

Agenda Independent School District 279 School Board	Regular Business Meeting Educational Service Center - Board Room 11200 93rd Ave, N Maple Grove, MN 55369 Tuesday, February 15, 2022 6:00 PM
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*Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.*

This regular meeting of the Osseo School Board is being conducted in person. The meeting can be monitored electronically by streaming online at [district279.org/info-center/school-board](https://district279.org/info-center/school-board) (Watch Livestream). An archived recording will also be available on the district website.

## Agenda Items

1. 6:00-6:05 p.m. Welcome and purpose  
Kelsey Dawson Walton, Board Chair
2. 6:05 p.m. Check-in  
Cory McIntyre, Superintendent
3. 6:10-7:00 p.m. Concurrence with American Indian Parent Advisory Committee 3  
(AIPAC)/Achievement and Integration (AI) Budget Review  
Arlene Fairbanks, AIPAC representative; Dr. Bryan Bass, Assistant Superintendent of Equity and Achievement; Duane Wardally, Director of Educational Equity
4. 7:00-7:45 p.m. Monitoring Report E: Long-range Financial Planning (LRFP) and Capital Budget Update  
John Morstad, Executive Director of Finance and Operations and Kelly Benusa, Director of Business Services
  - A. LRFP 9
  - B. Capital 23
5. 7:45 p.m.-8:30 p.m. Referendum Planning: Survey Results 29  
Kay Villella, Director of Community Relations and Peter Leatherman, The Morris Leatherman Company
6. 8:30-8:45 p.m. Board Calendar Review 96  
Cory McIntyre, Superintendent

*To accommodate individuals with disabilities, this material will be made available in alternative formats upon request. Individuals with disabilities are invited to request reasonable accommodations to participate in or attend a district activity, call your local school or the school district at least seventy-two (72) hours in advance (two-week notice preferred). Members of the public can view and*

*download School Board meeting notices and regular meeting agendas and materials from the district website [www.district279.org](http://www.district279.org), under "Info Center > School Board."*

2021

OSSEO AREA SCHOOLS

ISD  279

# Achievement and Integration

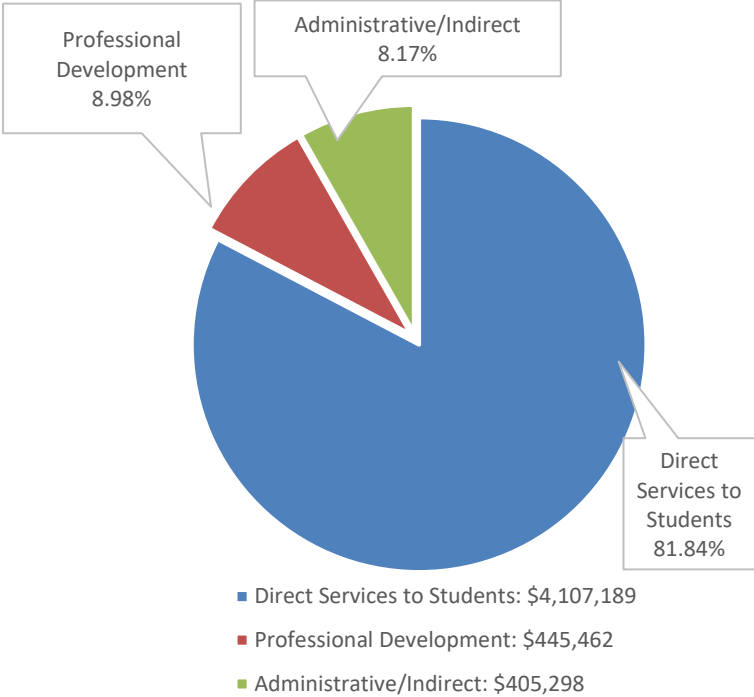
*School Board Work Session February 15, 2022*

# Outcome of Presentation

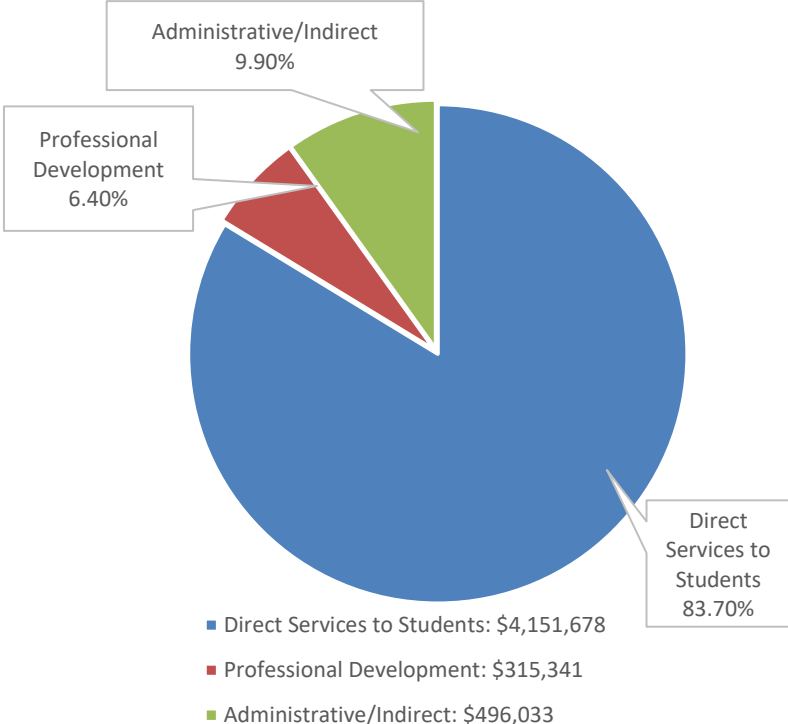
School board will:

- ▶ Review AIM 2020 – 2023 plan
- ▶ Identify AIM 2022 – 2023 budget

### FY22 Achievement & Integration Budget \$4,957,949



### FY23 Achievement & Integration Budget \$4,963,052



# AI Programming / Budget Changes

FY 2022 AI Budget                      \$4,957,949

FY 2023 AI Budget                      \$4,963,052

Budget Increase \$5,103

# AI Plan Goals

- 1:** As part of the NWSISD Collaborative, Osseo Area Schools will participate in programming seeking racial and economic integration and achievement gap closure for Osseo Area Schools students from FY 2020 - 2023 (Standard)
- 2:** The proficiency gap between students of color/American Indian students and White students enrolled the full academic year for all grades tested within Osseo Area Schools on all state Math accountability test (MCA, MOD, MTAS) will decrease for all Osseo Area Schools' students from FY 2020 – 2023 (Learning)
- 3:** The proficiency gap between students of color/American Indian students and White students enrolled the full academic year for all grades tested within Osseo Area Schools on all state Reading accountability test (MCA, MOD, MTAS) will decrease for all Osseo Area Schools' students from FY 2020 – 2023 (Learning)
- 4:** Increase American Indian student attendance at all grade levels for all Osseo Area Schools' American Indian students from FY 2020 – 2023 (Implementation)
- 5:** Increase access to effective and diverse teachers (Implementation)

# **AI Plan Strategies (Standard Work)**

- 1. Racial Equity and Educational Achievement**
- 2. Comprehensive District Wide Math Instruction and Support**
- 3. Comprehensive District Wide Reading Instruction and Support**
- 4. Family and Community Engagement**
- 5. Magnet School Programing**
- 6. District will participate in NWSISD sponsored student service opportunities**
- 7. College and Career Readiness with HBCUs and TCUs**
- 8. R.E.A.L. Talk and Student Voice**
- 9. Increasing and retaining teachers of color and Indigenous teachers**
- 10. Family Book Club**
- 11. Independent Reading Level Assessment**
- 12. Focus on Fitness**
- 13. American Indian Attendance Initiative**

# ISD 279 - Osseo Area Schools

## Long-Range Financial Model (LRFM) and Annual Budget Framework

The district mission is placed in the center to reflect that it is at the core of the model.

The ovals reflect the operationalizations of the strategic priorities in the annual budget cycle facilitated by our system's budget managers.

The outer boxes reflect long-range financial planning directed by the school board. In the model, the long-range financial forecast is used as a tool to identify annual operating budget targets that result in a financially sustainable plan. These budget targets are considered when strategic priorities are operationalized in department work plan and the annual budget recommendation.

### Long-Range Financial Planning Guiding Principles

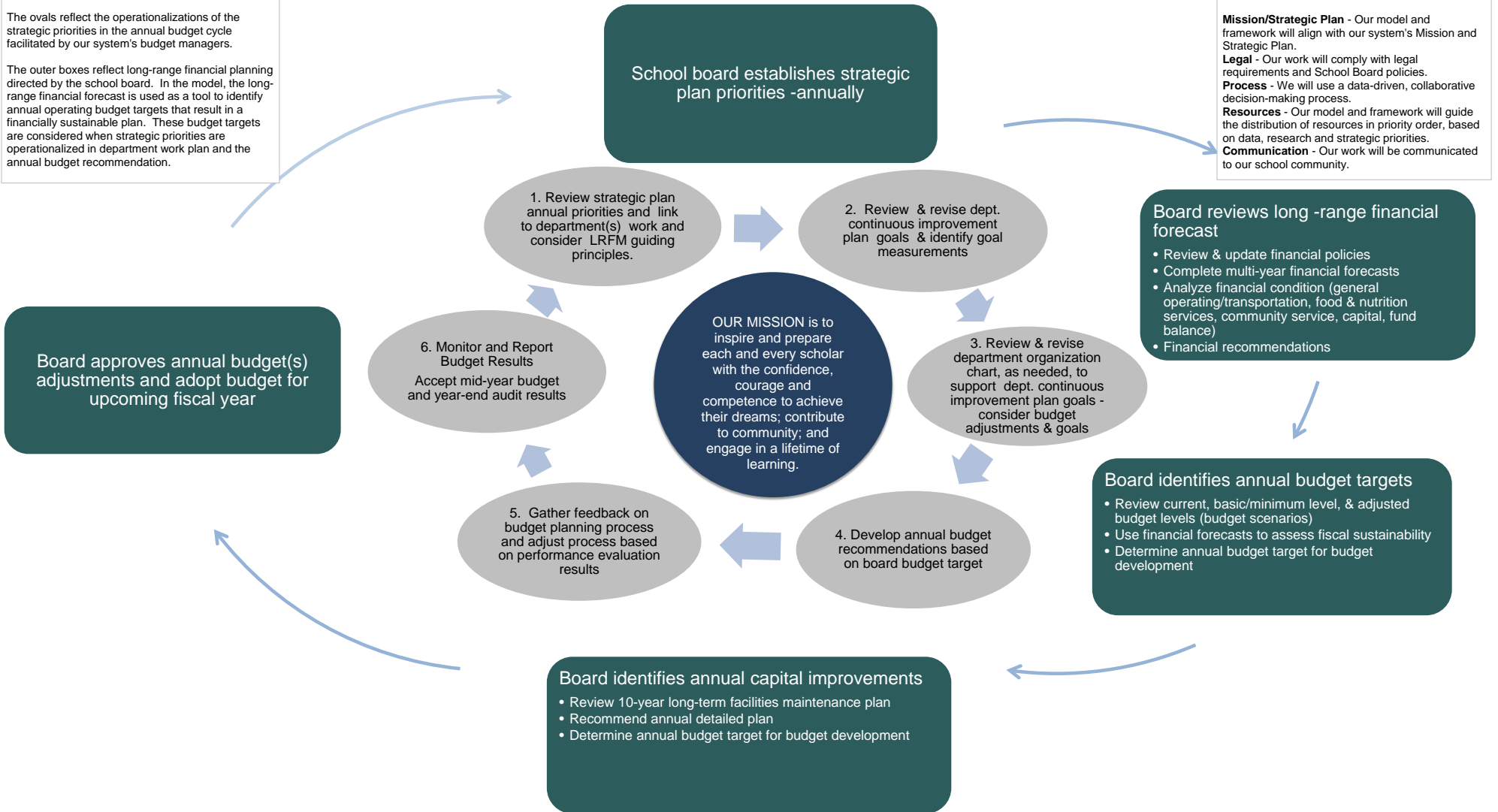
**Mission/Strategic Plan** - Our model and framework will align with our system's Mission and Strategic Plan.

**Legal** - Our work will comply with legal requirements and School Board policies.

**Process** - We will use a data-driven, collaborative decision-making process.

**Resources** - Our model and framework will guide the distribution of resources in priority order, based on data, research and strategic priorities.

**Communication** - Our work will be communicated to our school community.



# Key Budget Adjustment Processes

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## Outcomes for budget adjustment process –

- Create budget adjustment recommendations that align with our system’s Mission and Strategic Priorities.
- Involve school and community stakeholders in determining how to provide a quality education using available resources.
- Provide budget recommendations for school board approval that achieve a school district budget that maintains required fund balance.

## Budget adjustment proposal process -

1. The system has identified legally required and mandated essential services and programs. These will not be considered for adjustment.
2. The analysis of budget adjustments will be based on a review of the effectiveness of specific programs or services. Information will be used to determine which program or initiatives are not getting expected results and should be considered for budget adjustments.
3. The analysis will consider the basic requirements for providing the educational program at sites. This analysis will establish the base quality education level that the district does not want to go below and the essential support services required to deliver the base.
4. The analysis will consider the impact on our work to ensure equitable student achievement.
5. School board policies will be considered to determine if they exceed legally required and mandated essential services and programs or the basic requirements for providing the education program. Do board policies and regulation have financial implications? If so, which policies and/or regulations might be changed?
6. All proposed adjustments will be evaluated using the Program Efficiency Abandonment and Redirection (PEAR) process. The process considers the impact of the reduction, elimination, or restructuring of services on the education programs.
7. Staff and citizen idea input will be solicited and shared with the school board for consideration in the budget planning process, through LRFP Advisory and FISCAL. In addition, other formal district advisory groups, such as DPAC, Core Planning, APAC and CEPAC, inform our work regarding district program priorities which impacts budget priorities.

# FY 2023 Budget Planning Timeline for Operating Fund Budgets

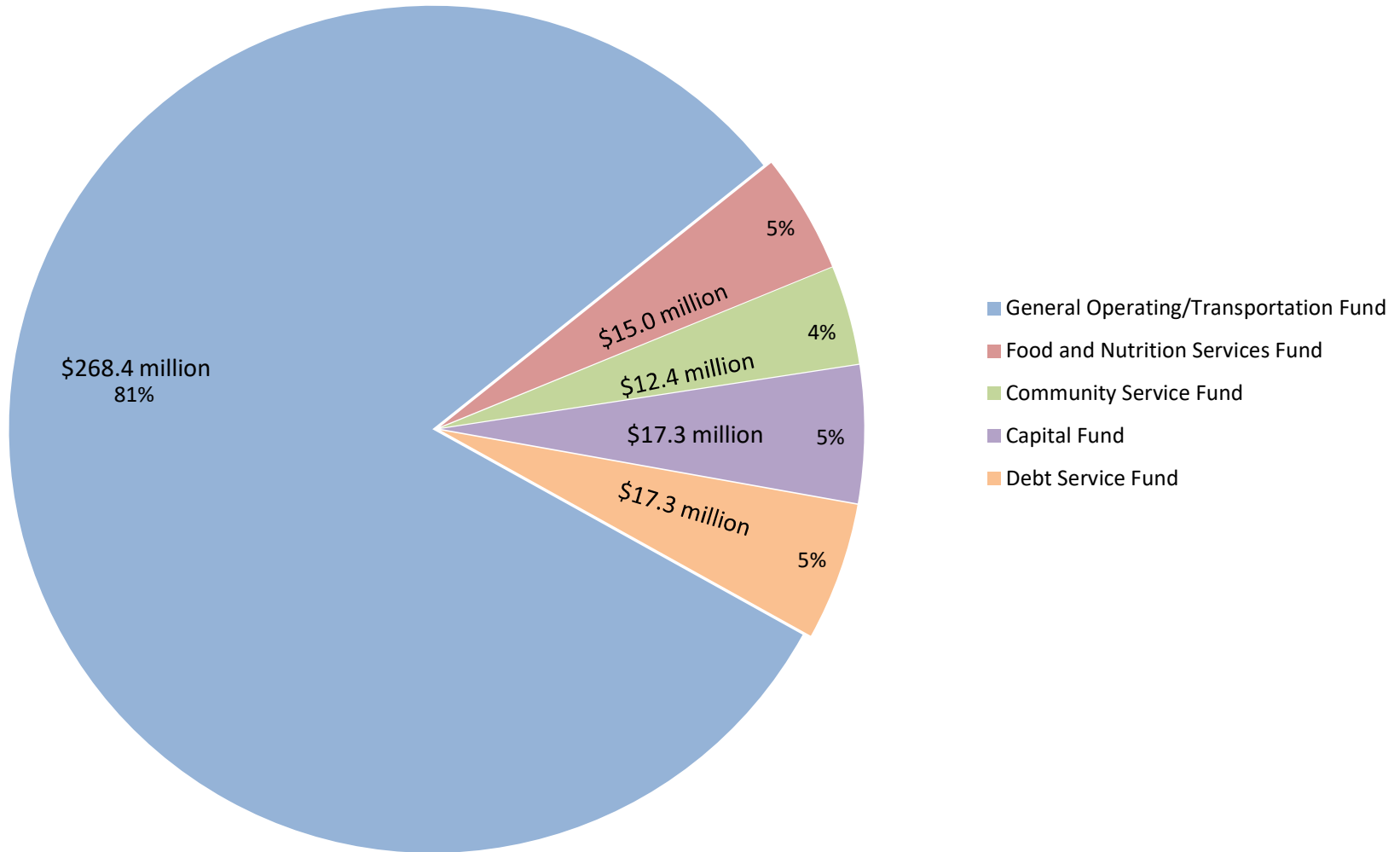
Operating Funds include: General Operating/Transportation, Food Nutrition Service, and Community Service

Date		Outcome	Business	School	School	Budget	Division	LRFP/FISCAL
			Services	Board	Board	Managers	Contacts	
				Action	Work Session			
April – July 2021	Business Services	Pre-Planning aligned to strategic priority results and LRFP 1. Review/revise Program Efficiency Abandonment and Redirection (PEAR) narratives 2. Identify additional PEAR narratives as needed	X					
September 14, 2021	School Board Work Session	2023 Budget Planning; Preliminary Tax Levy			X			
<b>September 28, 2021</b>	<b>School Board Regular Meeting</b>	<b>Approve preliminary FY 2023 levy at maximum</b>		X				
October 7, 2021	Budget Managers	1. Provide preliminary direction to budget managers to complete PEAR narratives as required; including Capital Fund zero based budget 2. Provide target for capital budget 3. Provide HR related direction on staffing-related PEARS					X	
November 1, 2021	Division Contacts	Complete google slides with preliminary budget proposals for operating funds and capital budget requests for November budget manager meeting						X
November 8, 2021	School Board Work Session	1. Agree to FY 2023 budget planning process 2. Provide direction on budget planning 3. Prepare for December approval of FY 2023 Levy Limitation and Certification			X			
November 15, 2021	Budget Managers	1. Provide information and feedback regarding preliminary list of FY 2023 Operating funds PEAR narratives & Capital fund capital requests 2. Provide updated School Board direction (if necessary) following the November 9th work session 3. Provide HR related direction on staffing-related PEARS					X	
<b>November 16, 2021</b>	<b>School Board Regular Meeting</b>	<b>Accept FY 2021 Audit Results</b>		X				
November 23, 2021	Division Contacts *	Provide first draft of all PEAR narratives and worksheets electronically to Director of Business Services 4:00 p.m.						X
December 2, 2021	Budget Managers	1. Understand overall scope of DRAFT PEAR narratives 2. Learn about changes to PEAR requests from November 15th based on feedback 3. Prioritize capital requests and balance for FY 2023					X	
<b>December 14, 2021</b>	<b>School Board Regular Meeting</b>	<b>Approve FY 2023 Levy Limitation Certification</b>		X				
December 16, 2021	Division Contacts *	All final Operating fund PEAR narratives, Capital fund requests, and worksheets due electronically to Director of Business Services 1:00 p.m.						X
January 21, 2022	LRFP & FISCAL Advisory Team	Review PEAR proposals (excluding Capital fund)						X
February 15, 2022	School Board Work Session	FY 2023 Operating fund budget development & proposal; budget managers with PEARS should attend FY 2023 Capital budget development and proposal; budget managers with capital requests should attend			X	X		
February 22, 2022	<b>School Board Regular Meeting</b>	<b>Approve FY 2022 mid-year budget adjustments</b> <b>Approve FY 2023 Capital Budget</b> <b>Approve FY 2023 Operating fund adjustments (PEAR Summary)</b>		X				
Jan - June, 2022	Administrative Services	Review budget based on legislative changes; adjustment as necessary	X					
April, 2022	Budget Managers	Debrief via survey FY 2023 budget planning process					X	
June 7, 2022	School Board Work Session	FY 2023 Operating, Capital & Non-Operating Fund Budgets; prepare to take action at June 21 regular meeting			X			
<b>June 21, 2022</b>	<b>School Board Regular Meeting</b>	<b>Approve FY 2023 Operating, Capital &amp; Non-Operating Fund Budgets</b>		X				
July, 2022	Business Services	Prepare for FY 2022 Audit	X					

### \* Division Contacts

HART	Laurel Anderson/John Morstad
Leadership Teaching & Learning	Stephen Flisk /Michael Lehan/Kelli Parpart
I2T2	Anthony Padmos
Community Engagement	Brian Siverson-Hall

