coordinator; and Catherine Nakhornsak, Administrative Assistant

GUESTS:

Denise Pontrelli, Stillwater Area Schools Superintendent
Eric Anderson, Stillwater Area Schools Coordinator of Equity & Integration
Bonnie Dalhauser & Teri Lewis, Stillwater Area Schools Professional Development Consultants
Six members from the public

APPROVAL OF THE ORDER OF THE AGENDA

Karen Morehead (ISD 831) requested to make an amendment to the order of the agenda to move the approval of the Executive Director's Contract earlier in the meeting if the Equity Alliance MN staff was present. Byron Schwab (ISD 197) moved to approve the order of the

agenda as amended. Karen Morehead (ISD 831) seconded the motion. All members present voted in the affirmative.

OPEN FORUM

There was no one signed up to speak.

CONSENT AGENDA

Byron Schwab (ISD 006) moved to approve the Consent Agenda. Marilyn Forsberg (ISD 16) seconded the motion. Motion carried with all members present voting in the affirmative.

FOCUS AREA #1 – PROVIDE PROGRAMS AND SERVICES THAT EDUCATE AND SUPPORT STAFF, STUDENTS, AND FAMILIES AND DIMINISH BARRIERS TO EDUCATIONAL EQUITY:

I. Stillwater Equity Presentation

Eric Anderson, Stillwater Area Schools Coordinator of Equity and Integration, welcomed the Equity Alliance MN Board to Stillwater and thanked Superintendent Denise Pontrelli for her leadership in the district. He then introduced professional development consultants Bonnie Dalhauser and Teri Lewis to discuss systems and structure work being done with the leadership in Stillwater.

II. Draft Annual Report

Dr. Lubke shared the first draft of the Equity Alliance MN Annual Report and asked the Board for their input on how to improve it. The Board discussed the desire to add a section on member services and have more information on professional development. They requested more of a balance between student programming and professional development, with less data regarding district-specific numbers. A separate insert with district participation data for our member districts was recommended. They also suggested making it more visually appealing with the use of graphs to represent budget data, as well as pictures and quotes from students and staff that have participated in our programs. There was discussion on clarifying the purpose of the document, as well as the intended audience. Dr. Lubke will incorporate the recommendations and have the report ready for distribution in early March.

III. FY18 District Commitment Updates

Dr. Lubke discussed the present district commitments for FY18. Spring Lake Park has decided to leave the collaboration, and we are still waiting to hear from #197 regarding membership. To date, the commitments total \$129k less than the commitments from the same districts in FY17. We do not have any commitments from non-member districts as of February 15, 2017; however, each of them has indicated an intent to continue with program participation and service purchase. We should know #197's status after February 21st. We will be working on staffing and the proposed FY18 budget to present at the April 19th Board meeting.

IV. Board Training Update

Dr. Lubke discussed the January 30, 2017 Board training held at the Equity Alliance MN offices. The session, Culturally Responsive Leadership, hosted 25 participants from all but two member districts, as well as participants from MSBA. The training was led by Dr. Lubke and Mary Bussman, Equity Alliance MN's Equity Consultant for Professional Learning & Program Evaluation. We received great feedback from participants and there was a strong desire for more training, with the request to expand and go deeper.

FOCUS AREA #2 – LEAD REGIONAL DIALOGUE, ADVOCACY, AND ACTION FOR EQUITABLE EDUCATION SYSTEMS AND OUTCOMES:

I. Partners for Equity Development Update

Dr. Lubke discussed the Partners for Equity Development alliance and the work they have been doing. The group has an operating website, which she showed to the Board, with links to the offerings of all of the partners. She stated that they are currently working on service vetting criteria and processes, as well as an organizational equity assessment tool. She also noted that representatives of the group presented a session at the MSBA Conference in January.

II. District Statement Regarding Immigrants

Dr. Lubke shared with the Board the statement that Equity Alliance MN has shared in response to the recent events regarding immigrants. At the Advisory Committee's request, Dr. Lubke created a statement that represented the common views of the collaborative. She noted that the statement has been sent out to districts.

