



EMID BOARD REGULAR MEETING MINUTES
AUGUST 15, 2018
EQUITY ALLIANCE MN OFFICES
5:30 P.M.

CALL TO ORDER

Meeting called to order by Ellen Fahey, Board Chair, at 5:31 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

BOARD REPRESENTATIVE

Jeff McClellan (absent)
Cindy Nordstrom (absent)
Michael Boguszewski
Ellen Fahey
Karen Morehead
George Hoepfner – Clerk

STAFF:

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

GUESTS:

Regina Seabrook, Program Manager - Professional Development
Paula O'Loughlin, Program Manager - Classroom Partnerships and Professional Learning

APPROVAL OF THE AGENDA

Karen Morehead (ISD 831) moved to approve the order of the agenda. Michael Boguszewski (ISD 623) seconded the motion. Motion to approve the order of the agenda carried with all members present voting in the affirmative.

OPEN FORUM

There was no one signed up to speak.

CONSENT AGENDA

Michael Boguszewski (ISD 623) moved to approve the Consent Agenda. George Hoepfner (ISD 834) 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. Introduction of Regina Seabrook, Program Manager for Professional Development

Dr. Lubke introduced Regina Seabrook, Program Manager for Professional Development, to the Board. Regina spoke about her equity journey thus far and what she hopes to bring to

Equity Alliance MN, particularly with Restorative Practices and leadership development.
Welcome, Regina!

II. Classroom Partnership Report

Paula O’Loughlin, Program Manager for Classroom Partnerships and Professional Learning, presented a summary of the Classroom Partnerships program for 2017-2018. The core tenets of the program are Sense of Belonging, Community Building, and Culturally Relevant Curriculum. These tenets, along with academic standards, were the focus of the exchanges. We had eight classroom partnerships between Forest Lake and Columbia Heights throughout the year. Over 425 students were served. The students and their teachers were able to participate in a variety of activities at a variety of locations, such as creating a play at Stepping Stone Theatre and canoeing at Theodore Wirth Park. The program has received positive feedback from students, teachers, and even parents. Next year, we will be working with a new community partner, Minnesota Museum of American Arts. We will also be expanding the instructional coaching for participating teachers.

III. Final FY18 Participation Report

Dr. Lubke shared the final FY18 participation reports for professional development and student programming. In professional development, we saw an increase in participation from both member and non-member districts. There was a decrease in participation in student programming.

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

I. Theory of Change Update

Dr. Lubke discussed the Theory of Change process with the Board and shared drafts of graphics and the Theory of Change narrative with the Board for feedback.

II. Cruz-Guzman Lawsuit Update

Dr. Lubke discussed the Minnesota Supreme Court decision on the Cruz-Guzman lawsuit. The Court ruled in favor of the defendants affirming that the Legislature has a constitutional duty to provide “a general and uniform system of public schools” that is “thorough and efficient” and “ensures a regular method throughout the state, whereby all may be enabled to acquire an education which will fit them to discharge intelligently their duties as citizens of the republic.” The State is also “required to provide enough funds to ensure that each student receives an adequate education and that the funds are distributed in uniform manner.” The case has been returned to Lower Court in Hennepin County.

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

I. ACTION: Revised FY19 Budget

Dr. Lubke shared and discussed the revised FY19 budget. Additional programming is leading to slightly more expenses, but it is also increasing our revenue. We are expected to use \$90,518 less from the fund balance than projected in April, and the fund balance

amount being utilized is expected to decrease as the year continues. Karen Morehead (ISD 831) moved to approve the revised budget. George Hoepfner (ISD 834) seconded the motion. Motion to approve the revised FY19 budget carried with all members present voting in the affirmative.

II. Final FY18 Metrics; Set FY19 Goals

Dr. Lubke discussed the FY18 metrics and goals that were set for the organization for the year. Being that it was the first year of creating organizational metrics, it was a learning process for everyone, but we have found that having these metrics is helping us move toward successful new business operations. The process has also helped us set more realistic goals for FY19. We achieved or exceeded most of the goals for FY18 except in the areas of new member districts and grants.

III. Executive Director Search Process

Dr. Lubke shared the draft revision of the Executive Director position description. The Board made minor language suggestions to the draft. The Personnel Committee reported that Ken LaCroix has suggested an Advisory Committee to assist in the screening of the applicants and in the first round of interviews. George Hoepfner (ISD 834) and Ellen Fahey (ISD 624) volunteered to represent the EMID Board on the committee. The Board asked Dr. Lubke to recommend involved representatives from the member districts to serve on the committee, as well as an EMID staff member.

IV. FY19 Policy Revisions

Dr. Lubke reported that based on the recommendations from MSBA, 18 of our policies should be reviewed this year. Dr. Lubke discussed these policies and the recommended changes. Policy 722 is a recommended new policy. Copies of the policies were given to the Policy Committee for their review. The first reading of the updated policies will take place at the September 19, 2018 EMID Board meeting.

V. ACTION: Performance Evaluation of the Executive Director

Given that this is Dr. Lubke's final year, the Board discussed whether it would be necessary to do a performance evaluation and, if so, which kind of evaluation should be used. After some discussion, it was recommended that an evaluation was not necessary. Michael Boguszewski (ISD 623) made a motion that in lieu of a formal evaluation, the Board Chair will provide Dr. Lubke a letter of recommendation based on past evaluations. Karen Morehead (ISD 831) seconded the motion. The motion carried with all members present voting in the affirmative.

VI. Reinvestment of Funds

Dr. Lubke shared that our 3-month MSDLAF+ term series investments totaling \$200,000 matured on August 14, 2018. Per the advice of Business Manager Kathy Miller, \$200,000 has been reinvested in MSDLAF Term Series to mature on November 16, 2018, earning 2.38% gross rate interest.

VII. Creation of a 501(c)3 Foundation - Alliance for Educational Equity

Dr. Lubke shared that the Alliance for Educational Equity is now a legal 501(c)3 non-profit entity! The new Board will have its initial orientation meeting on September 11, 2018.

COMMITTEE REPORTS

There were no committee reports.

BOARD FORUM

ADJOURNMENT

Ellen Fahey adjourned the meeting at 8:30 p.m.

EMID Board Clerk

Date