

**MINUTES OF THE REGULAR MEETING OF THE SCHOOL BOARD
INDEPENDENT SCHOOL DISTRICT 271
Bloomington, Minnesota**

April 11, 2016

- I. ROLL CALL Pursuant to due call and notice thereof, and there being a quorum present, the School Board of Independent School District 271, was called to order by Chair Maureen Bartolotta at 7:00 p.m. on April 11, 2016, in the Arlene Bush Board Room at the Educational Services Center, 1350 West 106th Street, Bloomington, Minnesota.
- Members Present Maureen Bartolotta, Chair; Dawn Steigauf, Vice Chair; Nelly Korman, Clerk; Jim Sorum, Treasurer; Tom Bennett, Dick Bergstrom and Ric Oliva.
- Administration Present Les Fujitake, Eric Melbye, Andy Kubas, Rod Zivkovich, Mary Burroughs, and Rick Kaufman.
- Attorney Present David Holman.
- II. PLEDGE OF ALLEGIANCE Recited.
- Chair Maureen Bartolotta called for a motion to establish a closed session to follow the meeting for the purpose of negotiations discussion. So moved by Tom Bennett and seconded by Dick Bergstrom. Motion carried unanimously.
- III. APPROVAL OF THE AGENDA Ric Oliva moved, Tom Bennett seconded, approval of the agenda Motion carried unanimously.
- IV. RECOGNITION OF STUDENTS/STAFF/PUBLIC Tom Bennett moved, Dick Bergstrom seconded, that the School Board of Independent School District 271 adopts the attached proclamation (on file) declaring April as Volunteer Recognition Month in the Bloomington Public Schools. Motion carried unanimously.
- Volunteer Recognition Month Proclamation Representing the Volunteer Connection Programs are Debbie Belfry, Coordinator and Sue Martell, Placement Specialist; and for Metro South Adult Basic Education are Gina Carpenter, Alternative Educational Coordinator and Mary Jo Bayliss, Marketing and Volunteer Programs. Accepting this proclamation on behalf of the Volunteer Connection, Nathan Servey and Kylie Bartels; accepting for Metro South, Jinny Jensen; accepting for Food Service, Carol Runing. These volunteers have served learners of all ages in Bloomington during the 2015-2016 academic year. The powerpoint presentation highlighted the various categories and numbers of volunteers and partners supporting learners of the Bloomington Public Schools.
- Public Wendy Marczak, President of the Bloomington Federation of Teachers (BFT), and BFT members, supported by a large number of colleagues, addressed the School Board urging a fair and equitable contract settlement: Gail Girard, Kirsten Morcomb (on behalf of another teacher), Ryan Meyering, and Julie Ellis. Comments included references to dedication and commitment of teachers, staff morale, workload, feeling of not being valued, District's offer of 1% and 1%, use of fund balance, neighboring school district settlements and comparisons.

Chair Bartolotta stated that the School Board is committed to a fair and affordable settlement. At the same time, our community expects us to be fiscally responsible, which includes ensuring sustainable compensation. We must not become a school system that reaches a settlement only to make deeper cuts than what have already been publicly shared. There is a topic on tonight's agenda - Administration's Update on Negotiations – the Board invites all of you to stay for that topic. Please do not interpret our responsibility to be good stewards of the entire school system as not valuing the great work that you do.

V. PART A
1. *Board Business*
Minutes

Personnel Items

- a. Minutes of the Regular Meeting of the School Board on March 28, 2016 and the Emergency Meeting of the School Board on April 6, 2016.
- b. Licensed Personnel: Leaves of Absence, Resignations, Employments, Changes of Status. Classified Personnel: Retirements, Resignations, Employments, Change of Status.

Ric Oliva moved, Dick Bergstrom seconded, to approve Part A Items in accordance with all of the written material submitted to the School Board. Motion carried unanimously.

VI. PART B
Achievement and
Integration Budget
2016-2017

Dick Bergstrom moved, Tom Bennett seconded, that the School Board of Independent School District 271 approves the Achievement and Integration Plan budget for the 2016-17 school year in the amount of \$1,953,987.63. In the event of a decrease or increase in funding from the Minnesota Department of Education, the budget will be adjusted accordingly. Motion carried unanimously.

In accordance with Minnesota Statute 124D. Sections 861-862, Minnesota's Achievement and Integration program was established to help close Minnesota's academic achievement gap and increase integration opportunities for protected class students. The Achievement and Integration Plan budget must be submitted annually for approval by the Minnesota Department of Education. This budget conforms to all state requirements and supports District efforts to reduce the achievement gap and increase integration opportunities. Andy Kubas, Executive Director of Learning Supports, presented the budget in detail at the March 28, 2016 study session of the School Board. There are no changes to what was presented at the study session.

Authorize 2016-2017
Expenditures

Tom Bennett moved, Dick Bergstrom seconded, that the School Board of Independent School District 271 authorizes Administration to begin purchasing items needed for the 2016-17 school year. These purchases will not exceed 5% of the 2015-16 General, Capital, Capital Projects Levy and Community Services budgets. Motion carried unanimously.

