



**EMID BOARD REGULAR MEETING MINUTES  
JUNE 20, 2018  
EQUITY ALLIANCE MN OFFICES  
5:30 P.M.**

**CALL TO ORDER**

Meeting called to order by Ellen Fahey, Board Chair, at 5:30 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  
Cindy Nordstrom  
Michael Boguszewski  
Ellen Fahey  
Karen Morehead  
George Hoepfner – Clerk  
Keyly Hernandez - Student Representative  
(absent)  
Gabriella Mba - Student Representative  
(absent)

**STAFF:**

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

**GUESTS:**

Ken LaCroix, Consultant

**APPROVAL OF THE AGENDA**

Ellen Fahey, Board Chair, requested an amendment to the order of the agenda. As Ken LaCroix was present to discuss his proposal for the Executive Director search, it was requested that Focus Area #2 - I. ACTION - Approval of Executive Director Search Contract with Kenneth LaCroix, go before Focus Area #1. 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**

George Hoepfner (ISD 834) moved to approve the Consent Agenda. Jeff McClellan (ISD 006) seconded the motion. Motion carried with all members present voting in the affirmative.

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

**I. ACTION: Approval of Executive Director Search Contract with Kenneth LaCroix**

Ken LaCroix was present to discuss the Executive Director search process and his proposal for services to assist in the process. He suggested forming an advisory committee that would be involved in the first round of interviews. This committee should consist of Superintendents, Integration Leaders, EMID staff, and EMID Board members. He stated that the EMID Board would be involved in every step of the process. Mr. LaCroix would vet applicants and recommend candidates for first round interviews. His suggested timeline would be to post the position in November, 2018, review applications at the end of December, and hold first round interviews on January 7, 2019. He requested that the Board work with Dr. Lubke in the meantime to update the Executive Director position description, and at the August 15, 2018 EMID Board meeting, the Board will discuss the advisory committee. Cindy Nordstrom (ISD 199) made a motion to approve the Executive Director search contract with Kenneth LaCroix. Michael Boguszewski (ISD 623) seconded the motion. The motion to approve the search contract with Kenneth LaCroix 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. 2018-2019 District Commitments**

Dr. Lubke discussed FY19 member and non-member commitments and supplemental services received as of May 31, 2018. She noted that we have contracts in place with three non-member districts for FY19 services. She also noted that the student count from the member districts has decreased by about 400 students, causing a decrease in most of the membership amounts. Dr. Lubke stated that any additional commitments received after June 30, 2018 will be considered as additional member/non-member services and billed accordingly.

**II. Theory of Change Update**

Dr. Lubke discussed the process we are going through to create a Theory of Change for the organization. We have been working with Al Onkka and Sarah Cohn of Aurora Consulting in this process. The Equity Alliance MN staff, along with representatives of our member districts, met at the end of May to begin a process of defining the Theory of Change. She shared the draft from that meeting with the Board. The Equity Alliance MN staff met on June 7th to continue the work. She shared the draft from that meeting with the Board. The staff will continue the work with Aurora Consulting over the summer to create a visual representation of our Theory of Change which will show how the work we do aligns with defined outcomes, and how our various programs and services align with each other.

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

**I. Change of Health Insurance Provider**

Dr. Lubke shared that due to a premium increase of 17.25% from Blue Cross Blue Shield, we looked at other options for health insurance and decided to change to Preferred One. The overall increase over FY18 rates is 9.35% with Preferred One. The renewal rates for dental, life, AD&D, and LTD did not increase for FY18. Dr. Lubke also noted that Corporate Health Systems was acquired by One Digital, and our previous benefits representative was no longer with the new company, so there was a delay in getting benefits information to us.

**II. Certificate of Deposit Reinvestment**

Dr. Lubke shared that our 3-month MSDLAF+ term series investments totaling \$400,000 matured on May 25, 2018. Per the advice of Business Manager Kathy Miller, \$200,000 has been reinvested in MSDLAF Term Series to mature on August 14, 2018, earning 2.16% interest. The other \$200,000 has been placed into the MAX Class (Savings), earning 1.85% interest.

**III. 2018-2019 Equity Alliance MN Staff Organization**

Dr. Lubke discussed some staff changes within Equity Alliance, especially new hire Regina Seabrook for Program Manager of Professional Development, replacing Mary Bussman. Regina will start July 9, 2018. Other staff changes will take effect on July 1, 2018.

**IV. 2018-2019 Equity Alliance MN Office Calendar**

Dr. Lubke shared the 2018-2019 Equity Alliance MN office calendar with the Board. There are seven fixed holiday days and four common flex days between Christmas and New Year’s. The office will be closed on these days.

**V. 2018-2019 Meeting Calendar & District Locations for Board Meetings**

Dr. Lubke shared the 2018-2019 Board Meeting calendar and district locations for Board meetings. White Bear Lake has volunteered to host the September 19, 2018 EMID Board meeting, and South St. Paul volunteered to host the May 15, 2019 EMID Board meeting. The calendar also included Collaboration and Advisory meetings for FY19

**VI. Group Photo**

An updated photo of the Equity Alliance MN (EMID) Board was taken.

**COMMITTEE REPORTS**

There were no committee reports.

**BOARD FORUM**

**ADJOURNMENT**

Ellen Fahey adjourned the meeting at 7:25 p.m.

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EMID Board Clerk

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Date