III. Equitable Education System Model

Dr. Lubke stated that the word "equity" is not always fully or correctly understood. In an attempt to help explain the various components necessary to create equitable education systems, Equity Alliance MN has designed a graphic model to assist with this explanation. Dr. Lubke shared the model with the Board.

FOCUS AREA #3 – STRENGTHEN EQUITY ALLIANCE MN'S BUSINESS MODEL TO PROMOTE OUR OWN FISCAL AUTONOMY, SUSTAINABILITY, AND GROWTH:

I. ACTION: Approval of Policies

Karen Morehead (ISD 831) moved to approve policies 416, 417, 418, 506, and 516. Byron Schwab (ISD 197) seconded the motion. Motion carried with all members present voting in the affirmative.

II. Joint Powers Agreement – 1st Reading

Dr. Lubke presented and explained the proposed Joint Powers Agreement (JPA) for a first reading. She stated that it has been reviewed and revised by the Executive Director's Advisory Committee as well as with our attorneys. She stated the need for the revision is due to the conveyance of the schools and to clarify current language. She noted the addition of Article Ten, which explains membership. She also noted the potential of high school students serving on the Board as non-voting members. The Board requested that the purpose of the organization be more clearly defined. Dr. Lubke stated that proposed edits will be made and

the draft will be presented to member districts for feedback. A final draft will be presented for a 2nd reading and approval at the April 19, 2017 Equity Alliance MN Board meeting. Upon approval, it will be sent to member districts for their individual Board approvals.

III. ACTION: Executive Director Contract for 2017-2019

The Personnel Committee presented the revised contract for the Executive Director for 2017-2019. Linda Henning (Perpich/Crosswinds) moved to approve the proposed contract. Byron Schwab (ISD 197) seconded the motion. Chair Gogins expressed concern on behalf of the Equity Alliance MN staff regarding the proposed contract. Without all of the district and non-member commitments in at this point, the organization's shift to operating as a non-profit, and the need for marketing expertise, staff was concerned that reduction in FTE for the Executive Director is not in the best interest of the organization. Dr. Lubke explained some of the reduction in her work schedule due to eliminating some out-of-district professional commitments. After much discussion, Ellen Fahey (ISD 624) made a friendly amendment to the motion to change the wording on page one of the contract to read "The Executive Director and the Board **will** revisit the contract after one year." After further discussion, Byron Schwab (ISD 197) moved to amend the contract to a 0.8 FTE in year one and a 0.8 FTE in year two. George Hoepfner (ISD 834) seconded the motion. The proposed amendment passed with five (5) members voting in favor and three (3) members voting against. After further discussion, the proposed contract for the Executive Director for 2017-2019 with a 0.8 FTE in year one and a 0.8 FTE in year two, with all salary and vacation/sick accumulation numbers edited to reflect the FTE amendment, as well as the revisit of the contract by the Executive Director and the Board after one year, was voted on. Marilyn Forsberg (ISD 16) abstained from the vote as Spring Lake Park will not be a member of the collaborative when the contract goes into effect. All other members present voted in favor of the newly amended and proposed contract.

IV. ACTION: Approval of Revised FY17 Budget and January 2017 Financial Report

Dr. Lubke shared and explained the revised FY17 budget and the January 2017 financial report. The annual revised operating budget for the 2016-17 fiscal period shows \$1,128,585 in revenue and \$1,715,002 in expenditures, including flow thru revenue and expenditures. George Hoepfner (ISD 834) moved to approve the revised FY17 budget and the January 2017 Financial Report as presented. Byron Schwab (ISD 197) seconded the motion. Motion carried with all members present voting in the affirmative.

V. Update on Business Plan

Dr. Lubke updated the Board on the work that Equity Alliance MN has been doing with Rita Garcia and Ron Ibarra from Business Partners Plus in the development of our new business plan. They have begun meeting with program managers to get a better understanding of the programs and offerings. The next steps will focus on the creation of a financial plan and pricing structure, design of the organizational structure, and the creation of the business plan.