## FY 2022 Adopted Expenditure Budgets for All Budgeted Funds - \$330.4 Million



ISD 279 - Osseo Area Schools  
 FY 2023 Budget Planning  
 Estimated Major Cost Drivers

	FY 2022 Adopted Budget	FY 2023 Changes	Percent Change Projected for FY 2023
Salaries	\$ 164,886,121		
Benefits	\$ 61,796,841		
Purchased Services	\$ 35,411,079		
Supplies, Other	\$ 6,293,710		
	<u>\$ 268,387,751</u>	<u>\$ 276,439,384</u>	
<b>Planning Assumption</b>		<u>\$ 8,051,633</u>	3.00%
	FY 2022 Adopted Budget	FY 2023 Amount of Known Change	Known Change Projected for FY 2023
<b>Known Increases (Decreases)</b>			
Salary roll-up for all unsettled contracts	\$ 161,751,255	\$ 3,100,022	1.92%
Other Salaries	<u>3,134,866</u>		
Subtotal for Salaries	<u>\$ 164,886,121</u>		
Health Insurance*	\$ 25,835,721	775,072	3.00% <b>A</b>
High deductible HSA contribution	5,691,074	170,732	3.00% <b>A</b>
FICA increase for salary estimate change	12,169,338	237,152	1.95%
Defined Benefit Pension	12,960,531	281,880	2.17%
TRA rate increase - built into revenue increases			
Other Benefits	5,140,177		
Subtotal for Benefits	<u>\$ 61,796,841</u>		
Transportation	\$ 19,055,753	571,673	3.00% <b>B</b>
Utilities (Electricity)	3,590,743	865,369	24.10% <b>C</b>
Other Purchased Services	<u>12,764,583</u>		
Subtotal for Purchased Services	<u>\$ 35,411,079</u>		
Fuel	\$ 881,455	361,397	41.00% <b>C</b>
Other Supplies, Other	<u>5,412,255</u>		
Subtotal for Supplies, Other	<u>\$ 6,293,710</u>		
<b>Subtotal of known increases (decreases)</b>		<u>6,363,295</u>	<u>2.37%</u>
<b>Remaining capacity</b>		<u>\$ 1,688,338</u>	<u>0.63%</u>
<p><b>A</b> - Health insurance renewal occurs January 1, 2022 for PEIP groups (teachers, ESPs, AESPs, and nurses). Contract increases for PEIP increases for calendar year 2022 are 9.32 (1st 6 months of FY 2023). No information is available from PEIP regarding claim loss ratios. Preferred One renewal occurs July, 1, 2021 for all remaining groups. Assumptions will include a migration factor from High plan to Value and HSA plans for FY 2023.</p> <p><b>B</b> - Transportation contract for FY 2023 to FY 2025 includes a 3.0% increase.</p> <p><b>C</b> - Consumer Price Index (CPI) December 2021.</p> <p>* Other known increases(decreases) from prior year's included: actuarial study results, tuition, general liability insurance, unemployment, and workers compensation.</p>			

**ISD 279 - Osseo Area Schools  
General Operating/Transportation Fund  
FY 2023 Budget Planning Scenario Financial Forecast**

	Actual 2018	Actual 2019	Actual 2020	Actual 2021	Adopted 2022	Projected 2023	Projected 2024	Projected 2025	Projected 2026
<b>Baseline</b>									
Revenues	\$233,528,333	\$243,327,332	\$256,049,222	\$255,509,118	\$252,435,518	\$256,649,070	\$259,674,491	\$258,947,051	\$258,938,683
Expenditures	229,923,258	238,475,362	246,768,853	248,433,616	268,387,751	275,563,762	282,577,953	287,912,525	287,077,636
Known adjustments to revenue					3,129,987	3,211,170	-		
Known one-time adjustments to revenues					(1,254,374)	(1,900,169)	(1,445,660)		
Known adjustments to expenditures	(450,357)	(928,733)	-	-	(2,142,570)	458,414	(401,600)	(1,542,828)	(822,418)
Baseline operating balance									
Fund Balance (beginning of year)	66,470,864	70,526,296	76,306,999	85,587,368	92,662,870	80,728,820	63,583,542	38,832,821	8,324,519
Fund Balance (end of year)	70,526,296	76,306,999	85,587,368	92,662,870	80,728,820	63,583,542	38,832,821	8,324,519	(20,636,851)
Change in fund balance	\$4,055,432	\$5,780,703	\$9,280,369	\$7,075,502	(\$11,934,050)	(\$17,145,278)	(\$24,750,721)	(\$30,508,301)	(\$28,961,371)
Operational reductions to maintain fund balance at 5%	-	-	-	-		(3,000,000)	(4,000,000)	(9,000,000)	(14,000,000)
Adjusted fund balance	\$70,526,296	\$76,306,999	\$85,587,368	\$92,662,870	\$80,728,820	\$65,666,714	\$45,719,193	\$27,296,547	\$13,980,013
Fund Balance as a % of Budgeted/Projected Expenditure	30.73%	32.12%	34.68%	37.30%	30.32%	24.05%	16.44%	9.84%	5.13%
<b>Tactics</b>									
Revenues with tactics	\$233,528,333	\$243,327,332	\$256,049,222	\$255,509,118	\$252,435,518	\$256,649,070	\$259,674,491	\$260,243,075	\$260,234,707
Expenditures with tactics	229,923,258	238,475,362	246,768,853	248,433,616	268,387,751	275,563,762	274,553,116	280,304,054	293,763,366
<b>Tactics related to revenue</b>									
Revenue basic formula increase 2.45% & 2% for FY 2022 & FY 2023 (Known)					3,129,987	2,555,655			
Revenue assumption basic formula increase of 1% for FY 2024 & FY 2026							1,296,024		1,301,215
Levy adjustments (equity, transition, local optional, reemployment, and other) - one-time (Known)						(1,900,169)	(1,445,660)		
Projected special education revenue increase for ADSIS (Known)						655,515			
Student recapture below projection - one time only (Known)					(1,254,374)				
<b>Operating referendum timeline (10 year)</b>	<b>4</b>	<b>5 (GE)</b>	<b>6</b>	<b>7 (GE)</b>	<b>8</b>	<b>9 (GE)</b>	<b>10 *</b>	<b>*</b>	<b>*</b>
<b>Tactics related to expenditures</b>									
Enrollment alignment adjustment (Known)					(2,142,570)	(197,101)	(937,930)	(1,542,828)	(822,418)
Other - reduce trend to 3.00%						(1,331,226)	(1,326,344)	(1,354,126)	(1,419,147)
ADSIS program paid with Federal Funds for FY 2022 & FY 2023; add exp. for FY 2024 (Known)					-	655,515	536,330		
New restricted fund balance requirement for third party billing - one-time only (Known) Reduced for spend down in FY 2018 and FY 2019	(450,357)	(928,733)							
Sustain programs and services with Federal funds for FY 2023 and FY 2024; add back expenditures for FY 2025						(9,422,239)		9,422,239	
Operational reductions							(2,000,000)	(3,000,000)	(6,000,000)
Baseline operating balance (post tactic)									
Fund Balance (beginning of year)	66,470,864	70,526,296	76,306,999	85,587,368	92,662,870	80,728,820	73,420,179	62,119,861	38,533,597
Fund Balance (end of year)	70,526,296	76,306,999	85,587,368	92,662,870	80,728,820	73,420,179	62,119,861	38,533,597	14,547,719
Change in fund balance	\$4,055,432	\$5,780,703	\$9,280,369	\$7,075,502	(\$11,934,050)	(\$7,308,641)	(\$11,300,318)	(\$23,586,264)	(\$23,985,879)
<b>Fund Balance Target</b>									\$14,884,715
Fund Balance as a % of Budgeted/Projected Expenditure	30.73%	32.12%	34.68%	37.30%	30.32%	27.68%	22.94%	13.58%	5.10%
5% of Budgeted/Projected Expenditures Minimum	\$11,473,645	\$11,877,331	\$12,338,443	\$12,421,681	\$13,312,259	\$13,263,436	\$13,541,259	\$14,191,467	\$14,276,090
								Projected Revenue Assumption (FY 2023 - FY2026)	0.00%
								Projected Expenditure Assumption (FY 2023 - FY2026)	3.50%

**Note:** Projected revenue also includes fiscal year projected enrollment change and projected increase for voter-approved operating referendum inflation.

**GE** - General Election year

\* **Operating referendum** expires in FY 2024; model assumes referendum is renewed for FY 2025; also if voters approve the operating referendum at the cap it would generate an additional \$7.3 million annually

**ISD 279 - Osseo Area Schools**  
**General Operating/Transportation Fund**  
**FY 2023 Budget Planning Scenario Financial Forecast with Strategic Investments**

	Actual 2018	Actual 2019	Actual 2020	Actual 2021	Adopted 2022	Projected 2023	Projected 2024	Projected 2025	Projected 2026
<b>Baseline</b>									
Revenues	\$233,528,333	\$243,327,332	\$256,049,222	\$255,509,118	\$252,435,518	\$256,649,070	\$259,674,491	\$258,947,051	\$258,938,683
Expenditures	229,923,258	238,475,362	246,768,853	248,433,616	268,387,751	275,563,762	282,577,953	287,912,525	287,077,636
Known adjustments to revenue					3,129,987	3,211,170	-		
Known one-time adjustments to revenues					(1,254,374)	(1,900,169)	(1,445,660)		
Known adjustments to expenditures	(450,357)	(928,733)	-	-	(2,142,570)	458,414	(401,600)	(1,542,828)	(822,418)
Baseline operating balance									
Fund Balance (beginning of year)	66,470,864	70,526,296	76,306,999	85,587,368	92,662,870	80,728,820	63,583,542	38,832,821	8,324,519
Fund Balance (end of year)	70,526,296	76,306,999	85,587,368	92,662,870	80,728,820	63,583,542	38,832,821	8,324,519	(20,636,851)
Change in fund balance	\$4,055,432	\$5,780,703	\$9,280,369	\$7,075,502	(\$11,934,050)	(\$17,145,278)	(\$24,750,721)	(\$30,508,301)	(\$28,961,371)
Operational reductions to maintain fund balance at 5%	-	-	-	-		(3,000,000)	(4,000,000)	(9,000,000)	(14,000,000)
Adjusted fund balance	\$70,526,296	\$76,306,999	\$85,587,368	\$92,662,870	\$80,728,820	\$65,666,714	\$45,719,193	\$27,296,547	\$13,980,013
Fund Balance as a % of Budgeted/Projected Expenditure	30.73%	32.12%	34.68%	37.30%	30.32%	24.05%	16.44%	9.84%	5.13%
<b>Tactics</b>									
Revenues with tactics	\$233,528,333	\$243,327,332	\$256,049,222	\$255,509,118	\$252,435,518	\$256,649,070	\$259,674,491	\$260,243,075	\$260,234,707
Expenditures with tactics	229,923,258	238,475,362	246,768,853	248,433,616	268,387,751	275,563,762	275,743,177	280,494,816	292,924,851
<b>Tactics related to revenue</b>									
Revenue basic formula increase 2.45% & 2% for FY 2022 & FY 2023 (Known)					3,129,987	2,555,655			
Revenue assumption basic formula increase of 1% for FY 2024 & FY 2026							1,296,024		1,301,215
Levy adjustments (equity, transition, local optional, reemployment, and other) - one-time (Known)						(1,900,169)	(1,445,660)		
Projected special education revenue increase for ADSIS (Known)						655,515			
Student recapture below projection - one time only (Known)					(1,254,374)				
Operating referendum timeline (10 year)	4	5 (GE)	6	7 (GE)	8	9 (GE)	10 *	*	*
<b>Tactics related to expenditures</b>									
Enrollment alignment adjustment (Known)					(2,142,570)	(197,101)	(937,930)	(1,542,828)	(822,418)
Other - reduce trend to 3.00%						(1,331,226)	(1,332,093)	(1,355,047)	(1,415,096)
ADSIS program paid with Federal Funds for FY 2022 & FY 2023; add exp. for FY 2024 (Known)					-	655,515	536,330		
New restricted fund balance requirement for third party billing - one-time only (Known) Reduced for spend down in FY 2018 and FY 2019	(450,357)	(928,733)							
Sustain programs and services with Federal funds for FY 2023 and FY 2024; add back expenditures for FY 2025						(9,422,239)		9,422,239	
Strategic investments						1,149,817			
Operational reductions							(3,000,000)	(4,000,000)	(6,000,000)
Baseline operating balance (post tactic)									
Fund Balance (beginning of year)	66,470,864	70,526,296	76,306,999	85,587,368	92,662,870	80,728,820	72,270,362	60,785,733	38,009,628
Fund Balance (end of year)	70,526,296	76,306,999	85,587,368	92,662,870	80,728,820	72,270,362	60,785,733	38,009,628	14,858,213
Change in fund balance	\$4,055,432	\$5,780,703	\$9,280,369	\$7,075,502	(\$11,934,050)	(\$8,458,458)	(\$11,484,629)	(\$22,776,105)	(\$23,151,415)
<b>Fund Balance Target</b>									
Fund Balance as a % of Budgeted/Projected Expenditure	30.73%	32.12%	34.68%	37.30%	30.32%	27.13%	22.43%	13.43%	\$14,884,715
5% of Budgeted/Projected Expenditures Minimum	\$11,473,645	\$11,877,331	\$12,338,443	\$12,421,681	\$13,312,259	\$13,320,926	\$13,550,474	\$14,150,959	\$14,234,367
							Projected Revenue Assumption (FY 2023 - FY2026)	0.00%	
							Projected Expenditure Assumption (FY 2023 - FY2026)	3.50%	

**Note:** Projected revenue also includes fiscal year projected enrollment change and projected increase for voter-approved operating referendum inflation.

GE - General Election year

\* **Operating referendum** expires in FY 2024; model assumes referendum is renewed for FY 2025; also if voters approve the operating referendum at the cap it would generate an additional \$7.3 million annually

**General Operating/Transportation, Food Nutrition Services, and Community Service Funds  
PROGRAM EFFICIENCY, ABANDONMENT, AND REDIRECTION (PEAR) NARRATIVE**

PEAR Title: \_\_\_\_\_  
 PEAR #: \_\_\_\_\_ Fiscal Year: FY 2023  
 Division: \_\_\_\_\_ Budget Manager: \_\_\_\_\_  
 Department: \_\_\_\_\_ Expenditure Type: \_\_\_\_\_

**1. What budgeted resources are being requested?**

**a. Dollar amount and budget code(s):**

**Expenditure Adjustments:**

PEAR Adjustment Amount (\$)	FD	ORG	PRG	FIN	OBJ/SRC	CRS

**Revenue Offset:**

Revenue Offset Amount (\$)	Revenue Source

**b. net dollar amount (\$):** \_\_\_\_\_ \$0

**c. FTE and Bargaining Group(s) impacted, if applicable:**

FTE Impact	FTE	Bargaining Group	Position Title

**2. PEAR Summary (description of proposal)**

**3. How did you identify and respond to the influence of race and culture in the development of the request?**

4. **What data will be used to measure results and how does the request support equitable student achievement?**

5. **Proposal Impact and Rationale**

a. **What is the expected impact of this proposal on current services, productivity and/or the strategic plan?**

b. **Are other divisions or departments affected by your proposal?**

c. **If other division or departments are affected, list division/departments contacted**

6. **Are any legal requirements, mandates, or School Board policies affected by this adjustment?  
Yes or No**

**If yes, list requirements**

FY 2023 LRF/PEAR BUDGET ADJUSTMENT RECOMMENDATIONS		SUBTOTALS	TOTALS
<b>General Operating Transportation Fund (includes Learning Loss)</b>	<b>Instructional</b> (Teachers, Educational Support Professionals and instructional materials, new revenue opportunities)	\$ 2,311,689	
	<b>Non-instructional</b> (Administration, non-instructional support, athletics/co-curriculars/activities, staff development, transportation, student support, purchased services and supplies, new revenue opportunities)	\$ 87,624	\$ 2,399,313
<b>Strategic Investments - General Operating Transportation Fund</b>	<b>Instructional</b> (Teachers, Educational Support Professionals and instructional materials, new revenue opportunities)	\$ 688,084	
	<b>Non-instructional</b> (Administration, non-instructional support, athletics/co-curriculars/activities, staff development, transportation, student support, purchased services and supplies, new revenue opportunities)	\$ 461,733	\$ 1,149,817
<b>Enrollment Alignment - General Operating Transportation Fund</b>	<b>Instructional</b> Add 20.3 FTE teacher contingency - this proposal creates contingent budget capacity to target areas of non-projected enrollment growth with additional classroom teacher FTE	\$ 1,756,815	\$ 1,756,815

## FY 2023 Program Efficiency, Abandonment and Redirection (PEAR) Budget Adjustment Summary

General Operating Transportation Fund (includes Learning Loss)				
PEAR Description	Category	\$ Amount	Subtotals	PEAR Proposal Summary
<b>Community Engagement (CEn)</b>				
<i>Early Childhood Screening</i>				
Add 1 FTE teacher and supplies - one year only for FY 2023 - <b>LEARNING LOSS</b>	Non-instructional	86,624		Addition of 1 FTE to provide additional early childhood screening, kits and testing materials for one year only for FY 2023.
		1,000	\$87,624	
<b>CEn Subtotal</b>			<b>\$87,624</b>	
<b>Division of Leadership Teaching and Learning (DLTL)</b>				
<i>Activities</i>				
Add Minnesota state high school league fee	Instructional	41,600		Add membership budget for increase in Minnesota state high school league fees.
		(36,884)	\$4,716	
<i>Learning and Achievement</i>				
Add 11.34 FTE teachers for alternative delivery of specialized instructional services (ADSIS) - <b>LEARNING LOSS</b>	Instructional	1,191,845		Add 11.34 FTE teachers for Alternative Delivery of Specialized Instructional Services (ADSIS) by redirecting funding from ESSER to general fund.
		(655,515)	\$536,330	
Add 2 FTE library media specialists - <b>LEARNING LOSS</b>	Instructional	173,248	\$173,248	Add 0.2 FTE library media specialists to 10 smallest elementary schools
<i>Student Services</i>				
Add 13.4 FTE social workers - <b>LEARNING LOSS</b>	Instructional	1,160,762	\$1,160,762	Add 13.4 FTE social workers by redirecting funding from ESSER to the general fund.
Add 3.6 FTE psychologists - <b>LEARNING LOSS</b>	Instructional	311,846	\$311,846	Add 3.6 FTE psychologist at the elementary level by redirecting funding from ESSER to the general fund.
Add 1.495 FTE counselors - <b>LEARNING LOSS</b>	Instructional	129,503	\$129,503	Add 1.495 FTE counselor by redirecting funding from ESSER to the general fund.
Add 5 FTE special education building coordinators	Instructional	432,620		Add 5 FTE special education building coordinators to support elementary sites.
		(237,941)	\$194,679	
Reduce 3 FTE special education teachers and 6 FTE special education educational support professionals	Instructional	(256,956)		
		(186,144)		Reduce 3 FTE special education teachers and 6 FTE special education educational support professionals due to closing three strategy classrooms; one each at elementary, middle, and high school levels due to reduction of numbers.
		243,705	(\$199,395)	
<b>DLTL Subtotal</b>			<b>\$2,311,689</b>	
<b>Human and Administrative Resource Team (HART)</b>				
<i>Risk Management</i>				
Add 1 FTE assistant director of risk management, eliminate 1 FTE risk management coordinator, and reduce transportation contracted services	Non-instructional	134,343		Add assistant director of risk management to create a more effective risk management department through staff development, security, and safety improvements. Eliminate risk management coordinator and reduce transportation contracted services.
		(113,343)		
		(21,000)	\$0	
<b>HART Subtotal</b>			<b>\$0</b>	
<b>Instructional and Information Technology Team (I2T2)</b>				
<i>Technology Support</i>				
Increase 9 FTE 10-month technology educational support professionals to 12-month technology educational support professionals and reduce casual salaries	Non-instructional	13,980		Increase 9 FTE 10-month technology educational support professionals to 12-month technology educational support professionals to meet the increased demand on technical services. Reduce casual labor.
		(13,980)	\$0	
<b>I2T2 Subtotal</b>			<b>\$0</b>	
<b>Total Proposed Adjustments General Operating/Transportation Budget</b>			<b>\$2,399,313</b>	

