



**EQUITY ALLIANCE MN
BOARD REGULAR MEETING MINUTES
SEPTEMBER 21, 2016
EQUITY ALLIANCE OFFICES
5:30 P.M.**

I. CALL TO ORDER

Meeting called to order by Kitty Gogins, Board Chair, at 5:35 p.m.

II. 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

Amy Williams
Marilynn Forsberg - Vice Chair
Byron Schwab
Cindy Nordstrom
Kitty Gogins – Chair
Ellen Fahey
Karen Morehead
George Hoepfner – Clerk
Susan Mau Larson

STAFF:

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

III. APPROVAL OF THE ORDER OF THE AGENDA

Byron Schwab (SSD 197) moved to approve the order of the agenda. Cindy Nordstrom (ISD 199) seconded the motion. All members present voted in the affirmative.

IV. OPEN FORUM

There was no one signed up to speak.

V. DISCUSSION, REPORTS, AND OTHER NON-ACTION ITEMS

A. Update on Superintendent Action Related to Desegregation Lawsuit

Dr. Lubke discussed the work that area superintendents are doing in response to the *Cruz-Guzman vs. the State of Minnesota* desegregation lawsuit that was filed last year. A leadership group has met and discussed how a representative superintendents' group might respond to the charges in the lawsuit. This group is proposing the creation of a Metro-wide partnership to "ensure the constitutionally guaranteed right to an adequate education of all students by creating a comprehensive collective action plan to address integration,

access, opportunity, and educational achievement.” This group has drafted a Request For Proposals to solicit the services of an expert or organization who will guide their work. Dr. Lubke discussed the possibility of Equity Alliance MN being the organization to manage the consultants. She also discussed the possibility of Equity Alliance MN being the fiscal agent for this project, collecting money from the member districts and paying the consultant working with them.

B. Update on Partners for Equity Development

Dr. Lubke discussed the progress that the Partners for Equity Development group is making. The group has added several players to the table, and they continue to meet regularly. There were 13 participants at the September 21, 2016 meeting. A framework, along with purpose and belief statements for the partnership, is almost complete. Anne Carroll has created a website. They have developed task forces. They have discussed holding an EdCamp summit in January. They are also working on creating a self-assessment tool for organizations/districts, as well as a master list of course offerings.

C. EMID/WMEP Board Working Session – Oct. 12

Dr. Lubke discussed the agenda and purpose of the upcoming EMID/WMEP Board working session. The goal of this working session is to help the WMEP Board have a better understanding of their roles, the ways superintendents can be involved, and what an effective leadership model would look like. During the first 15 minutes, Dr. Lubke will give the history/background of EMID becoming Equity Alliance MN and will share her perspective on how our governance model reflects the traits of an effective organization. The Board members will break into four small groups, each having at least one EMID Board representative, and have a conversation on what they believe has helped the EMID Board transition from a school-based model to a programs and services model.

D. Equity Leadership for Board Development

Kitty Gogins recently attended a Culturally Responsive Leadership for Administrators session presented by Mary Bussman, Equity Alliance MN’s Equity Consultant for Professional Development and Program Evaluation. She stated that the training was very powerful, and they discussed bringing this training to the Board. The Board was very excited about this opportunity. January 30, 2017 will be the date of the workshop. Other district board members will be invited to attend as well.

E. Policy Revisions – 1st Reading

Dr. Lubke presented the Board with policies 101.3, 202, 206, 208, 214, 401, 402, 406, 410, 413, 414, 514, 515, 520, 522, 524, 525, 529, 532, 616, and 807. She noted that they have been reviewed and edited by the Policy Committee. Any comments or concerns should be sent to Dr. Lubke by October 10th, 2016. The Board suggested obtaining legal input on policy 101.1. These policies will be submitted for approval at the October 19th, 2016 EMID Board meeting. Dr. Lubke noted that policies 416, 417, 418, 506, and 516 contain changes related to medical cannabis (marijuana) legislative changes and that the Policy Committee has requested additional time to review these policies.

F. 501(c)3 Process

Dr. Lubke discussed the process involved with EMID/Equity Alliance MN becoming a 501(c)3 entity. Dr. Lubke has created the “Equity Alliance MN Articles of Incorporation” draft. The next steps are to finalize this document, identify the initial trustees, and submit the Articles to the State department to register the organization. Several Board members expressed concern and asked that Dr. Lubke seek legal advice before we proceed.