This preliminary authorization will enable the administration to begin purchasing items needed for the 2016-17 school year. The 2015-16 budgets are:

General	\$122,364,734
Capital	\$ 5,142,110
Capital Projects Levy	\$ 6,737,000
Community Services	\$ 12,609,897

MDE External User
Access Authorization

Dick Bergstrom moved, Dawn Steigauf seconded, that the School Board of Independent School District 271 designates Dave Heistad, Executive Director of Research, Evaluation and Assessment, as the Identified Official with Authority with the Minnesota Department of Education (MDE) for the External User Access Recertification System with authority to assign job duties and authorize external user access for MDE secure systems for Independent School District 271 — Bloomington Public Schools. Motion carried unanimously.

Annual Authorization is needed for the External User Access Recertification System, which has replaced the Superintendent Authorization Forms with a single system that provides information and control over who has external access to MDE secure systems. For statewide testing, this system will be used to grant and maintain access to Test WES, Assessment Secure Reports, and the Graduation Requirements Records (GRR) system. The Identified Official with Authority now uses this system instead of having to complete individual Superintendent Authorization Forms for the aforementioned supported MDE secure systems as previously required. This School Board action will be forwarded to the Minnesota Department of Education as a matter of record.

Administrative
Update on
Negotiations

Mary Burroughs, accompanied by members of the District's negotiating team of Rod Zivkovich, Paul Meyer and Dawn Steigauf, provided the School Board with an update on negotiations and responded to their questions. A tentative agreement was not reached with the teachers' union negotiating team at the second mediation session held last week Thursday. At this time, there are no additional mediation sessions scheduled. However, we remain optimistic that we can continue to negotiate in good faith. In addition to the two mediation sessions, we have had eight negotiating sessions with the BFT since October 2015. It should be noted that all of our teachers and licensed staff are operating under the current contract. While it is a fairly common practice for employee unions and school systems to negotiate beyond a contract's expiration date, we remain committed to a fair and affordable settlement. We believe we have provided adequate data and comparative information as a sound basis for the School Board approved parameter. We believe our current contract is extremely competitive. In a recent comparative analysis of new contract settlements with five of our neighboring school districts, Bloomington's current contract is the highest, ranging from \$1 million more than Richfield to \$4.76 million more than West St. Paul in total compensation without benefits. We are \$3.34 million more than Burnsville, and over \$1.3 million more than Eden Prairie and Edina. Additionally, Bloomington teachers currently work five fewer days in the school year than other teachers in the metro area, which is reflected in the higher salaries in comparison to our neighboring school districts. Work To Rule Actions—Employees who choose work-to-rule, perform only what they are required to do by their contract, and only during the hours required by contract. There can be, and often is, varying degrees to which an employee may engage in work-to-rule practices, regardless of whether it is called work

actions. Parents were notified previous to last week because we had received notification from the BFT indicating work actions that are aligned with work-to-rule practices. And, the notification specifically indicated it was to inform the District, the PTSA and families what to expect with respect to these work-to-rule actions. We not only have a fiduciary responsibility to negotiate for an affordable and sustainable settlement, but to also plan for impacts on our schools, students and families when work-to-rule actions are taken, as has been indicated by a number of teachers at various schools. Mary Burroughs and the team responded to a number of questions from School Board members. Questions and Answers have been posted on the District's website and include information regarding work to rule practices, compensation-salary steps and lanes, budget and fund balance.

Board Youth
Advisory Council
(YAC)

Ric Oliva led the discussion to consider exploring a new format for the current Youth Advisory Council (YAC). The School Board discussed keeping the current model, the option of having student Board representatives—one from each high school, or a hybrid of the two options. Discussion by Board members included whether or not the full Board or just the Board's Task Force members should attend Student Council meetings at the schools; time commitment for the students, guidelines for having student board representatives and how they would be selected, etc. Discussion conclusions: It was agreed that the name would change from Board Youth Advisory Council to Board Student Advisory Council (BSAC) with the BSAC being viewed primarily as advisory and secondarily as engagement. It also was agreed that the current Board Youth Advisory Task Force—Ric Oliva, Tom Bennet and Dick Bergstrom—will continue to explore and formalize a proposed new format for consideration of approval by the full Board with the new Board Student Advisory Council being effective with the 2016-2017 school year. The name of the Board's YAC Task Force would change to Board Student Advisory Council Committee (BSACC).

VII. BOARD MEMBER
REPORTS

School Board members reported on a various meetings and activities including attendance and/or participation in the following: joint meeting of the School Board and City Council, pancakes for breakfast at Washburn, PTSA Council speaker night series, Senior Achievement Recognition event, closed session of the School Board, pizza with the principal at Normandale Hills, Valley View Middle School production of Hairspray, Board Youth Advisory Council, school visits, Bloomington Chamber forum on school safety presented by Homeland Security, mediation session for teachers, District Diversity Advisory Council meeting.

VIII. SUPERINTENDENT'S
REPORT

None.

IX. OTHER

None.

X. ADJOURNMENT

There being no further business to come before the School Board, the meeting was adjourned at 9:12 p.m. A closed session for negotiations followed the meeting.

Nelly Korman, Clerk