## FY 2023 Program Efficiency, Abandonment and Redirection (PEAR) Budget Adjustment Summary

### General Operating/Transportation Fund Strategic Investments

PEAR Description	Category	\$ Amount	Subtotals	PEAR Proposal Summary
<b>Division of Community Engagement (CEn)</b>				
<i>Enrollment Center</i>				
Add 1 FTE administrative educational support professional	Non-instructional	69,195	\$69,195	Add 1 FTE to provide full time front desk support for the centralized enrollment process at the Enrollment Center.
Add student and exchange visitor program (SEVP) certification fee	Non-instructional	1,250	\$1,250	Add certification fee to be eligible to host F-1 Visa students. The fee will be billed every other year so the FY 2023 fee will cover the current period through March of 2024.
<b>CEn Subtotal</b>			<b>\$70,445</b>	
<b>Division of Leadership Teaching and Learning (DLTL)</b>				
<i>Educational Equity</i>				
Add 1 FTE family and community engagement (FACE) coordinator	Instructional	126,481	\$126,481	Add 1 FTE family and community engagement (FACE) coordinator by redirecting the funding from 0.2 FTE compensatory and 0.8 FTE achievement and integration grants to the general fund.
Add 1 FTE family and community engagement (FACE) equity specialist	Instructional	72,366	\$72,366	Add 1 FTE family and community engagement (FACE) equity specialist by redirecting the funding from the achievement and integration grant to the general fund.
Add 1 FTE family and community engagement (FACE) administrative educational support professional	Instructional	70,522	\$70,522	Add 1 FTE family and community engagement (FACE) administrative educational support professional by redirecting the funding from ESSER grant to the general fund.
Add supply and service budget	Instructional	48,000	\$48,000	Add family and community engagement (FACE) supply and service budget by redirecting funding from ESSER grant to the general fund.
Add 12 FTE multilingual communication specialists and eliminate 12 FTE bilingual assistants	Instructional	966,325 <span style="color: red;">(595,610)</span>	\$370,715	Add 12 FTE multilingual communication specialists (MCS) and eliminate 12 FTE bilingual assistant (BA) positions. The MCS would provide year-round support. The BAs are funded with ESSER and achievement and integration grant funds. These grant funds would continue to support \$595,610 of the cost.
<b>DLTL Subtotal</b>			<b>\$688,084</b>	
<b>Human and Administrative Resource Team (HART)</b>				
<i>Facilities Operations</i>				
Add 0.5 FTE custodian	Non-instructional	38,000	\$38,000	Add 0.5 FTE custodian to clean and maintain the additional 17,000 square feet added to Rice Lake Elementary.
<i>Human Resources</i>				
Add 1 FTE recruitment and retention partner	Non-instructional	132,000	\$132,000	Add recruitment and retention partner (225 days) position to assist recruitment and retention manager and other recruiting/retention needs; with a focus on job board postings, social media posts, attending events, and follow through with hiring manager's needs.
Add 3 FTE 12-month educational support professionals	Non-instructional	124,500	\$124,500	Add 3 FTE 12-month educational support professionals to support/develop onboarding, mentorship, and create educational support professionals professional development to improve training and support the diverse educational and social/emotional needs of students.
<i>Risk Management</i>				
Add 1 FTE risk management specialist	Non-instructional	96,788	\$96,788	Add 1 FTE risk management specialist to assist with risk management initiatives.
<b>HART Subtotal</b>			<b>\$391,288</b>	
<b>Total Proposed Strategic Investments General Operating/Transportation Budget</b>			<b>\$1,149,817</b>	





**ISD 279 - Osseo Area Schools  
Capital Fund - Operating Capital and Capital Tech Levy  
FY 2023 Budget Planning Scenario Financial Forecast**

	Actual 2018	Actual 2019	Actual 2020	Actual 2021	Adopted 2022	Projected 2023	Projected 2024	Projected 2025	Projected 2026
<b>Baseline</b>									
Revenues	\$14,240,008	\$14,246,353	\$15,657,622	\$14,540,452	\$16,086,317	\$16,079,120	\$16,637,619	\$16,581,282	\$16,551,252
Expenditures	13,093,487	13,790,771	13,775,665	13,935,050	17,274,330	17,274,330	17,361,066	17,423,568	17,466,885
Levy adjustments (Known)						121,859			
Increase in capital tech levy (Known)						470,889			
Known adjustments to expenditures						86,736	62,502	43,317	72,613
Baseline operating balance									
Fund Balance (beginning of year)	4,152,310	5,298,831	5,754,413	7,636,370	8,241,772	7,053,759	6,364,561	5,578,611	4,693,008
Fund Balance (end of year)	5,298,831	5,754,413	7,636,370	8,241,772	7,053,759	6,364,561	5,578,611	4,693,008	3,704,761
Change in fund balance	\$1,146,521	\$455,582	\$1,881,957	\$605,402	(\$1,188,013)	(\$689,198)	(\$785,949)	(\$885,603)	(\$988,247)
Operational increases (reductions) to maintain fund balance at 10%									
Adjusted fund balance	\$5,298,831	\$5,754,413	\$7,636,370	8,241,772	7,053,759	6,364,561	5,578,611	4,693,008	3,704,761
Fund Balance as a % of Budgeted/Projected Expenditure	40.47%	41.73%	55.43%	59.14%	40.83%	36.66%	32.02%	26.87%	21.12%

<b>Tactics</b>									
Revenues with tactics	\$14,240,008	\$14,246,353	\$15,657,622	\$14,540,452	\$16,086,317	\$16,079,120	\$16,637,619	\$16,581,282	\$16,551,252
Expenditures with tactics	13,093,487	13,790,771	13,775,665	13,935,050	17,274,330	17,274,330	17,761,066	17,823,568	17,866,885
<b>Tactics related to revenue</b>									
Change in other levy adjustments (Known)						338,752			
Change in lease levy (Known)						(216,893)			
Increase in capital tech levy (Known)						470,889			
Capital technology levy timeline (10 years)	4	5 (GE)	6	7 (GE)	8	9 (GE)	10 *	*	*
<b>Tactics related to expenditures</b>									
Salary and benefit increase 3.00% (Known)						93,933	96,751	99,654	102,643
Enrollment alignment adjustment (Known)						(7,197)	(34,249)	(56,337)	(30,030)
Operational increases (reductions)						400,000			
Baseline operating balance (post tactic)									
Fund Balance (beginning of year)	4,152,310	5,298,831	5,754,413	7,636,370	8,241,772	7,053,759	5,964,561	4,778,611	3,493,008
Fund Balance (end of year)	5,298,831	5,754,413	7,636,370	8,241,772	7,053,759	5,964,561	4,778,611	3,493,008	2,104,761
Change in fund balance	\$1,146,521	\$455,582	\$1,881,957	\$605,402	(\$1,188,013)	(\$1,089,198)	(\$1,185,949)	(\$1,285,603)	(\$1,388,247)

<b>Fund Balance Target</b>									
Fund Balance as a % of Budgeted/Projected Expenditure	40.47%	41.73%	55.43%	59.14%	40.83%	33.58%	26.81%	19.55%	11.73%
10% of Budgeted/Projected Expenditures Minimum	\$1,309,349	\$1,379,077	\$1,377,567	\$1,393,505	\$1,727,433	\$1,776,107	\$1,782,357	\$1,786,689	\$1,793,950
							Projected Revenue Assumption (FY 2023 - FY2026)		0.00%
							Projected Expenditure Assumption (FY 2023 - FY2026)		0.00%

**Note:** The Capital Fund does not include the Capital Land Proceeds Fund  
**Note:** Projected revenue also includes fiscal year projected enrollment change.  
 GE - General Election year  
 \* Capital technology levy expires in FY 2024; model assumes levy is renewed and in place for FY 2025

## FY 2023 Capital Request Budget Allocations

### Operating Capital Budget

Description	Department	\$ Amount	Capital Request Summary
<b>Division of Leadership Teaching and Learning</b>			
Replace sports uniforms and equipment	Activities	\$ 118,435	Replace hockey uniforms on a 4 year rotation; replace activities equipment
Purchase elementary and secondary curriculum resources	Learning and Achievement	\$ 2,899,954	Provide students and classroom teachers with materials and curriculum resources for content areas that have completed the program improvement process
Maintain concurrent enrollment offerings	Learning and Achievement	\$ 186,000	Maintain concurrent enrollment course credit opportunities for students across our system, expand career pathways for students through agreements with postsecondary institutions, and support additional programming costs (career and technical program equipment, Ramp Up to Readiness resources, and Project Lead the Way fees and resources) based on identified needs in order to comply with World's Best Workforce/Career & College Readiness legislation
Repair and purchase music equipment	Learning and Achievement	\$ 145,000	Support annual districtwide musical instrument repairs and purchase of new music equipment
Purchase media center materials	Learning and Achievement	\$ 130,000	Purchase online materials for each elementary and secondary site
Add secondary elective curriculum resources	Learning and Achievement	\$ 120,000	Provide students and classroom teachers with the necessary materials and curriculum resources for new secondary elective courses that have been approved through the program improvement process
Maintain curriculum resource contingency	Learning and Achievement	\$ 40,000	Provide curriculum resources when elementary and secondary classroom sections are added at sites; meet unexpected needs for student/teacher materials that arise throughout the year
Maintain career and technical education contingency	Learning and Achievement	\$ 25,000	Repair and replace machinery and equipment for the Career and Technical Education program
Purchase curriculum resources for advisory	Learning and Achievement	\$ 16,000	Purchase resources to support advisory programming at the secondary level
Maintain elementary curriculum replacement budget	Learning and Achievement	\$ 10,000	Maintain replacement curriculum materials for elementary sites
Maintain capital allocation to sites	PK-12 Operations	\$ 225,000	Provide sites annual enrollment-based capital allocation for replacement of student, teacher and administration furniture, equipment, materials and secondary textbooks
Replace capital equipment	PK-12 Operations	\$ 25,000	Purchase furniture and equipment based on enrollment increases and support sites with equipment replacement needs that exceed the site enrollment-based allocation
Maintain transcript software	Student Services	\$ 18,000	Maintain transcript software
<b>Subtotal Division of Leadership, Teaching and Learning</b>		<b>\$ 3,958,389</b>	

## FY 2023 Capital Request Budget Allocations

### Operating Capital Budget

Description	Department	\$ Amount	Capital Request Summary
<b>Division: Human and Administrative Resources Team</b>			
Pay operating leases for instructional space, athletic facilities, commencement venue, and Northwest Family Service Center	Business Administration	\$ 3,349,064	Pay for board-approved leases for elementary school addition and high school additions/repurposing of space; instructional space for programs; rental of athletic facilities; commencement ceremony venue; and Northwest Family Services Center
Maintain contingency for equipment replacement	Business Administration	\$ 90,000	Replace equipment and technology, including warehouse and other essential equipment
Maintain budget for special assessment taxes	Business Administration	\$ 49,990	Pay special assessment taxes for district property
Maintain budget for property insurance deductible	Business Administration	\$ 10,000	Pay for lost or damaged items that fall within the property insurance deductible
Maintain contingency for facilities equipment replacement	Facilities and Custodial	\$ 240,000	Purchase or replace larger expense items that unexpectedly fail and for which replacement cannot be delayed, e.g., heat, A/C, electrical, plumbing, controls, hot water, and sewer, custodial or grounds equipment
Purchase furniture, fixtures and equipment for the flex rooms (year 1 of 3 lease and labor)	Facilities and Custodial	\$ 67,200	Pay lease costs and labor for furniture, fixture, and equipment for the flex room projects
Add stadium improvements	Facilities and Custodial	\$ 51,000	Add play clocks to new scoreboards and add wind screens with advertising at Osseo Senior High and Pak Center Senior High and replace soccer goals at Osseo Senior High
Replace grounds/maintenance equipment (year 2 of 3 lease)	Facilities and Custodial	\$ 41,555	Pay lease costs for grounds and maintenance equipment that has exceeded its useful life
Purchase Terrazzo maintenance/repair equipment (year 1 of 3 lease)	Facilities and Custodial	\$ 15,450	Pay lease costs for purchase of Terrazzo maintenance/repair equipment to rehabilitate flooring
Purchase storage shed for Osseo Middle School (year 1 of 3 lease)	Facilities and Custodial	\$ 9,270	Pay lease costs for storage shed at Osseo Middle School to house site grounds maintenance equipment and maintain storage necessary for fire code compliance
Purchase storage shed for Zanewood Community School (year 2 of 3 lease)	Facilities and Custodial	\$ 8,124	Pay lease costs for storage shed at Zanewood Community School to house site grounds maintenance equipment and maintain storage necessary for fire code compliance
Replace automated external defibrillators (AED)	Facilities and Custodial	\$ 8,000	Replace AEDs that are failing and have parts issues
Replace camera systems (year 2 of 3 lease)	Risk Management	\$ 191,117	Pay lease costs to replace camera systems, including network video recorders at Basswood, Cedar Island, Elm Creek, Fernbrook, Palmer Lake, Rice Lake, Rush Creek, Woodland elementary schools, Enrollment Center, Arbor View, Willow Lane, CBVAT, Ice Arena, stadium and domes
Add digital radios	Risk Management	\$ 105,000	Add digital radios at Maple Grove Middle School and Oak View Elementary
Maintain contingency budget for security needs	Risk Management	\$ 100,000	Purchase equipment to address security-related challenges that arise in the course of the year
Add office lockdown capabilities at all school sites (year 1 of 3 lease and labor)	Risk Management	\$ 90,390	Pay lease costs and labor for office lockdown capabilities to secure entrances at all school sites
Maintain Rapid Responder contract	Risk Management	\$ 37,000	Continue Rapid Responder emergency management system
Maintain Raptor Visitor and Volunteer Management license fees	Risk Management	\$ 30,000	Pay annual license fees for Raptor Visitor and Volunteer Management system and replace broken components
Maintain digital camera licenses	Risk Management	\$ 22,000	Pay annual license fees for camera server system
Add card access readers across the district (year 2 of 3 lease)	Risk Management	\$ 21,235	Pay lease costs for additional card readers to exterior doors across the district
Maintain Lenel OnGuard access card system licenses	Risk Management	\$ 17,000	Pay annual license and software support agreement
<b>Subtotal Human and Administrative Resources Team</b>		<b>\$ 4,553,395</b>	

## FY 2023 Capital Request Budget Allocations

### Operating Capital Budget

Description	Department	\$ Amount	Capital Request Summary
<b>Division: Information and Instructional Technology Team</b>			
Replace and purchase technology equipment	Enterprise Technology	\$ 50,000	Purchase, repair, or replace damaged non-instructional technology supplies and equipment for operations (LAN fiber network repairs, etc.)
E-rate revenue to maintain enterprise technology licensing, support, internet, and cloud backup solutions	Enterprise Technology	\$ (26,000)	E-rate revenue to maintain secured internet, Unified Threat Management, network licensing, support contracts for all network systems and complete last phase of disaster recovery (partially funded with e-rate reimbursement)
Maintain software licenses	Information Systems	\$ 942,615	Maintain licenses for the district student information system, finance/HR/payroll systems, and purchase hardware
Replace school notification system	Information Systems	\$ 24,150	Replace software license for the district notification system, Blackboard
Replace sound systems	Technology Support	\$ 90,000	Replace sound systems at five school sites
<b>Subtotal Information and Instructional Technology Team</b>		<b>\$ 1,080,765</b>	
<b>GRAND TOTAL OPERATING CAPITAL BUDGET</b>		<b>\$ 9,592,549</b>	

## FY 2023 Capital Request Budget Allocations

### Capital Project Technology Levy

Description	Department	\$ Amount	Capital Request Summary
<b>Division of Leadership Teaching and Learning</b>			
Maintain online resources	Learning and Achievement	\$ 500,000	Maintain current software and web resources (e.g. Follet, Scholastic, Teachscape) and other annual subscriptions to online resources used by teachers and students
Maintain online resources	Learning and Achievement	\$ 160,000	Maintain software program (Newsela)
Purchase media center materials	Learning and Achievement	\$ 50,000	Purchase online materials for each elementary and secondary site to use with students
<b>Subtotal Division of Leadership, Teaching and Learning</b>		<b>\$ 710,000</b>	
<b>Instructional and Information Technology Team</b>			
Continue enterprise technology positions	Enterprise Technology	\$ 1,239,856	Continue 16 FTE enterprise technology staff to meet system network technology needs
Maintain enterprise technology licensing, support, internet, and cloud backup solutions	Enterprise Technology	\$ 495,560	Maintain secured internet, Unified Threat Management, network licensing, support contracts for all network systems and complete last phase of disaster recovery (partially funded with e-rate reimbursement)
Maintain technology software and licenses	Enterprise Technology	\$ 295,000	Maintain essential software subscriptions and licenses (Microsoft, Google, FilterED, Asana, Adobe, etc.)
Maintain internet filtering	Enterprise Technology	\$ 290,900	Provide students the ability to learn safely from their mobile devices
Replace and purchase technology equipment	Enterprise Technology	\$ 142,500	Purchase, repair, or replace damaged non-instructional technology supplies and equipment
Maintain wi-fi access for students	Enterprise Technology	\$ 105,795	Maintain hotspot wi-fi internet connectivity for students who do not have access to home internet
Maintain school LAN switches (year 2 of 3 lease)	Enterprise Technology	\$ 77,830	Pay lease costs to maintain cycle to replace switches for the wired network
Replace firewall (year 2 of 3 lease)	Enterprise Technology	\$ 77,830	Pay leased costs to maintain internet filtering, network security and threat protection
Increase enterprise technology educational support professionals to 12 month positions. Reduce casual labor	Enterprise Technology	\$ 67,061	Increase 4 FTE 10-month enterprise technology educational support professionals to 12-month positions. Reduce casual labor.
Maintain school wireless access points (year 2 of 3 lease)	Enterprise Technology	\$ 66,711	Pay lease costs to maintain cycle to replace access points for the wireless network
Maintain phone system	Enterprise Technology	\$ 66,000	Maintain emergency phones and replace telecommunication parts
Maintain cyber security assessment tools	Enterprise Technology	\$ 33,390	Continue the vulnerability assessment of the district network to ensure we can identify cyber security issues, including training staff to mitigate phishing attacks
Maintain student and staff mobile devices at high schools (year 2 of 3 lease)	Instructional Systems	\$ 1,124,178	Pay lease costs to maintain student and staff mobile devices for 1:1 teaching and learning

## FY 2023 Capital Request Budget Allocations

### Capital Project Technology Levy

Description	Department	\$ Amount	Capital Request Summary
Continue instructional systems positions	Instructional Systems	\$ 897,971	Continue 15 FTE instructional support staff to meet instructional systems support needs
Replace student and staff mobile devices at middle school sites (year 1 of 3 lease)	Instructional Systems	\$ 619,735	Pay lease costs to maintain student and staff mobile devices for 1:1 teaching and learning
Maintain student and staff mobile devices (year 3 of 3 lease)	Instructional Systems	\$ 441,508	Pay lease costs to maintain student and staff mobile devices for 1:1 teaching and learning
Maintain mobile device repair budget	Instructional Systems	\$ 125,000	Maintain funding to continue on-site repairs for student mobile devices
Maintain software licenses	Information Systems	\$ 124,312	Maintain software subscriptions and licenses
Maintain mobile device management software	Instructional Systems	\$ 44,920	Maintain the mobile device learning and management software for device management, distributing applications, providing enrollment protocols and ensuring internet securities comply with CIPA/COPPA on student/staff mobile devices
Maintain identity software solution	Information Systems	\$ 28,188	Maintain identity software solution to enable single sign on
Continue technology support positions	Technology Support	\$ 1,126,277	Continue 17 FTE technology support staff to meet technology support, maintenance and repair needs
Maintain technology refresh for staff and students (year 2 of 3 lease)	Technology Support	\$ 83,645	Pay lease costs to maintain technology equipment refresh cycle
Increase technology support technology educational support professionals to 12 month positions.	Technology Support	\$ 41,940	Increase 3 FTE 10-month enterprise technology educational support professionals to 12-month positions. Reduce casual labor.
<b>Subtotal Information and Instructional Technology Team</b>		<b>\$ 7,616,107</b>	
<b>GRAND TOTAL CAPITAL PROJECT TECHNOLOGY LEVY</b>		<b>\$ 8,326,107</b>	

# Osseo School District

## 2022 Residential Survey

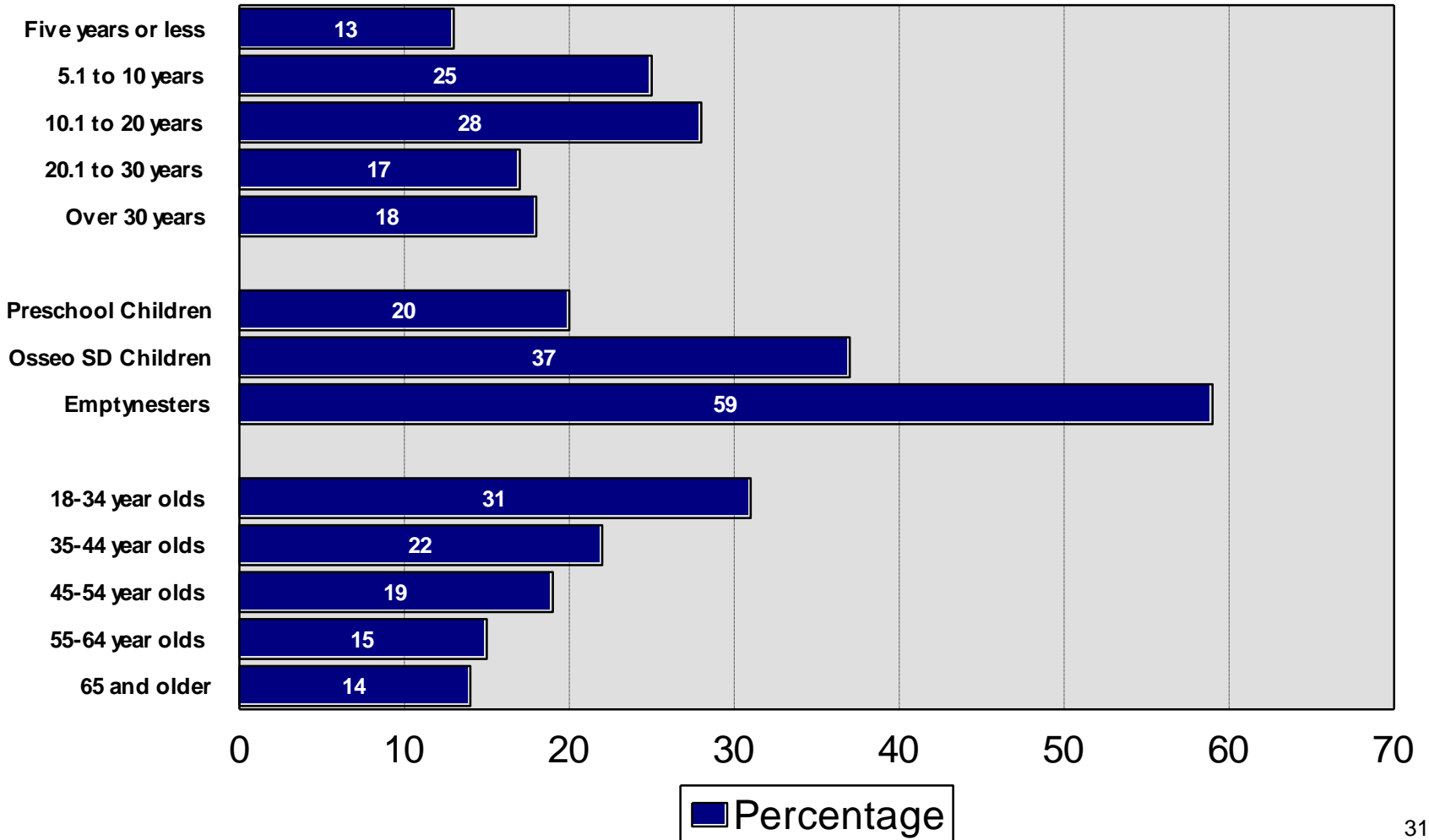
# Survey Methodology

## 2022 Osseo School District

- ① 400 random sample of Osseo School District residents
- ① 400 random sample of Osseo School District parents
- ① Telephone interviews conducted between January 25th and February 8th, 2022
- ① Average interview time of 14 minutes
- ① Non-response rate of 5.5%
- ① Residential sample projectable within +/-5.0% in 95 out of 100 cases
- ① Parent sample projectable within +/- 5.0% in 95 out of 100 cases