COMMITTEE REPORTS

The Finance Committee shared that they virtually discussed moving money from the fund

balance to MN Liquid Asset Fund accounts to earn interest. They discussed the option of opening a \$1.25 million CD and a \$750,000 savings account. We will leave a balance in the US Bank checking account to cover cash flow, and the rest will be moved to earn greater interest and build up the fund balance.

BOARD FORUM

Jeff McClellan (SSD 006) – Jeff reported that next Wednesday, February 22, South St. Paul will be hosting their ReImagine Minnesota World Café.

Byron Schwab (ISD 197) - Byron reported that on Thursday, February 16, ISD 197 will be conducting their first round of assessments on six candidates for superintendent. They will select two or three candidates to come back for full-day interviews early next week.

Cindy Nordstrom (ISD 199) – Cindy reported that Inver Grove Heights School Board had a busy night at their recent work session. They have been going through a one-year process in coming up with an equity plan, and they believe they have developed a great plan. They split into three different groups and developed three different areas in the plan along with beliefs in each area. They are pleased with the work they have done together to create this plan. Cindy also noted that while the district was exploring changes in start and end times, they are putting this on hold to do more research.

George Hoepfner (ISD 834) – George reported that Stillwater will be holding a ReImagine Minnesota World Café in Maplewood on February 16, 2017 (with White Bear Lake). He also thanked the Equity Alliance MN Board for coming to Stillwater, and he thanked Teri Lewis and Bonnie Dalhauser for their presentation and Eric Anderson for his outstanding work in the district.

Marilynn Forsberg (ISD 16) – Marilyn reported that Spring Lake Park has been working on personalization for students. She stated that it is a goal of all six Deans in the district to meet with each student in their schools at least once per trimester. She also noted that the district has finally secured land for their new building. They will be purchasing land at the National Sports Center in Blaine. She noted that they will have an extra \$3 million to work with, and they are very pleased with the location. She also noted that there are a lot of plans for the new building, and there will be lots of flexible learning space for the students.

Cindy Nordstrom (ISD 199) – Cindy also reported that ISD 199's Achievement and Integration plan was presented at their February 13 work session. She noted that the plan opened up classes at Dakota County Technical College, with the addition of transportation for enrolled students. She also reported that Superintendent Bernhardson has created an advisory committee with members from the community that represent/look like the community.

Ellen Fahey (ISD 624) – Ellen reported that a student testified on Wednesday, February 8 Higher Education and Career Readiness Policy and Finance meeting about the importance of AVID and Equal Opportunity Schools in his education. She also noted that she attended an Urban Leadership Academy training on mindful facilitation that was very informational. She

also reported that the district will be conducting interviews with five candidates for superintendent next week.

Linda Henning (Perpich/Crosswinds) – Linda reported Perpich has an interim superintendent, Peg Burke. She has served in several interim roles, and Perpich is excited to have her. Linda also noted that Equity Alliance MN hosted professional development for Crosswinds’ staff during their intercession. They had visiting artists all week, and Dr. Keith Mayes from the University of Minnesota facilitated a session entitled “American History Featuring African American Narratives and Contributions, 1850-1960. The feedback received from the participants was very positive.

Kitty Gogins (ISD 624) – Kitty reported that Roseville hosted a ReImagine Minnesota World Café last week, and they had around 250 attendees. High school (mostly AVID) students hosted tables and facilitated conversations. She also noted that she attended her first un-conference at Education Minnesota and it was a great experience. Attendees were predominantly teachers, and culturally responsive teaching was a topic of high interest, along with driving systems change and curriculum. Kitty also reported that Roseville had also put out a statement in response to the recent events regarding immigrants. They are also in the process of putting forward a resolution to become a “safe zone” as defined by Immigrations and Customs Enforcement. Kitty also noted that the district has seen a 220% increase in the number of students taking college-bearing courses and a 280% increase in students of color taking these courses, narrowing the gap from 40% to 10%. She noted that AVID has been a big contributor in achieving these numbers. She also noted that they have reduced the racial gap amongst students evaluated for special education to less than 10%, however, they have not made progress on their racial gap in their gifted and talented program.

IX. ADJOURNMENT

Kitty Gogins adjourned the meeting at 8:31 p.m.

EMID Board Clerk

Date