



**EMID BOARD REGULAR MEETING MINUTES  
FEBRUARY 21, 2018  
STILLWATER DISTRICT OFFICES  
5:30 P.M.**

**CALL TO ORDER**

Meeting called to order by Ellen Fahey, Board Chair, at 5:35 p.m.

**ROLL CALL**

**ATTENDANCE:**

SSD 006: South St. Paul  
ISD 199: Inver Grove Heights  
ISD 623: Roseville  
ISD 624: White Bear Lake  
ISD 831: Forest Lake  
ISD 834: Stillwater  
ISD 006: South St. Paul  
ISD 831: Forest Lake

**BOARD REPRESENTATIVE**

Jeff McClellan (absent)  
Cindy Nordstrom (arrived at 5:53 pm)  
Michael Boguszewski  
Ellen Fahey  
Karen Morehead  
George Hoepfner – Clerk (absent)  
Keyly Hernandez - Student Representative  
Gabriella Mba - Student Representative

**STAFF:**

Dr. Jean Lubke, Executive Director; Janine Stammeler, Office Manager

**GUESTS:**

Denise Pontrelli, Stillwater Public Schools Superintendent; Eric Anderson, Stillwater Area Schools Coordinator of Equity and Integration; Teri Lewis and Bonnie Dahlhauser, Stillwater Area Schools Equity Coaches; and Marianna Castanon, Lake Elmo Elementary 6th Grade Literacy Teacher

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

**I. Stillwater Area Schools Equity Report**

Superintendent Denise Pontrelli welcomed the Equity Alliance MN Board to Stillwater and introduced Bonnie Dahlhauser and Teri Lewis and their work with teachers on culturally competent pedagogy. They shared with the Board the findings of an action research study that was conducted at Lake Elmo Elementary during FY17. The focus of the study was on how culturally inclusive strategies affect student engagement, how the student perceives relationships, and how this pedagogy impacts achievement in literacy for all students.

**APPROVAL OF THE AGENDA**

Karen Morehead (ISD 831) moved to approve the order of the agenda as amended. Cindy Nordstrom (ISD 199) seconded the motion. Motion to approve the order of the agenda as amended carried with all members present voting in the affirmative.

## **OPEN FORUM**

There was no one signed up to speak.

## **CONSENT AGENDA**

Cindy Nordstrom (ISD 199) moved to approve the Consent Agenda. Karen Morehead (ISD 831) 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:**

### **II. Update on FY19 District Commitments**

Dr. Lubke shared current district commitment information for FY19 with the Board. To date, we have received all commitment documents from Forest Lake, Inver Grove Heights, South St. Paul and Stillwater. We have received membership forms from White Bear Lake and Roseville. None of the districts have selected student programs for FY19 except K-Camp for Inver Grove Heights, AVID PE/Health for Inver Grove Heights and Stillwater, and Youth Executive Board for all districts. All districts except Roseville have experienced a decline in student enrollment numbers. South St. Paul is increasing their commitment to Equity Alliance MN and all other member districts are decreasing their commitments. The Equity Alliance MN staff will be reaching out to non-member districts for potential commitments.

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

### **I. ReImagine MN Update**

Dr. Lubke reported that the ReImagine MN leadership team will be holding three district sharing sessions, each focusing on three of the nine ReImagine MN strategies. Superintendents are invited to bring one to two people to each session. The sessions are as follows:

- March 7, 2018 - Strategies D, E, & F
- April 4, 2018 - Strategies A, B, & G
- May 2, 2018 - Strategies C, H, & I

It was also suggested that Equity Alliance MN use our monthly collaboration meetings to go deeper into the strategies. The February 15, 2018 collaboration meeting focused on Strategy D: Develop teacher preparation, recruitment, and retention for staff of color. Dr. Rose Chu from MnEEP and Cindy Gustafson from Roseville Area Schools presented on hiring and retaining teachers of color. The April 12, 2018 collaboration meeting will focus on Strategy F: Eliminate disproportionality due to adult behaviors and policies; provide growth-oriented student support. Inver Grove Heights will present on leadership practices in their district.

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

### **I. ACTION: Revised FY18 Budget**

Dr. Lubke presented and discussed the revised FY18 budget. Our income has increased

by 41.9% from the originally adopted budget, and expenses only increased by 3%. Karen Morehead (ISD 831) moved to approve the revised budget. Michael Boguszewski (ISD 623) seconded the motion. Motion to approve the revised FY18 budget carried with all members present voting in the affirmative.

## **II. ACTION: Proposal to Re-invest Funds**

Dr. Lubke stated that Equity Alliance MN's Business Manager, Kathy Miller, has been looking into re-investment options for our certificates of deposit that are due to mature on February 21, 2018. MSDLAF recommends moving the maturing C.D.'s to the MSDLAF term series at a rate of 2.04% for 9 months. Cindy Nordstrom (ISD 199) moved to approve the reinvestment of the maturing C.D.'s to the MSDLAF term series. Karen Morehead (ISD 831) seconded the motion. Motion to approve the reinvestment of funds to MSDLAF carried with all members present voting in the affirmative.

## **III. Update on Goals and Metrics**

Dr. Lubke discussed progress to date on Equity Alliance MN's new metrics of leading and lagging indicators. Except in the area of grants, we are meeting or exceeding our set goals. Many of these indicators have not been tracked before and are baseline goals. These numbers will help set more accurate stretch goals for FY19. Since the document provided had been created, one new program has been initiated, and the number and dollar amount of grants has increased, as we submitted a \$1.8 million grant request to the Gates Foundation.

## **IV. ACTION: Acceptance of South St. Paul's Letter of Extension**

Cindy Nordstrom (ISD 199) moved to accept South St. Paul's letter of extension to June 30, 2019. Karen Morehead (ISD 831) seconded the motion. Motion to accept South St. Paul's letter of extension carried with all members present voting in the affirmative.

## **V. ACTION: Acceptance of Stillwater's Resolution of Intent to Withdraw**

Cindy Nordstrom (ISD 199) moved to accept Stillwater's resolution to withdraw from Equity Alliance MN on June 30, 2019. Karen Morehead (ISD 831) seconded the motion. Motion to accept Stillwater's resolution of intent to withdraw passed with all members present voting in the affirmative.

## **VI. Executive Director Search Process**

Ellen Fahey, Board Chair, reported that the Executive Director search process was discussed at the February Advisory meeting and requested a discussion from the Board. Dr. Lubke's contract ends on June 30, 2019. With three letters of intent to withdraw on the table, member districts may want to know who the new Executive Director will be before they make their membership decisions for FY20. The Board sees great value in a longer overlap between Dr. Lubke and the new Executive Director because of the size and history of Equity Alliance MN/EMID. EMID is a unique organization and our Executive Director is different from district superintendents. It would be beneficial to have the process completed by January, 2019, but that may not be possible. To begin the process, Chair Fahey will connect with George Hoepfner (ISD 834) and Jeff McClellan (ISD 006) to see if they have any differing thoughts on the process and timeline. Given their feedback, Chair Fahey will

connect with a local consultant to see if they are available to help with the search process. The next step will be to have the potential consultant meet with the Personnel Committee to begin the process.

**COMMITTEE REPORTS**

There were no committee reports.

**BOARD FORUM**

**ADJOURNMENT**

Ellen Fahey adjourned the meeting at 7:48 p.m.

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EMID Board Clerk

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Date