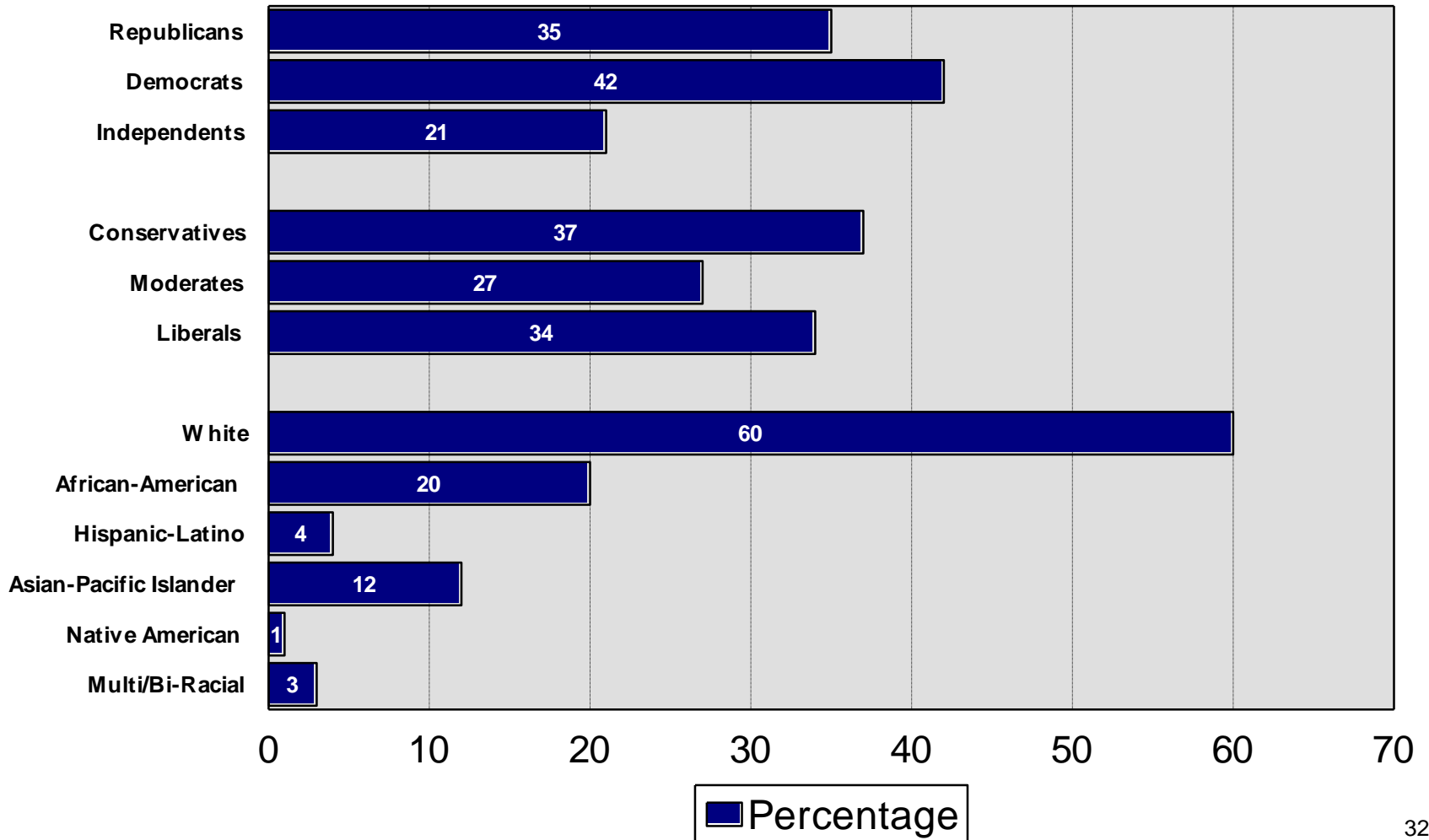
# Demographics I

## 2022 Osseo School District



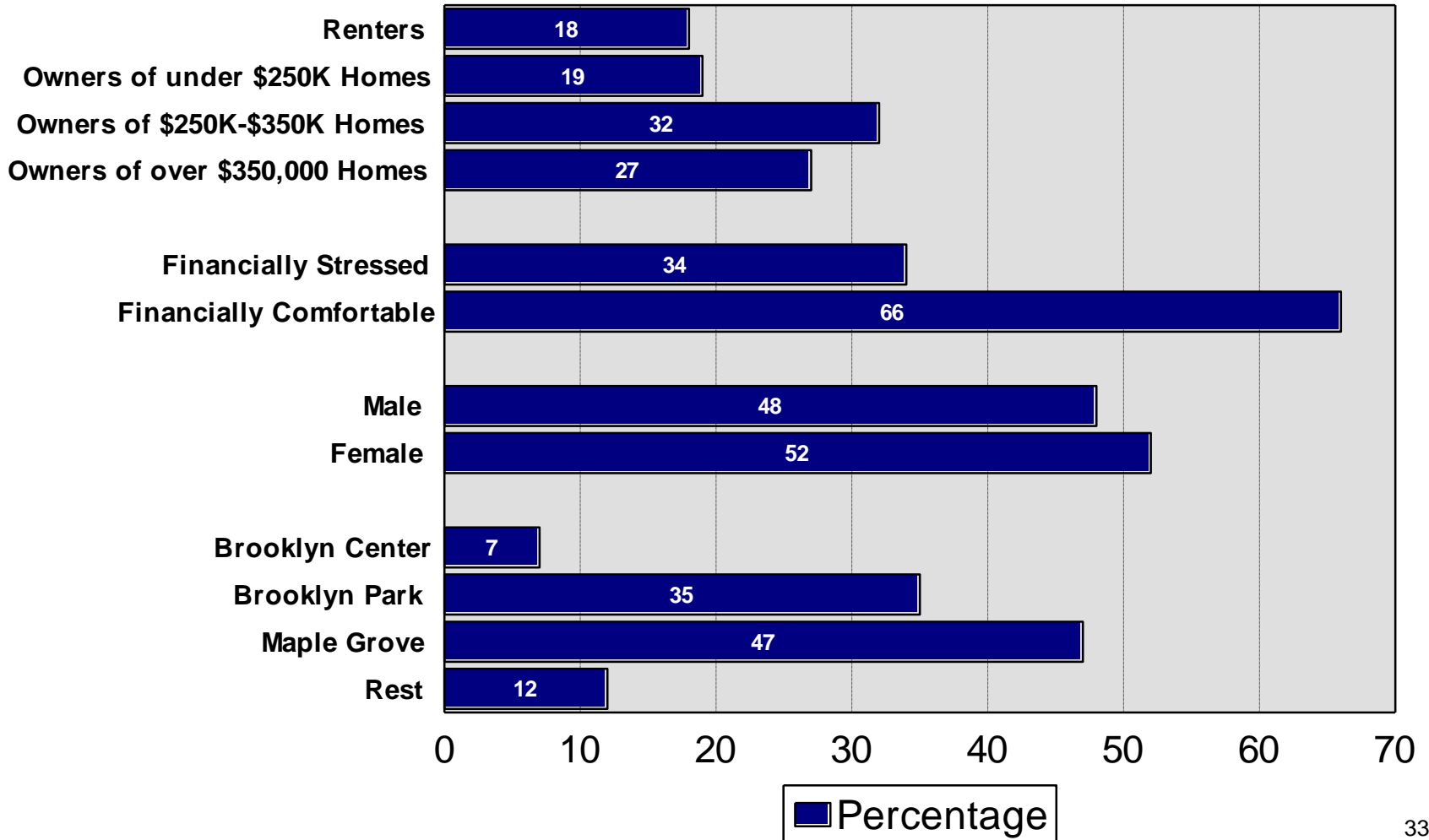
# Demographics II

2022 Osseo School District



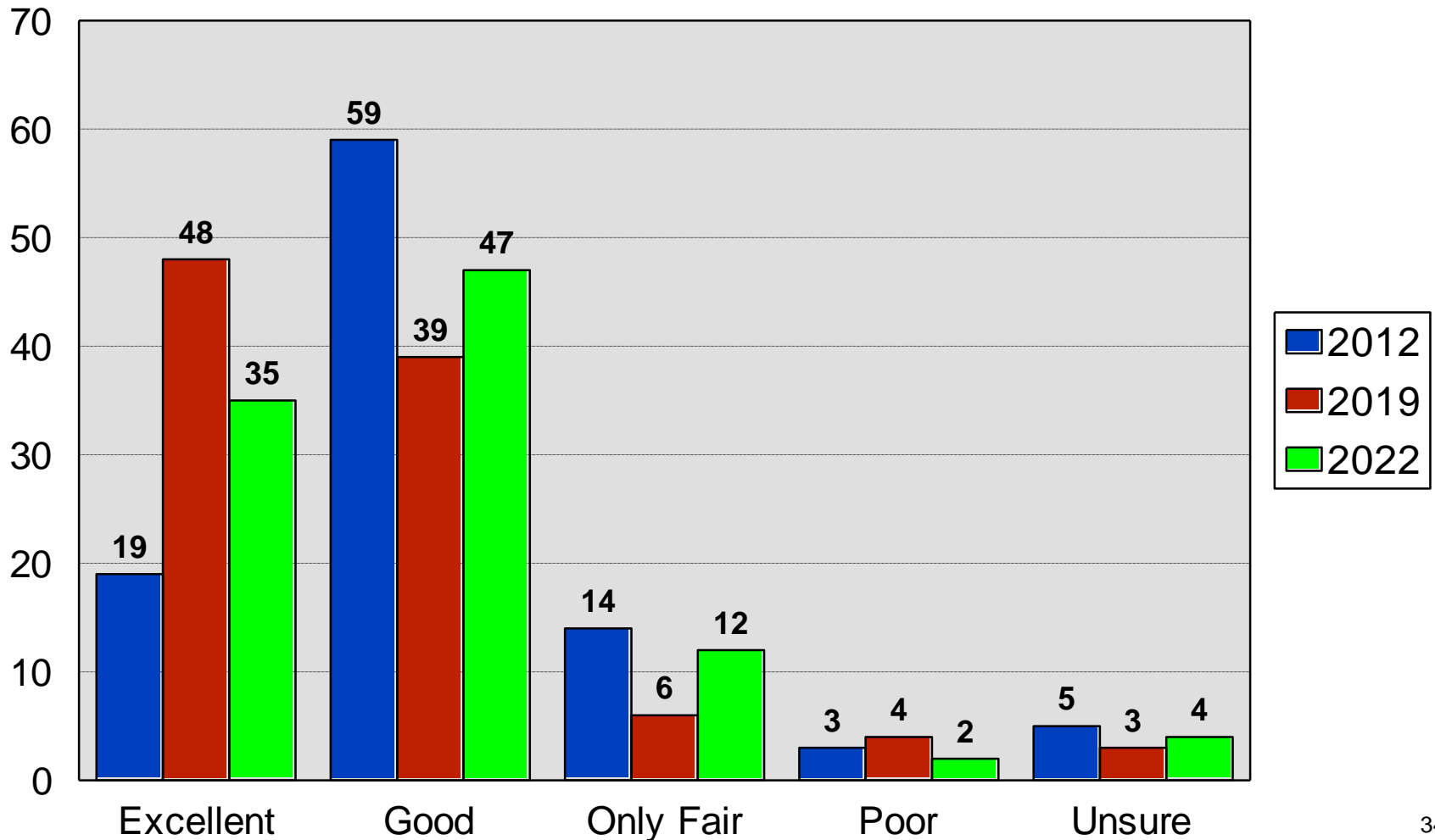
# Demographics III

2022 Osseo School District



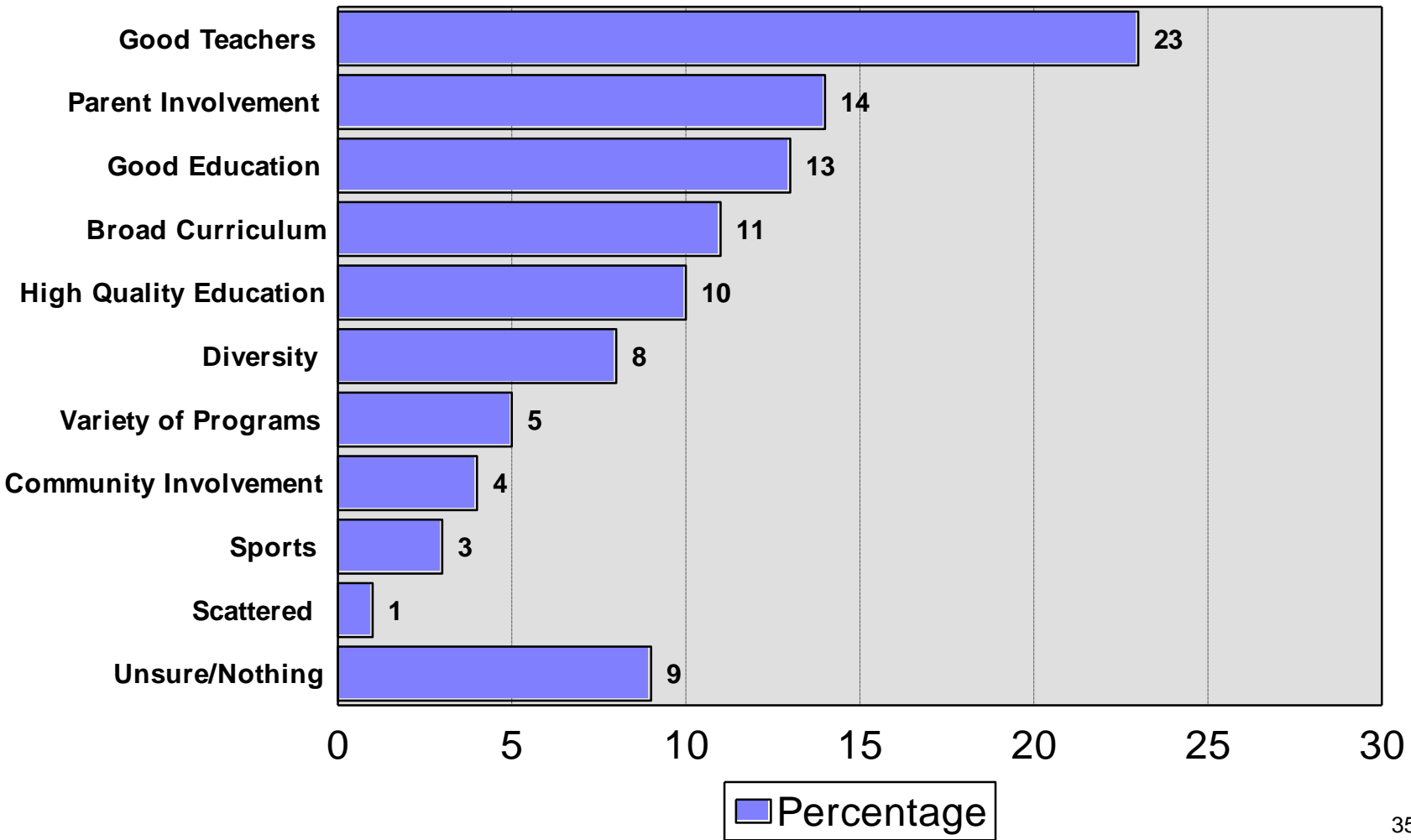
# Quality of Public Schools

2022 Osseo School District



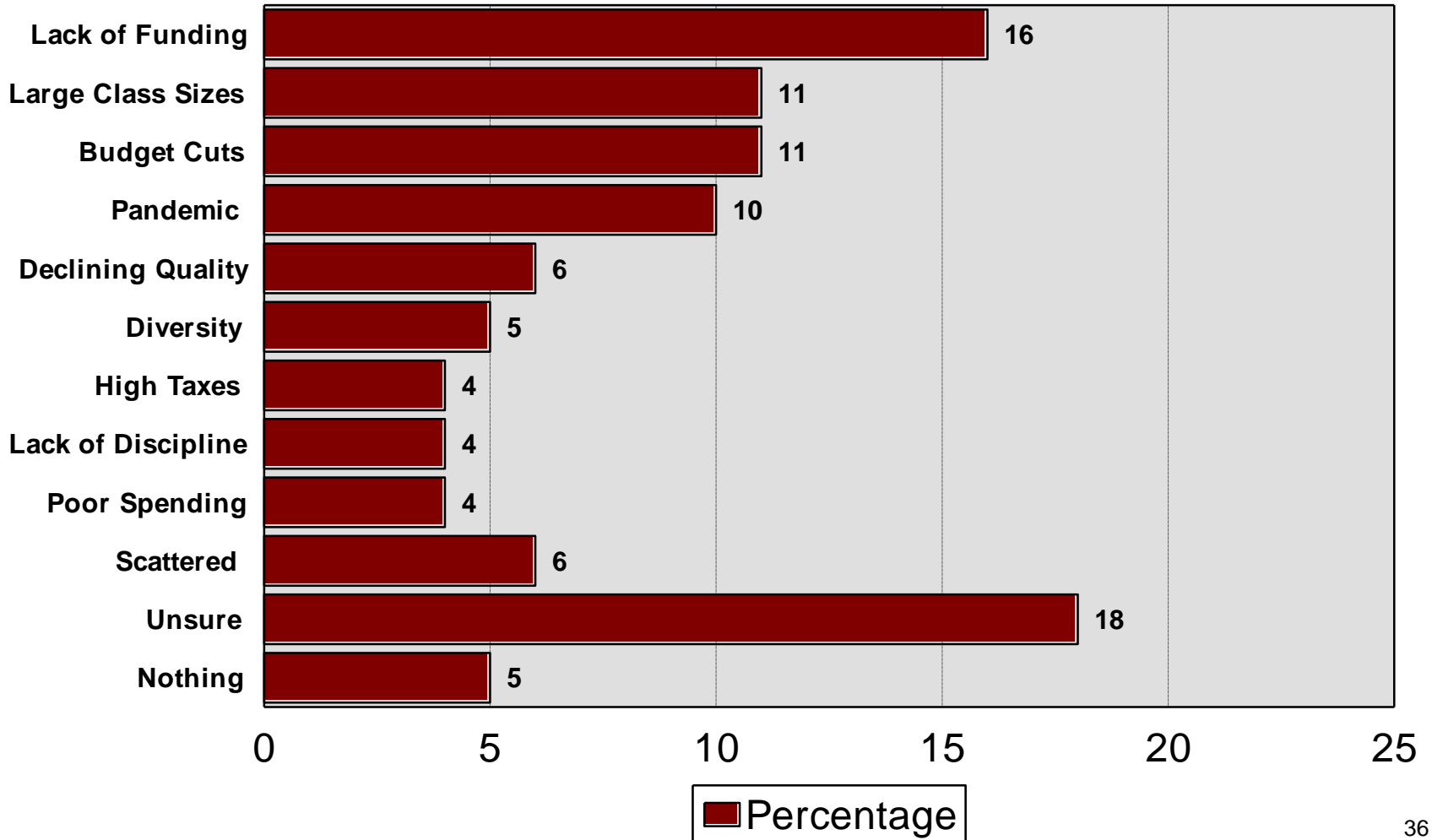
# Like about Osseo School District

2022 Osseo School District



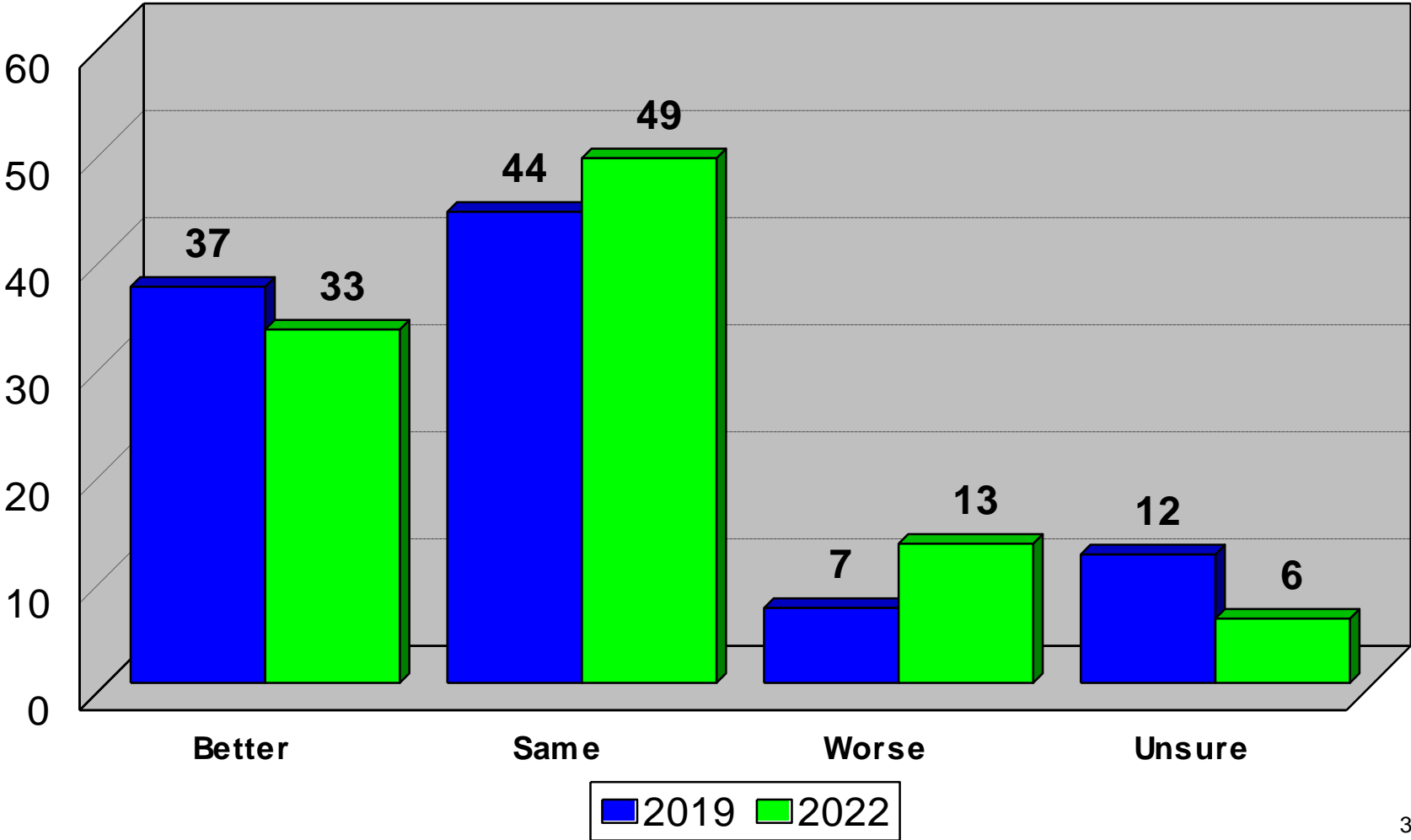
# Most Serious Issue

2022 Osseo School District