G. Draft Financial Modeling

Using scenario software from School Management Services, Dr. Lubke and Kathy Miller created an updated baseline for a projected financial future for EMID based on a series of assumptions and variables. Dr. Lubke presented the projected financial model with the Board and explained what it means for the organization. The 2016-2017 numbers used are actual to date and do not represent the anticipated additional income from ongoing program additions or grants we may receive this year. As the model shows, we have two years to find a self-sustaining business model for Equity Alliance MN.

H. FY16 Executive Director Goals Report

Dr. Lubke shared with the Board a progress chart on her 2015-2016 goals and Indicators. She stated that some items are more quantifiable than others, so it was difficult to gauge/chart progress and performance. Overall, she feels she is meeting or exceeding her goals and indicators. Some information is yet to be finalized and will be presented later this fall.

I. Executive Director’s Evaluation Process

The Personnel Committee met prior to the Board meeting to discuss the Executive Director’s Evaluation Process. They will be giving Dr. Lubke an opportunity to share accomplishments she feels she has had with the committee. They will be sending out 360 reviews to selected stakeholders next week. The Board will also be completing a survey. There will be a closed meeting prior to the October 19th, 2016 Board meeting to discuss the evaluation summary with Dr. Lubke. It will then be presented at the open session of the Board meeting.

VI. CONSENT AGENDA

Byron Schwab (ISD 197) moved to approve the Consent Agenda with the removal of the August Financial Report. Amy Williams (SSD 006) seconded the motion. Motion carried with all members present voting in the affirmative. Byron asked for clarification on the August Financial Report, specifically with the percentage of certain budgets already spent. Dr. Lubke explained that a lot of those budgets were summer programs, which happened at the beginning of the fiscal year and are now over, so they should be spent. She also explained that a lot of annual fees and renewals were due at the beginning of the fiscal year and will not be paid again. After this clarification, Amy Williams (SSD 006) made a motion to approve the August Financial Report. Byron Schwab (ISD 197) seconded the motion. Motion carried with all members present voting in the affirmative.

VII. RESOLUTION/ACTION ITEMS

A. Approval of FY17 Membership Fees

Dr. Lubke presented and discussed the proposed membership fees for FY17. George Hoepfner (ISD 834) moved to approve the proposed fees. Amy Williams (SSD 006) seconded the motion. Motion carried with all members present voting in the affirmative.

VIII. BOARD FORUM

Amy Williams (SSD 006) – Amy had no report.

Byron Schwab (ISD 197) – Byron reported that ISD 197 will have a levy question renewing the existing levy for another ten years. He also noted that ISD 197 has a new Equity Director, Dr. Chai Lee.

Karen Morehead (ISD 831) – Karen noted that Forest Lake won a football game! She also noted that the district is knee deep in construction, and they are now looking at a reduction in students as Lakes International Language Academy is now serving grades K-12.

George Hoepfner (ISD 834) – George reported that the district is waiting for the election. There are ten candidates for three open spots. He noted that there are four forums coming up in October for the candidates to answer questions and address issues within the district.

Marilynn Forsberg (ISD 16) - Marilynn reported that she attended the MSBA road show. She found it very informative. She noted that Manny Scott spoke at the school year opening and he shared his powerful, personal story on his childhood. Marilynn also noted that Spring Lake Park is still trying to find a site for the new school. She also reported that the district has four National Merit semi-finalists this year.

Ellen Fahey (ISD 624) – Ellen reported that an elementary media specialist in White Bear Lake received a grant to continue the connected library. She also noted that Dr. Michael Lovett has announced that he is retiring. His last day with the district will be June 30, 2017.

Susan Mau Larson (Perpich/Crosswinds) – Susan reported that Crosswinds has been doing work around who they are, and they have created a new logo, purpose, and strategic plan. She also noted that they currently have an interim Board Chair due to the recent resignation of the former Chair.

Cindy Nordstrom (ISD 199) – Cindy reported that at the last work session of the ISD 199 School Board, MN State did a survey with the Board members on where they are in their equity journey, and they had an open discussion about the results. They found that most of the Board members were very close together in where they are. Cindy also noted that the district is looking at start and end times for next school year. She also reported that with the

new construction in the high school, the district is looking at structure changes to find different pathways for the students to follow.

Kitty Gogins (ISD 624) – Kitty reported that Roseville Middle School is looking at the addition of an hour for lab time for students who need extra time strengthening skills, particularly in math and science. She also noted that the district is in the middle of facilities work. They have not had facilities updated/renovated since 1994.

X. ADJOURNMENT

Kitty Gogins adjourned the meeting at 7:42 p.m.

EMID Board Clerk

Date