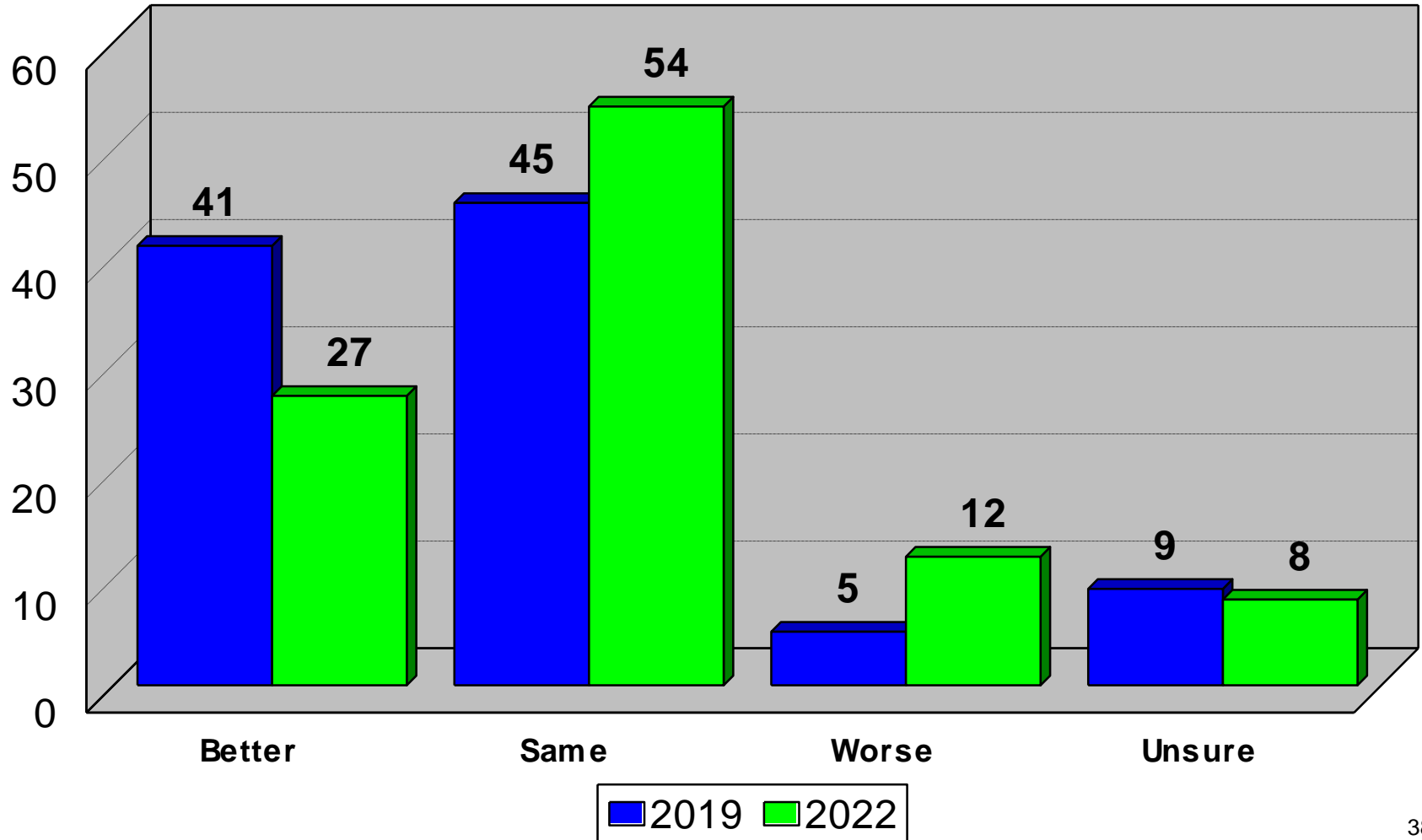
# Quality Compared to Five Years Ago....

2022 Osseo School District



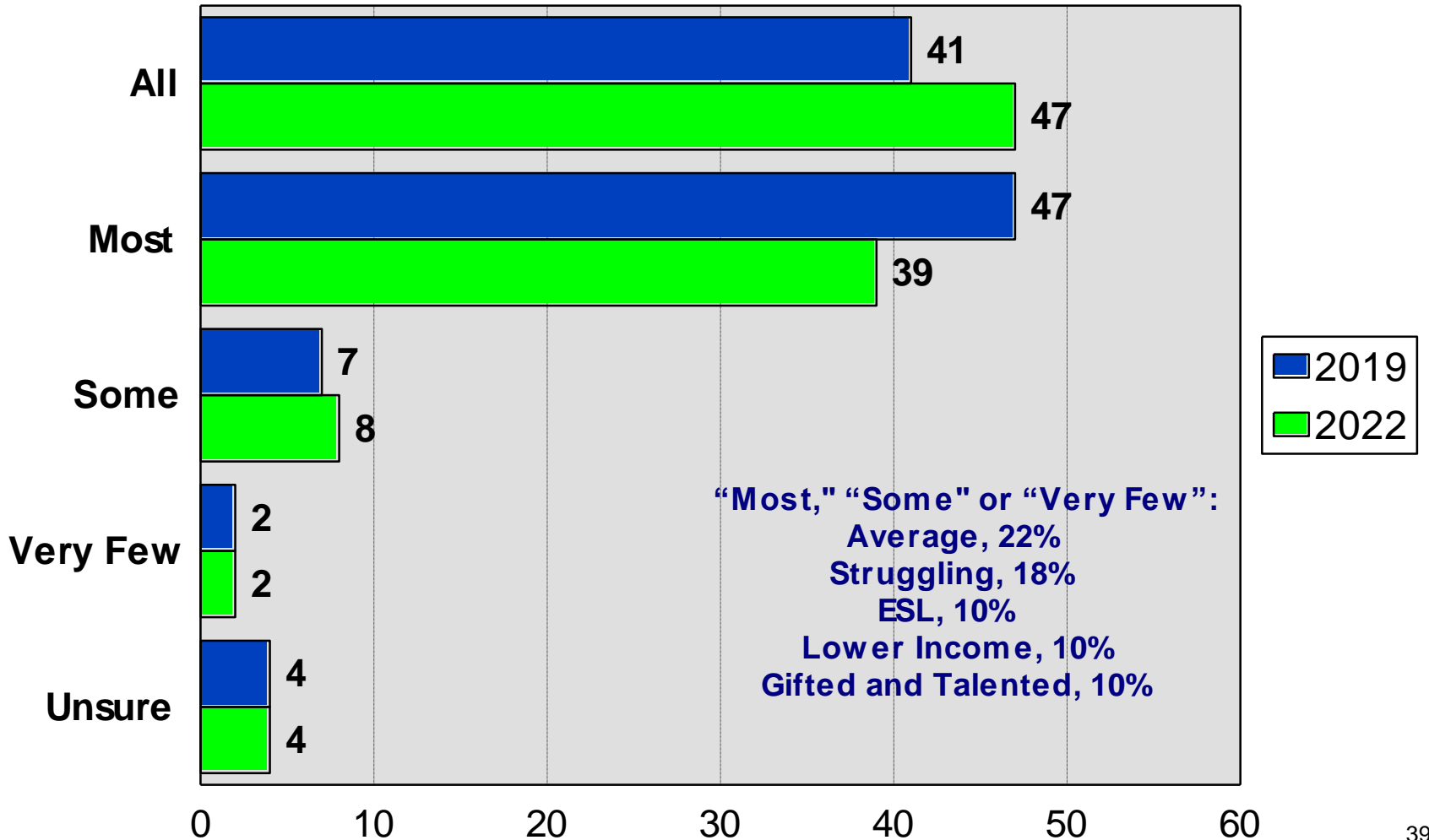
# Quality Compared to Neighboring Districts....

2022 Osseo School District



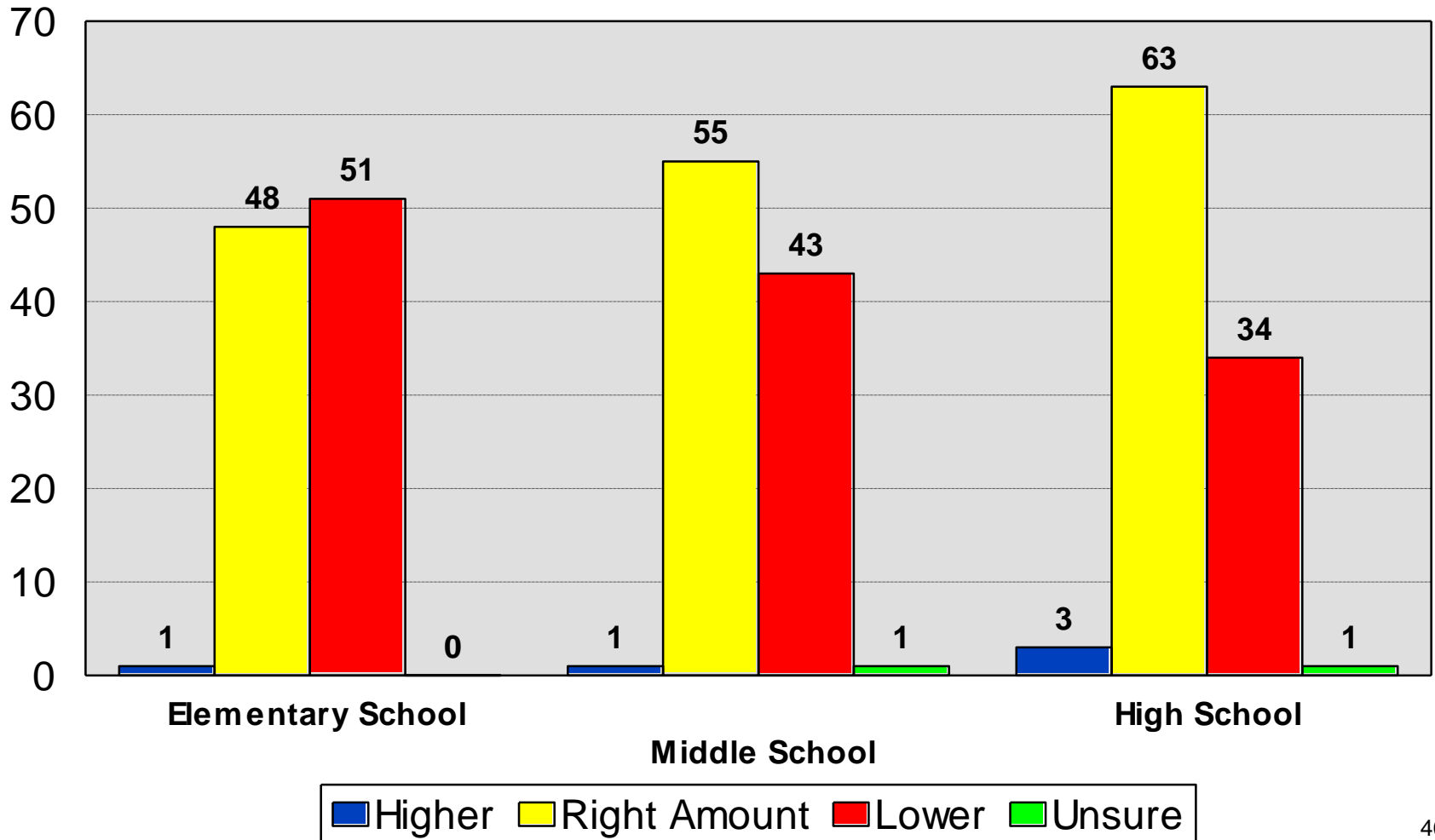
# Meet Students' Learning Needs

2022 Osseo School District



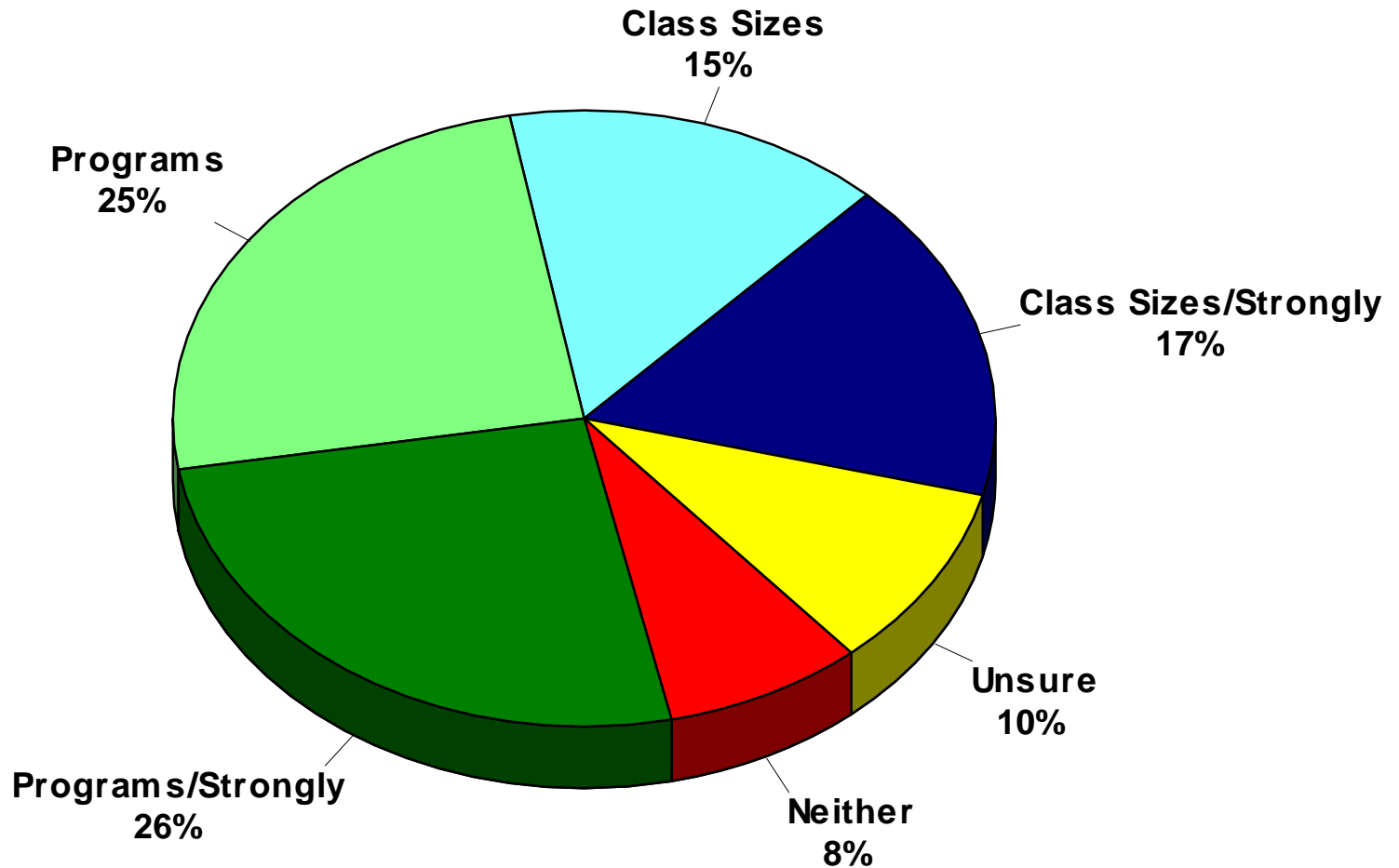
# Class Sizes

2022 Osseo School District



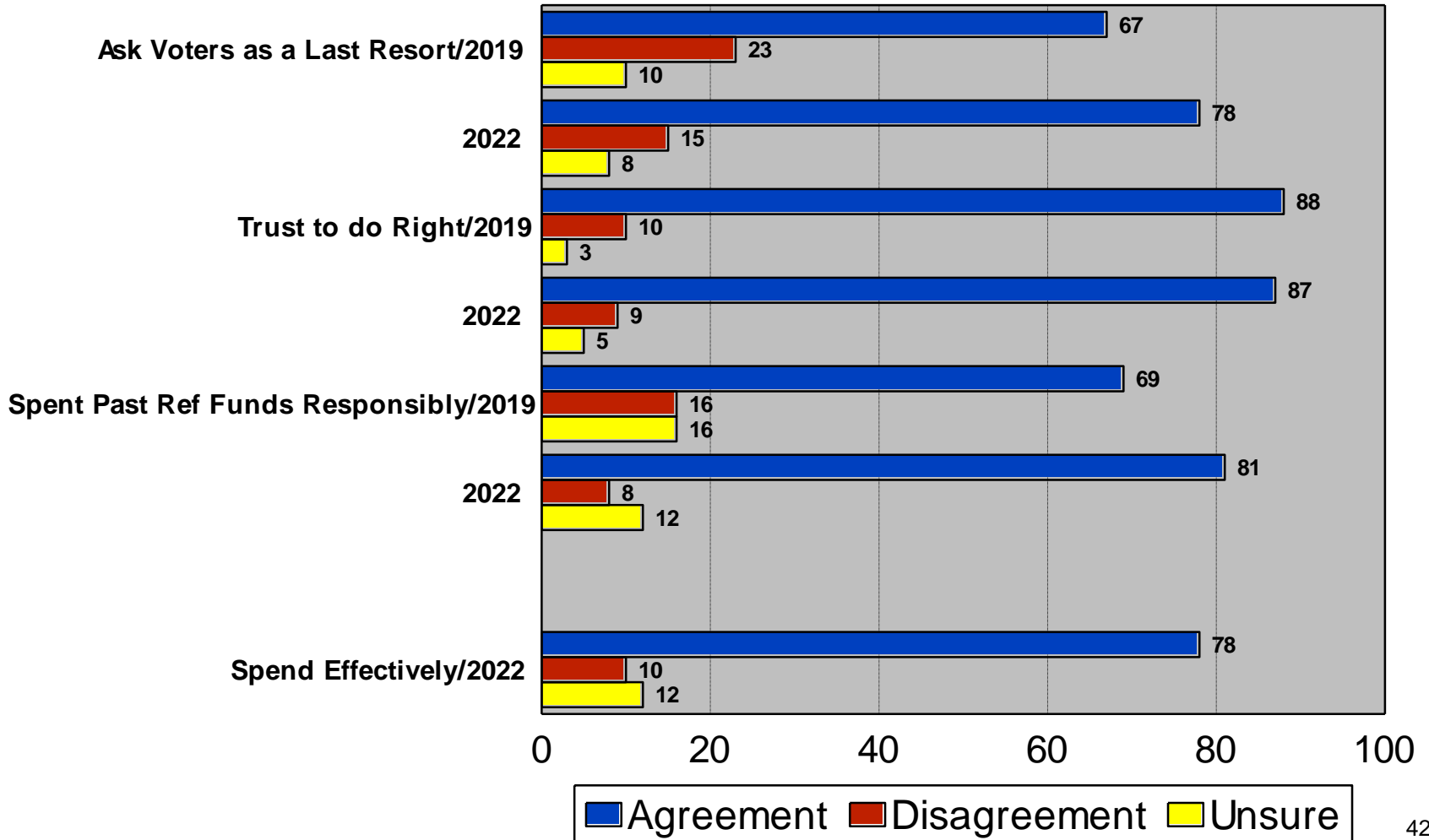
# Decreasing Class Sizes vs. Additional Student Services and Programs

2022 Osseo School District



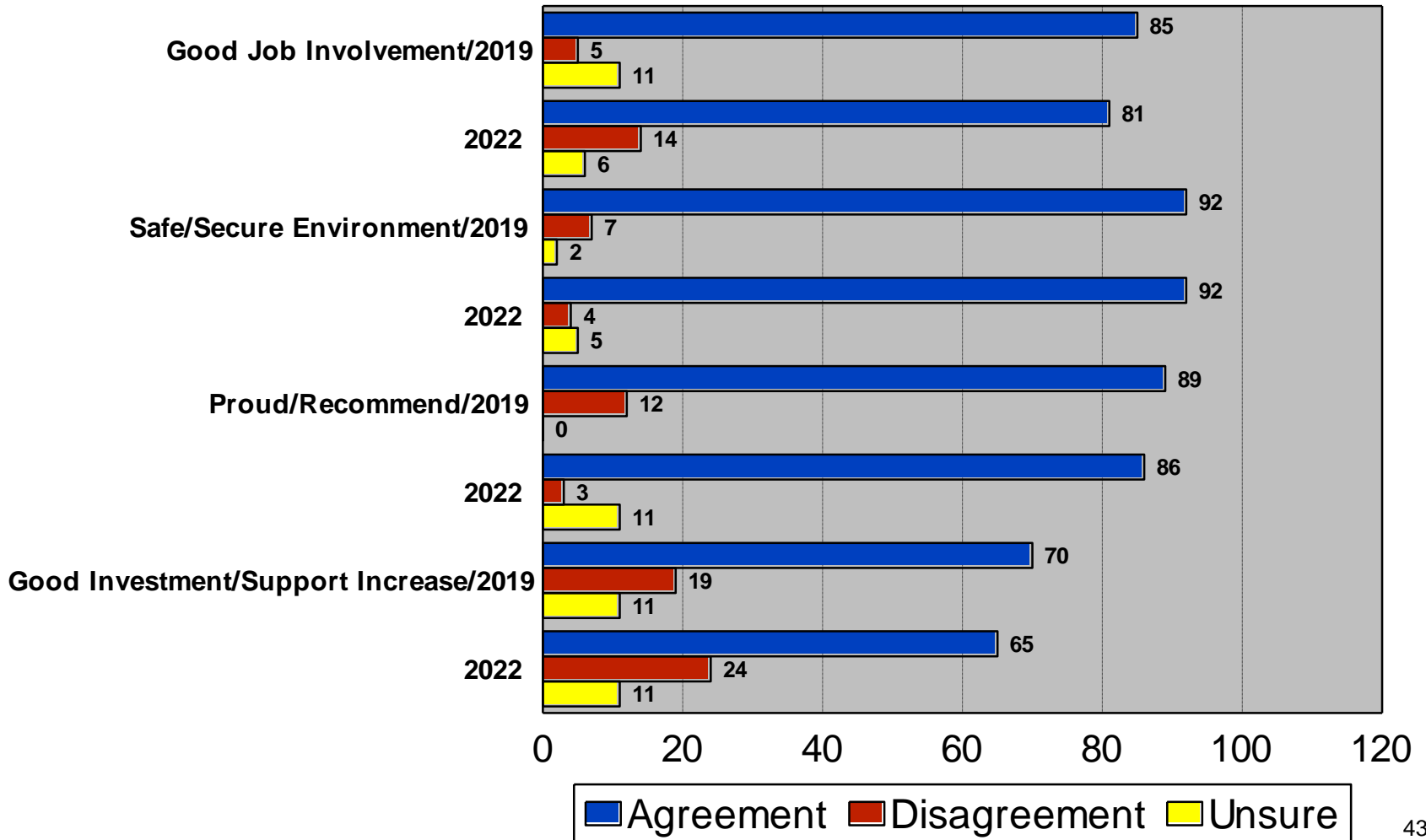
# Specific School District Perceptions I

## 2022 Osseo School District



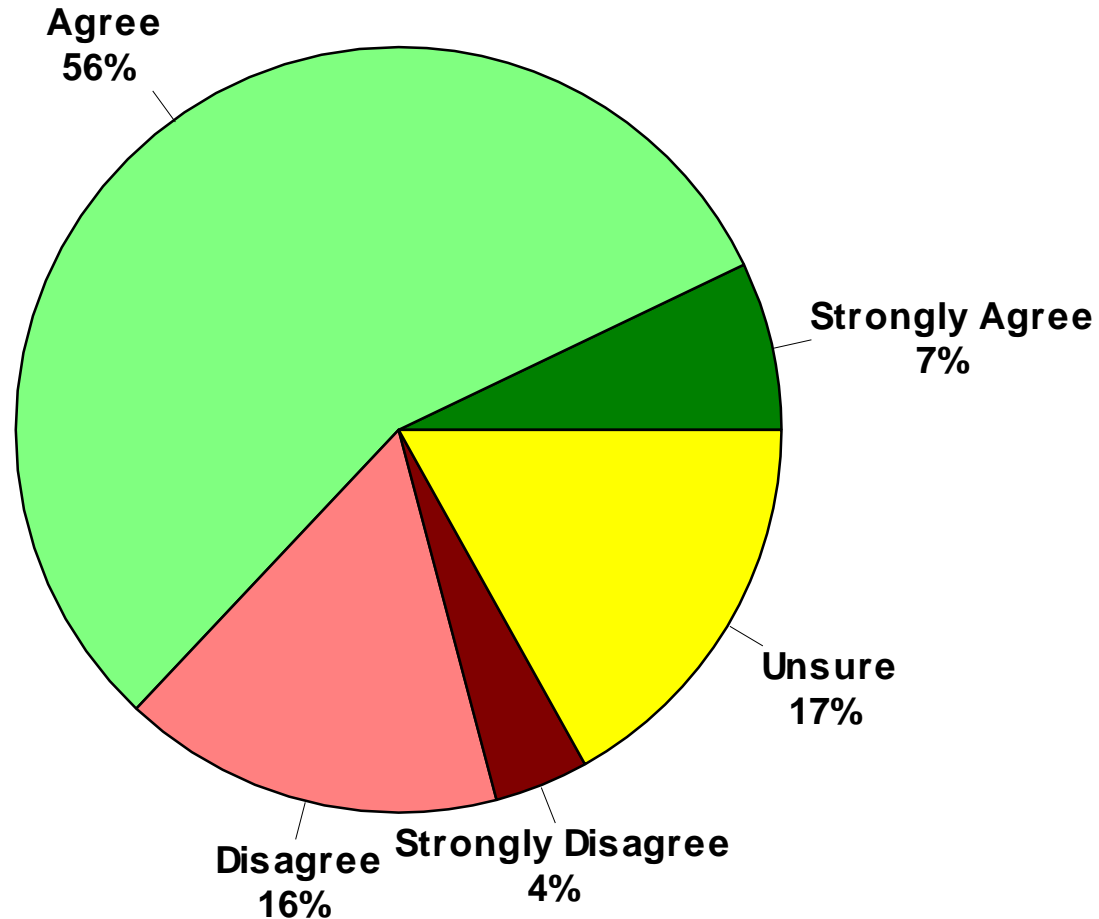
# Specific School District Perceptions II

## 2022 Osseo School District



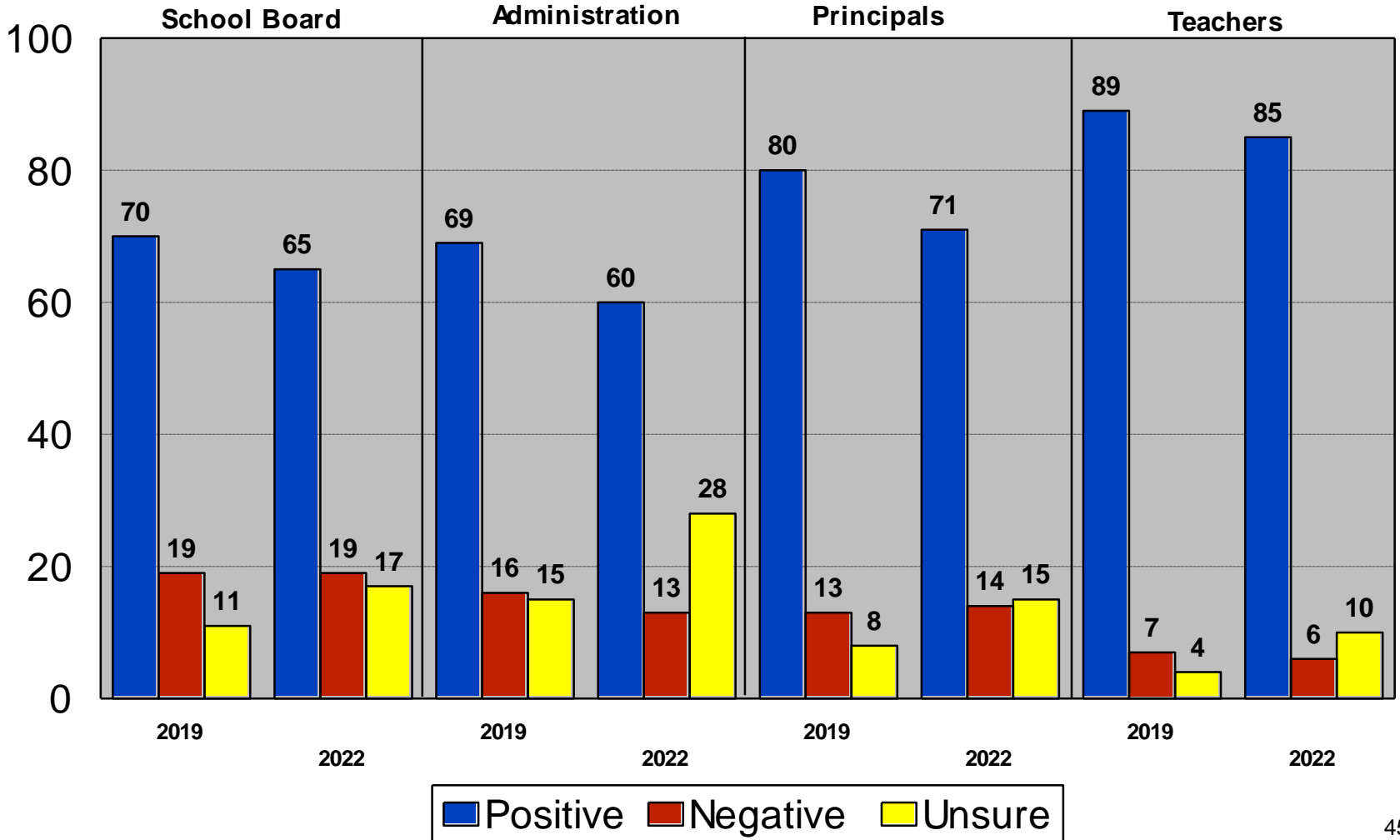
# Satisfied with Decision-Making

2022 Osseo School District



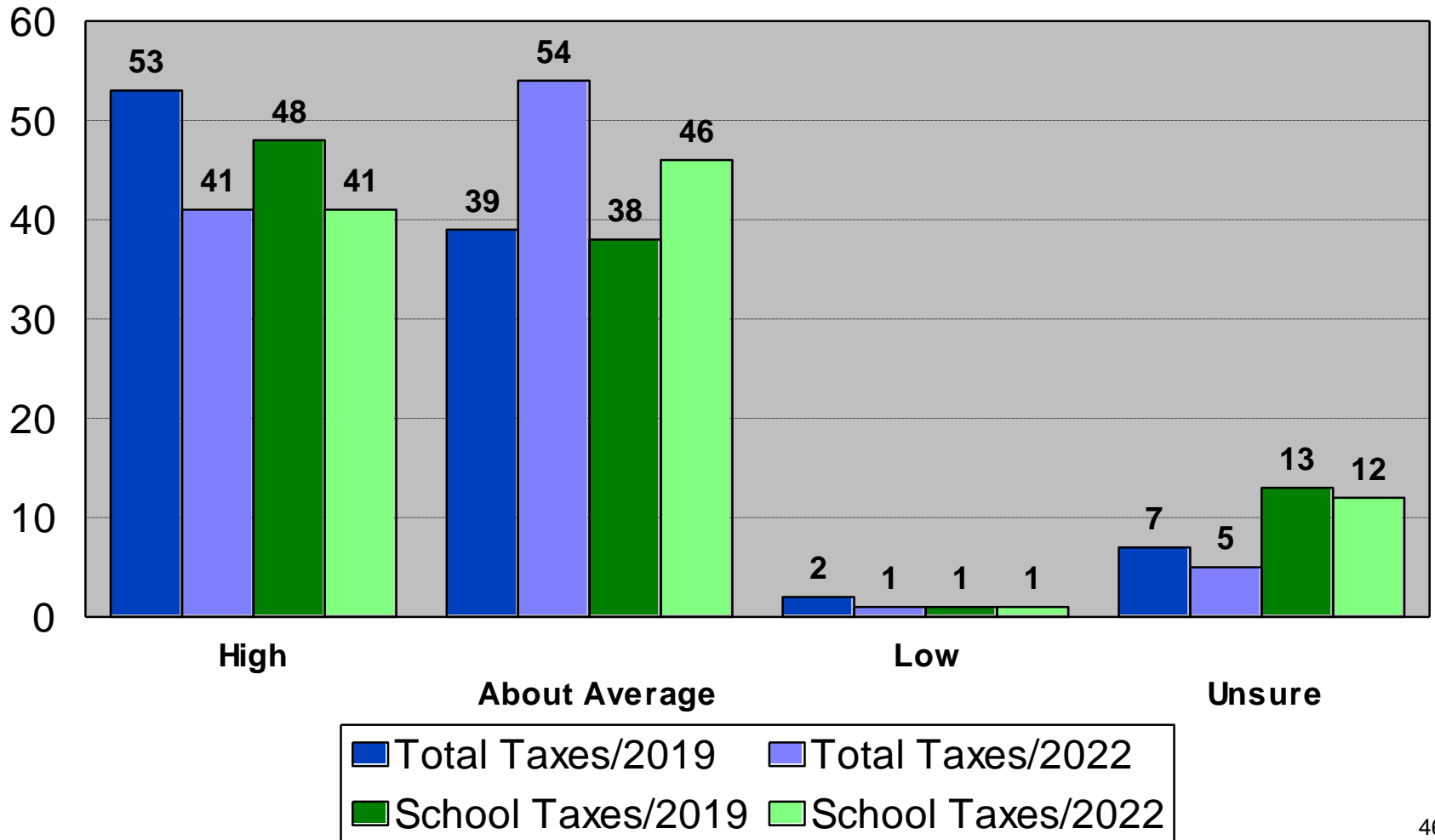
# Job Performance Ratings

2022 Osseo School District



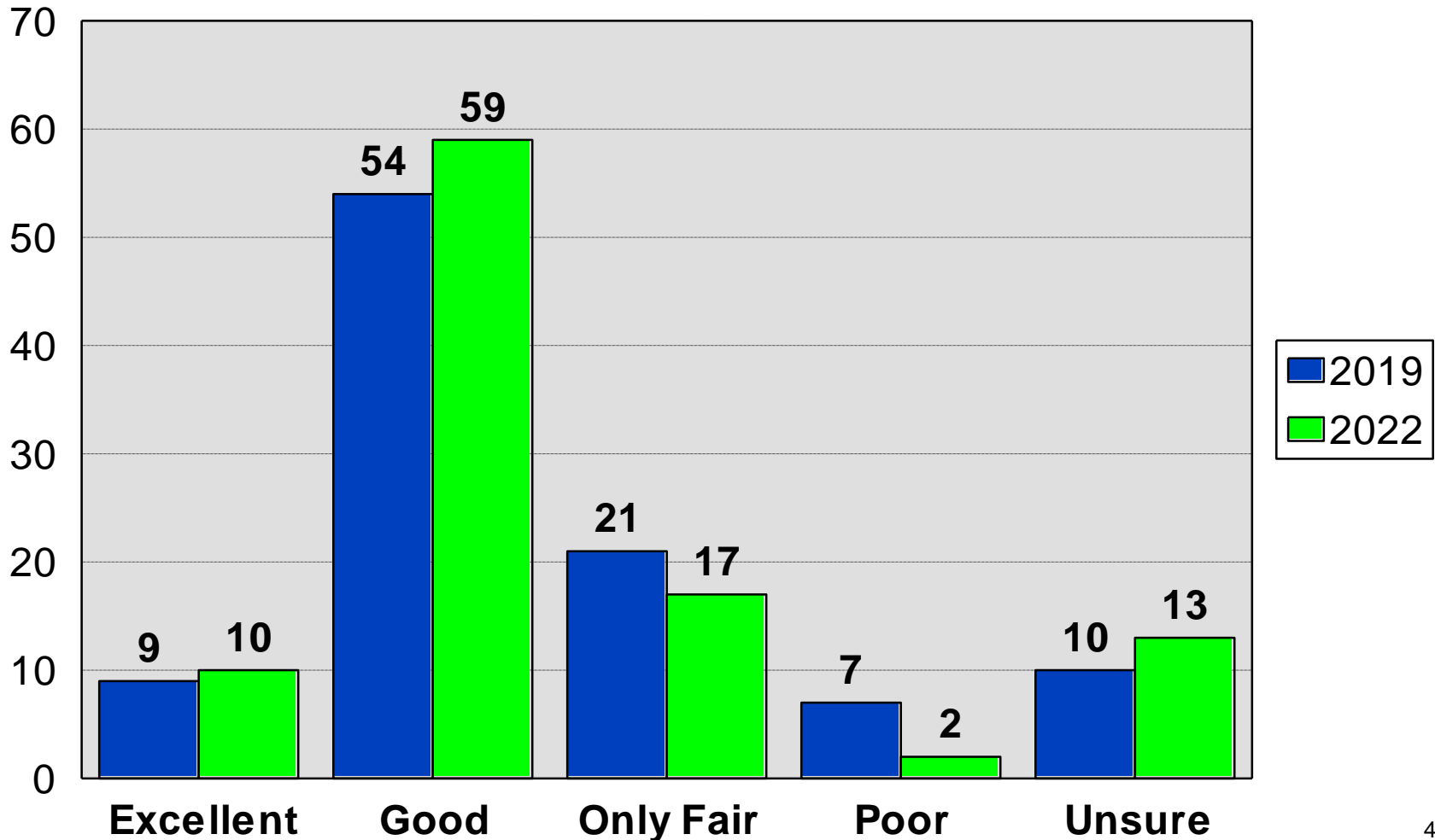
# Property Tax Comparisons

2022 Osseo School District



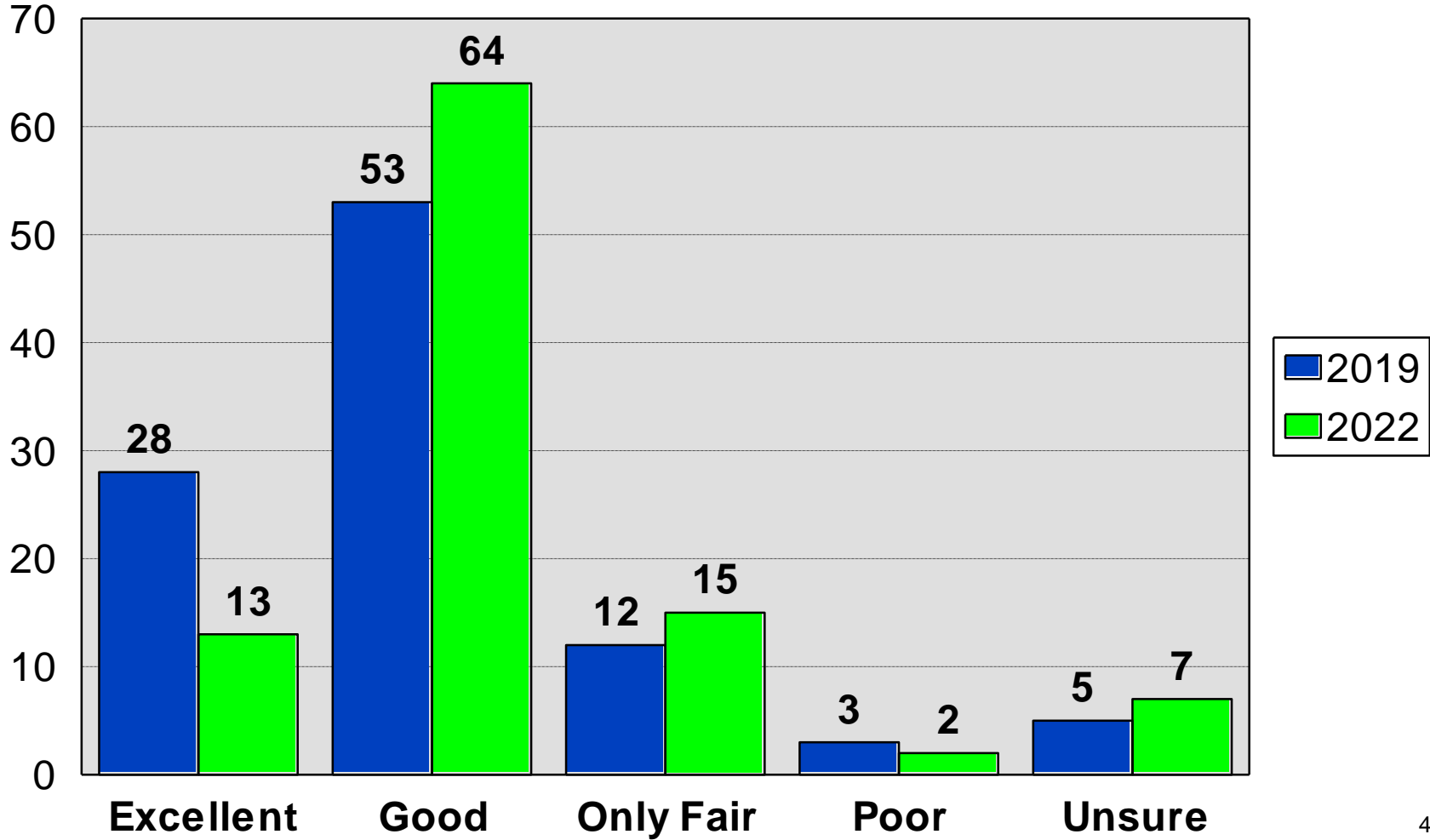
# Financial Management

2022 Osseo School District



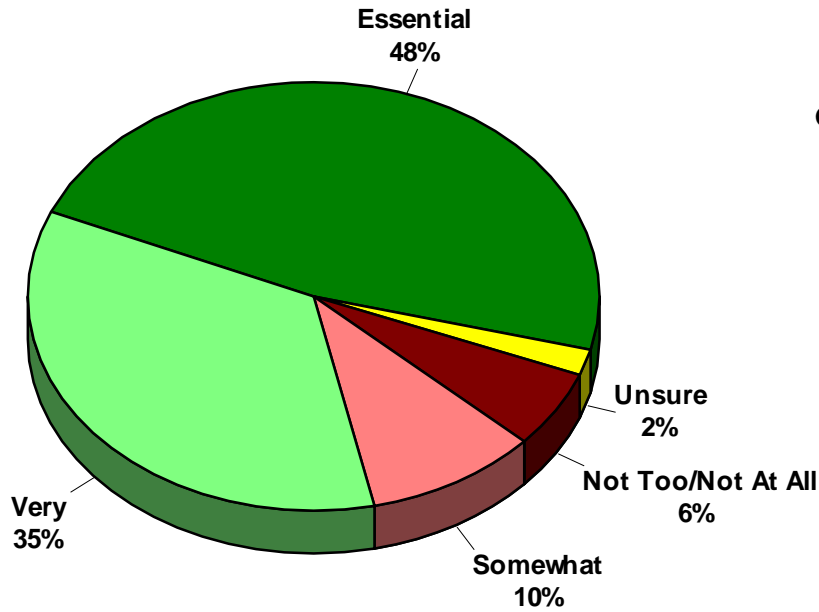
# Value Provided by District

2022 Osseo School District

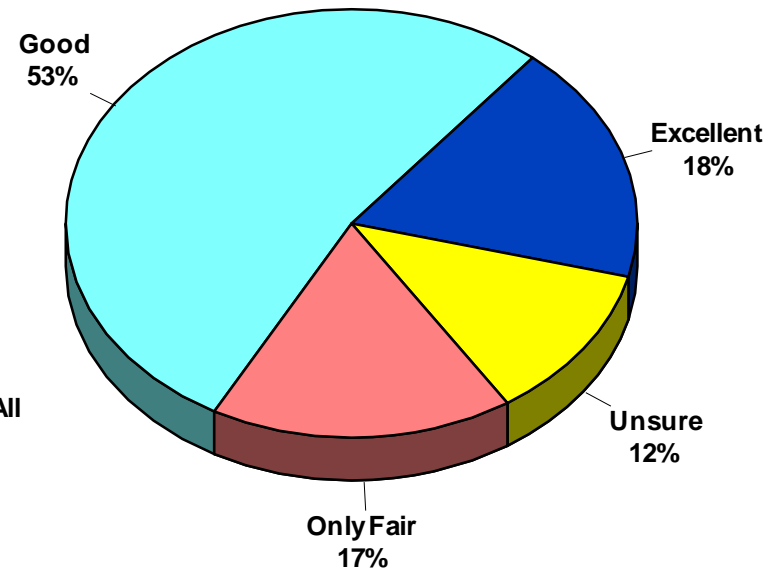


# Technology

2022 Osseo School District



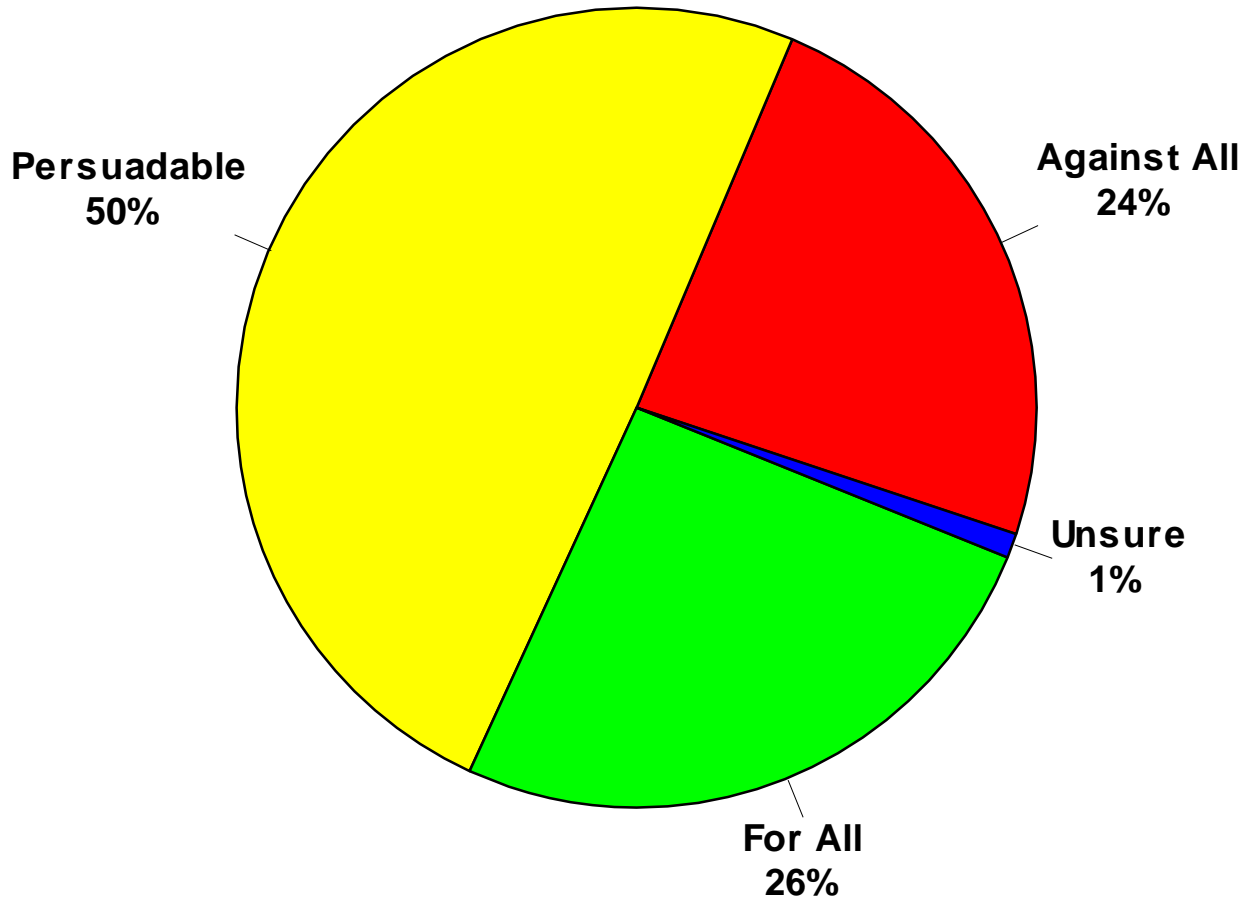
Importance to use for today's students



Rating of Osseo SD Technology

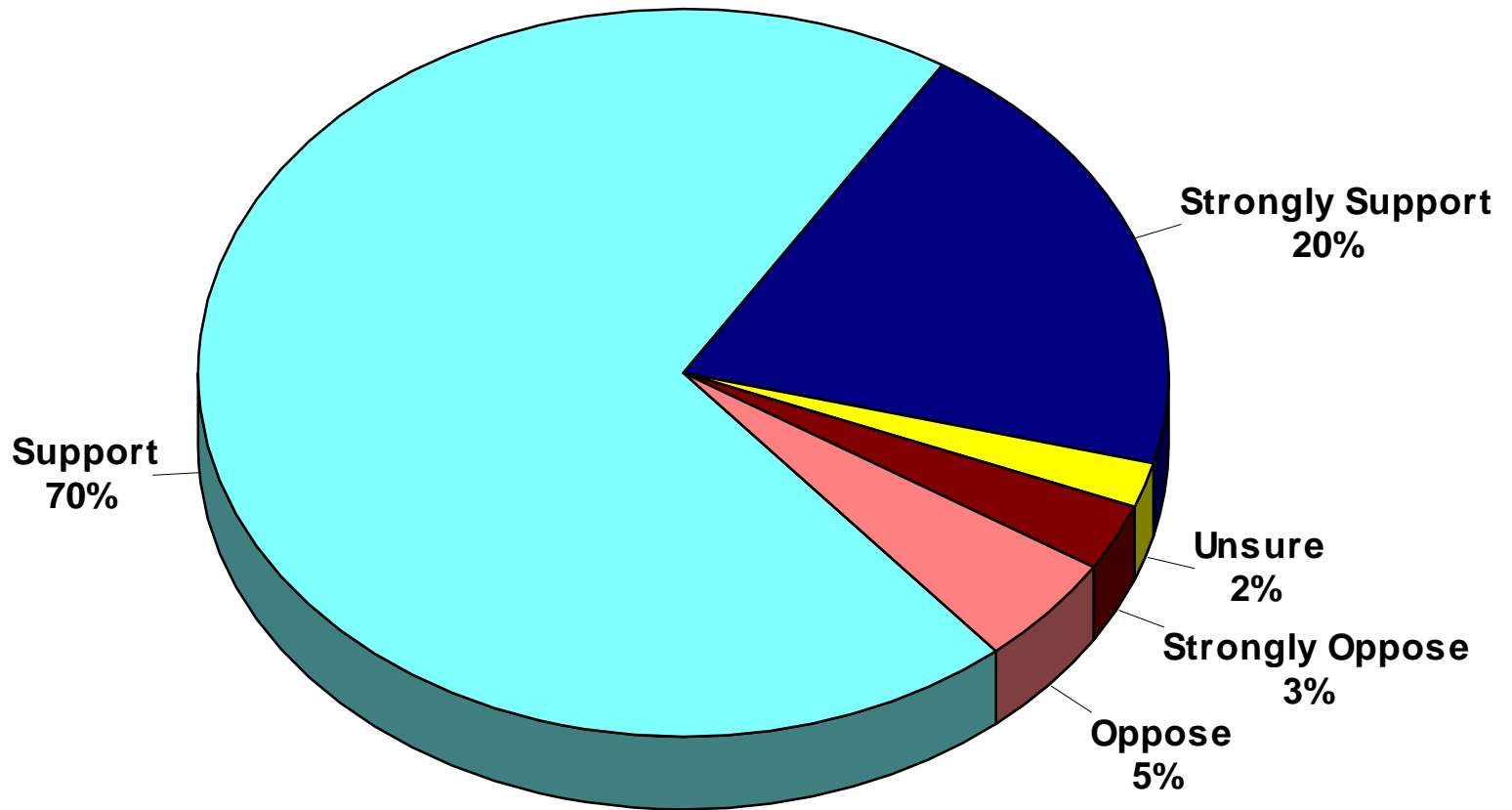
# Referendum Predisposition

2022 Osseo School District



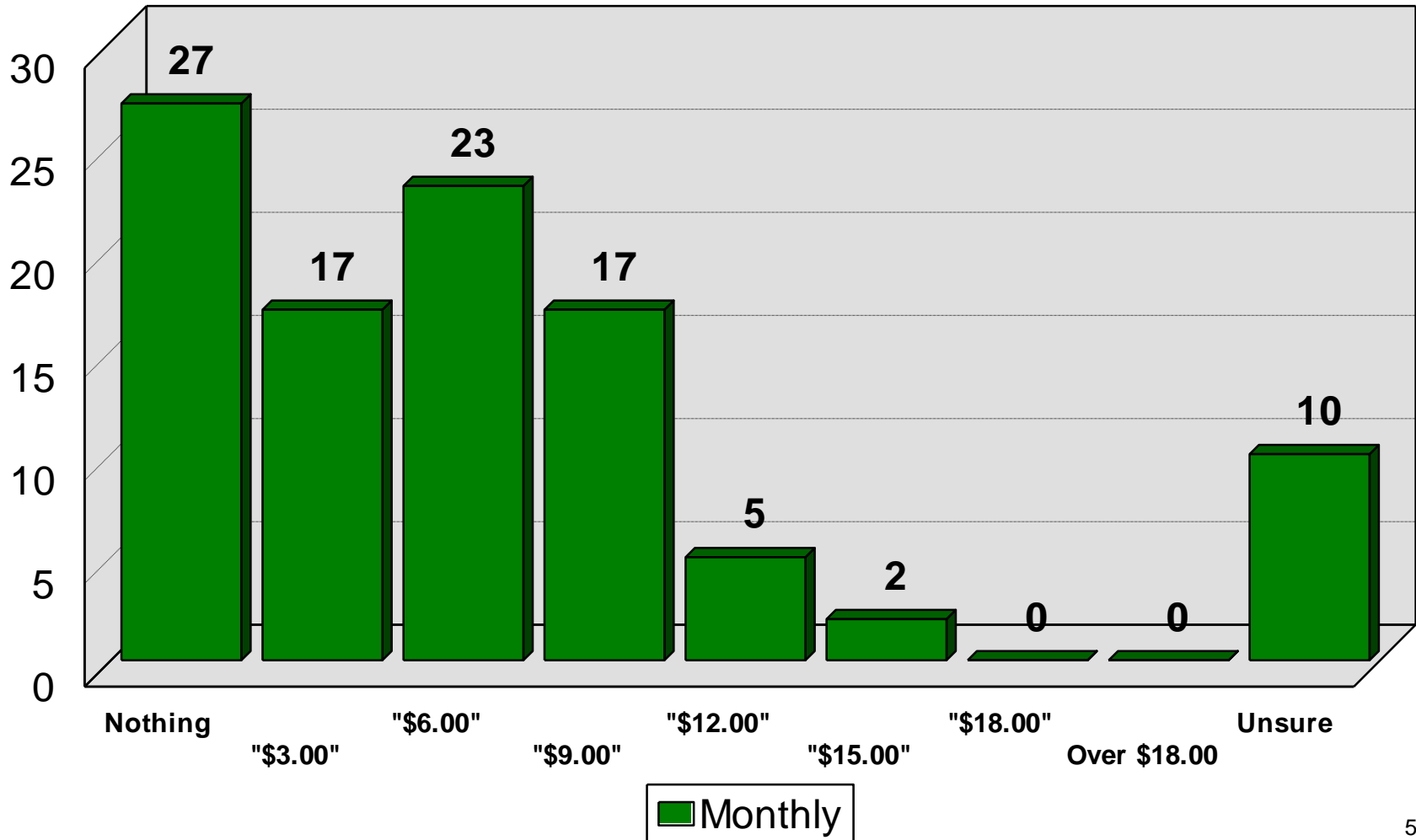
# \$35.5MM Operating Levy Renewal

2022 Osseo School District



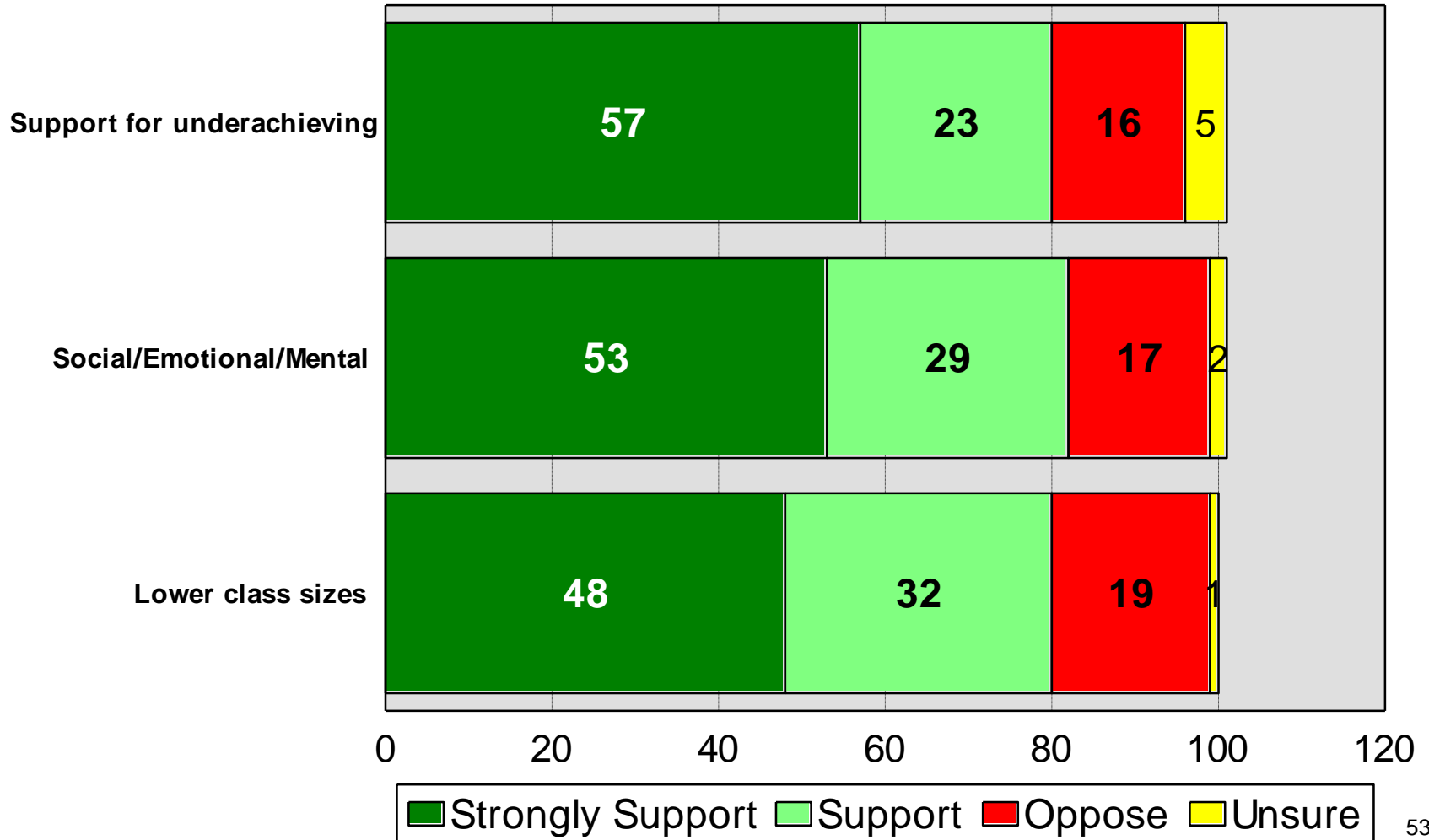
# Tax Increase for Operating Levy

2022 Osseo School District



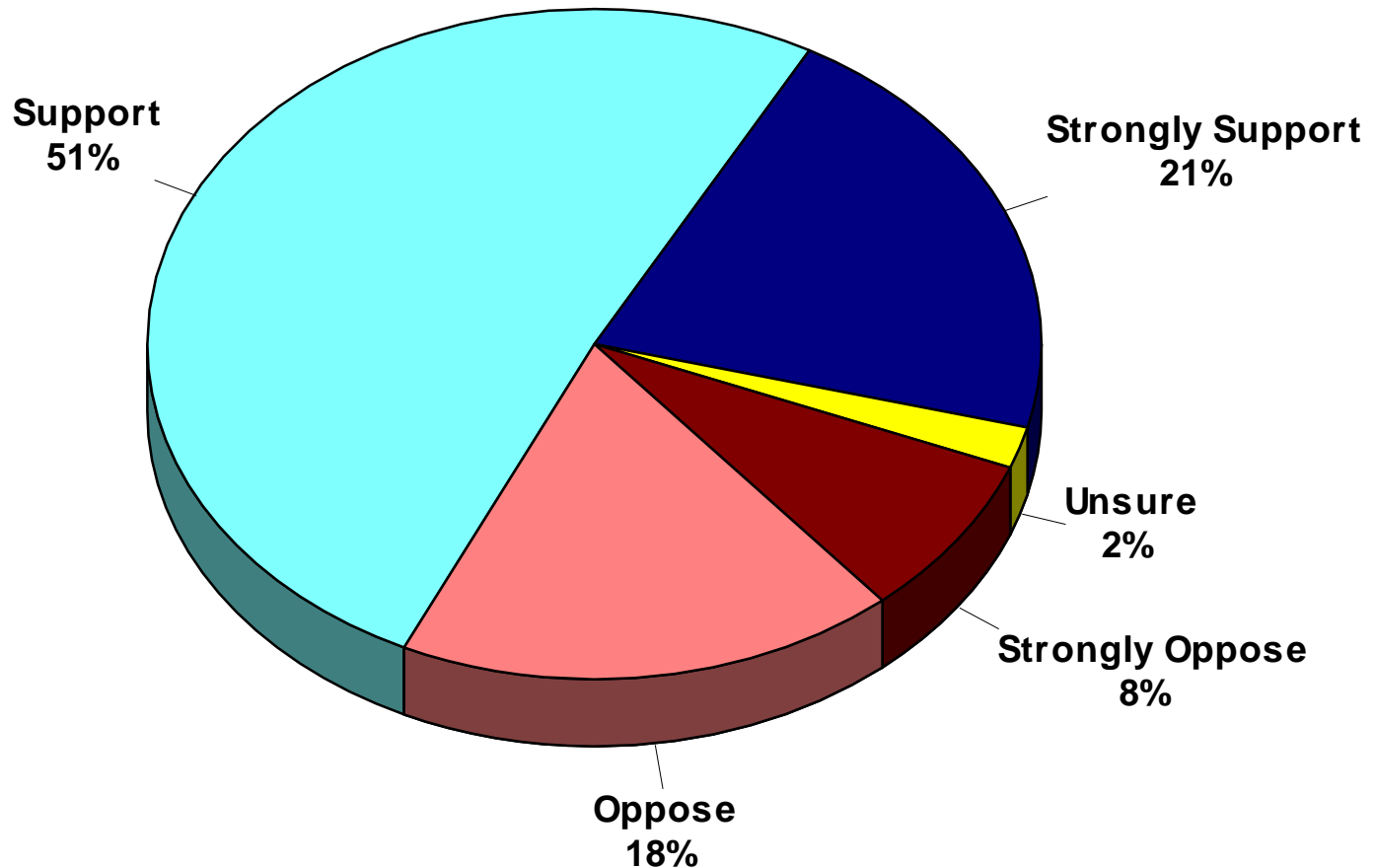
# Property tax increase for....

2022 Osseo School District



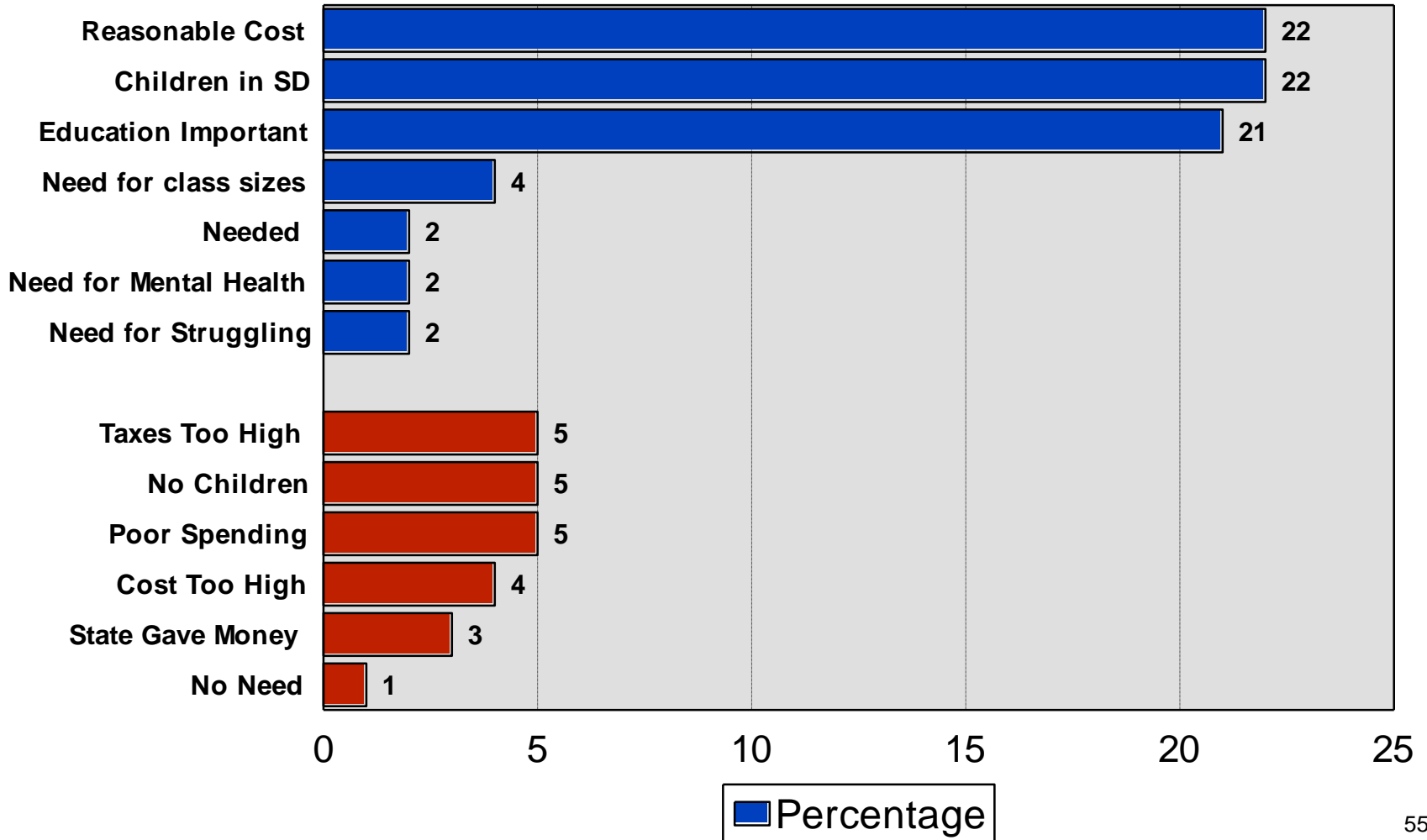
# \$318PPU Operating Levy

2022 Osseo School District



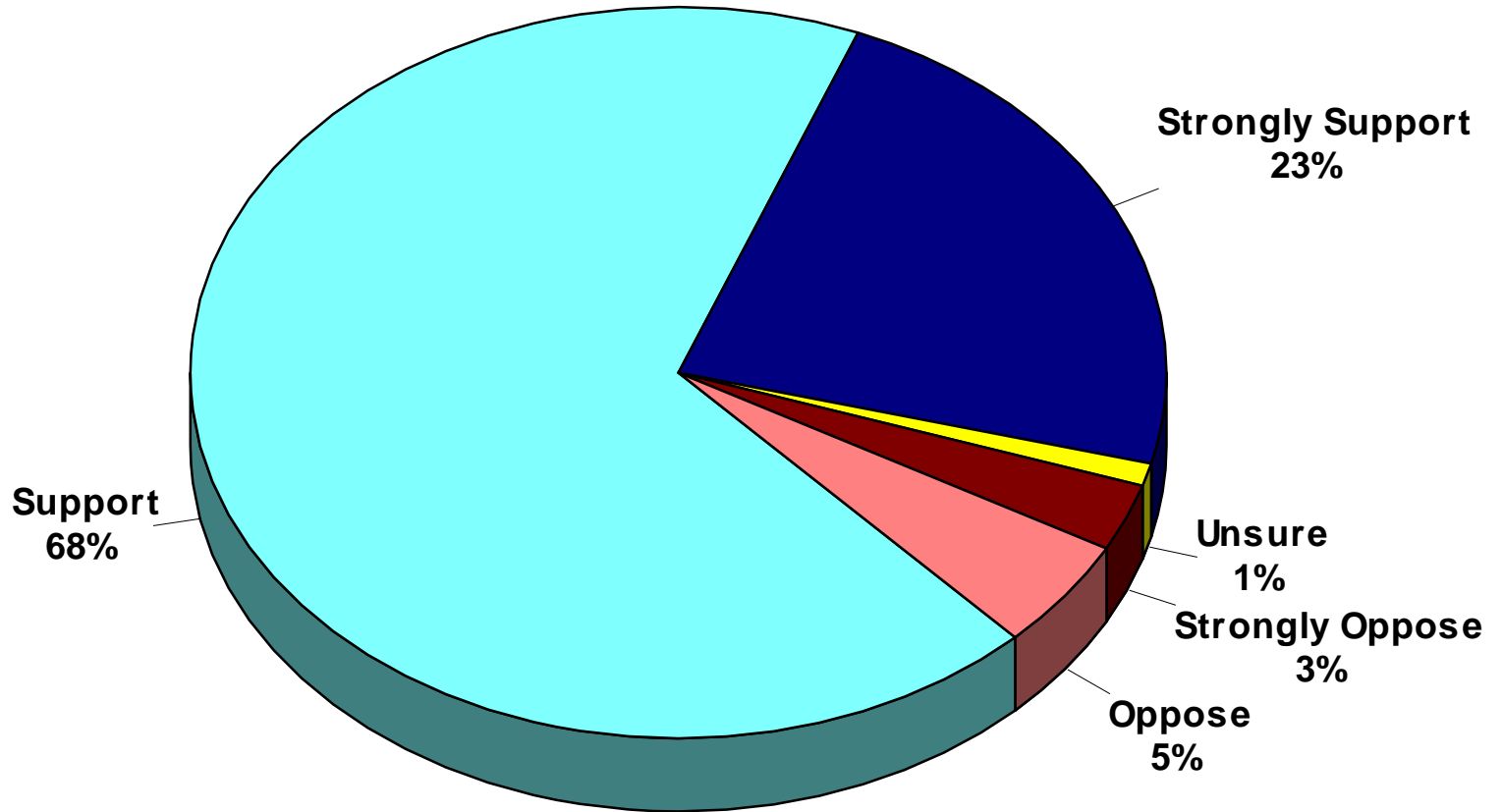
# Reason for Levy Position

2022 Osseo School District



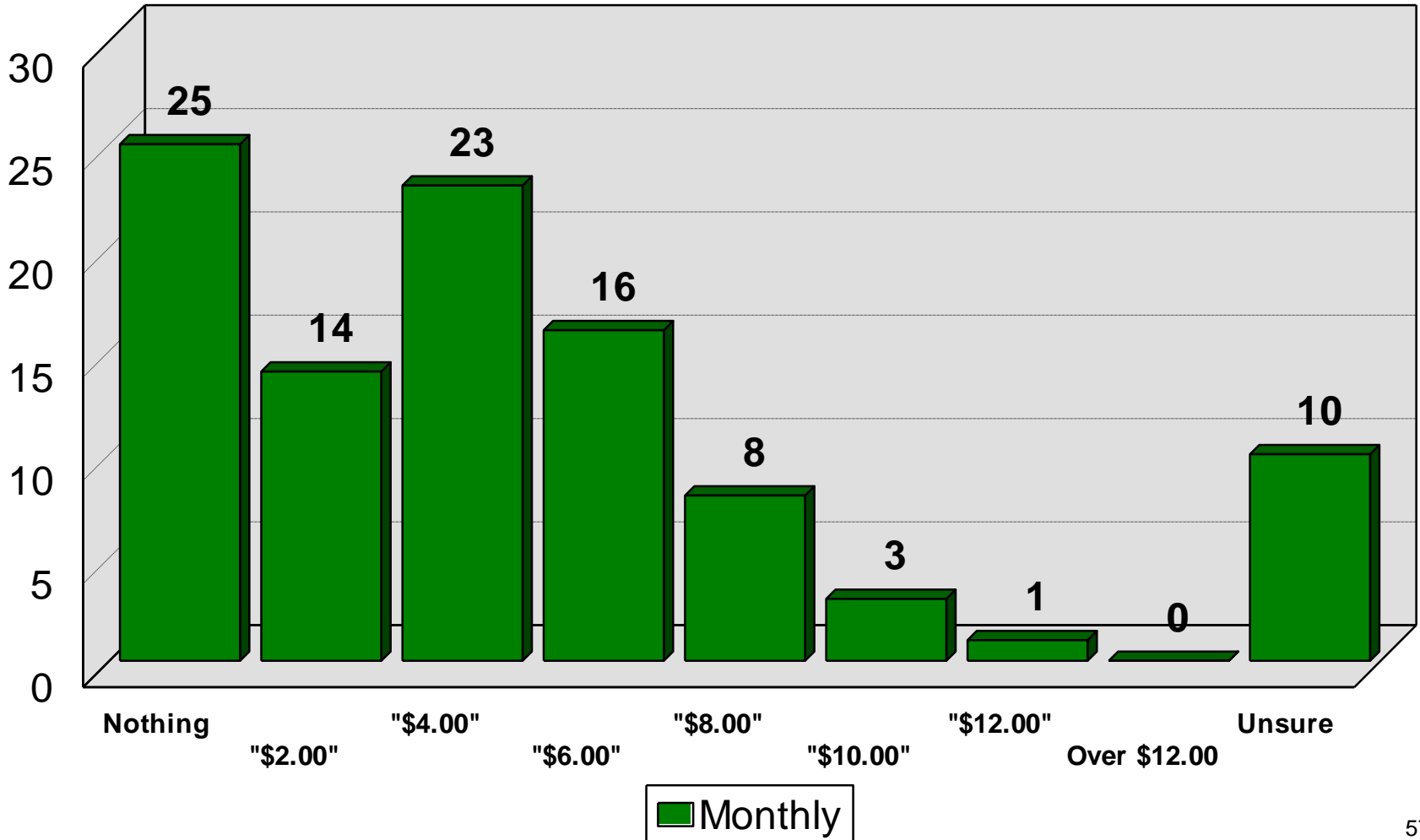
# \$8.8MM Technology Levy Renewal

2022 Osseo School District



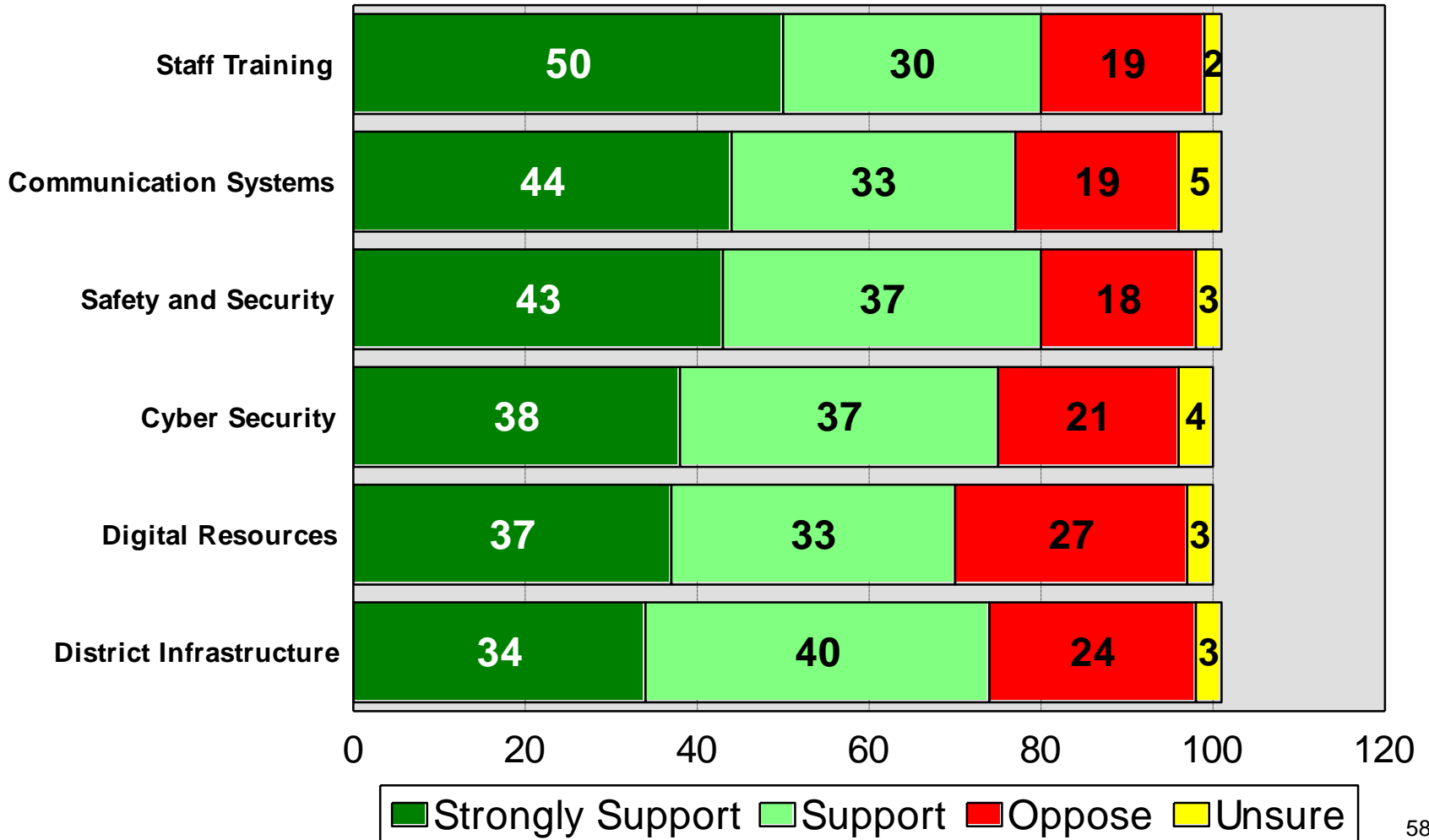
# Tax Increase for Technology

2022 Osseo School District



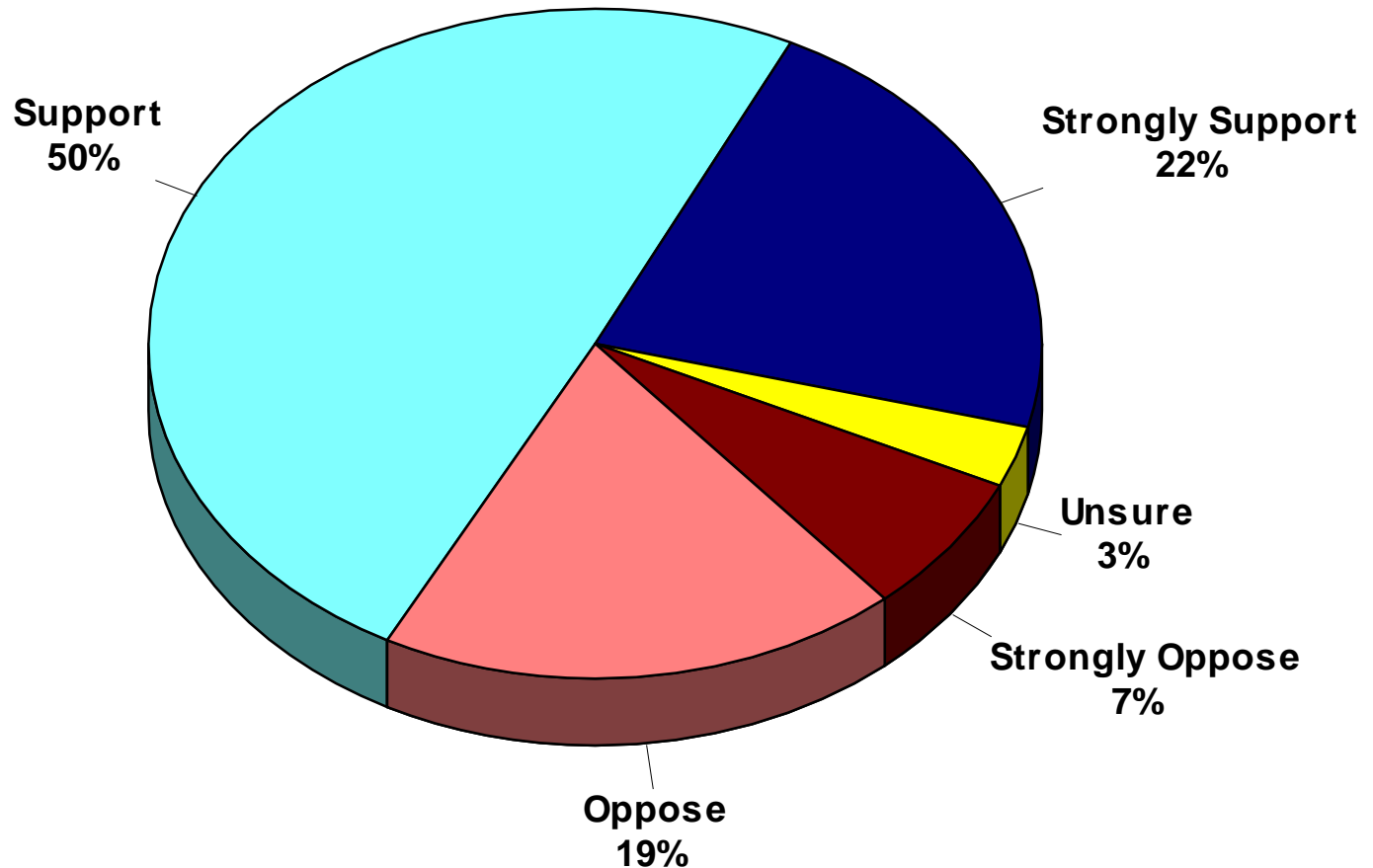
# Property tax increase for....

2022 Osseo School District



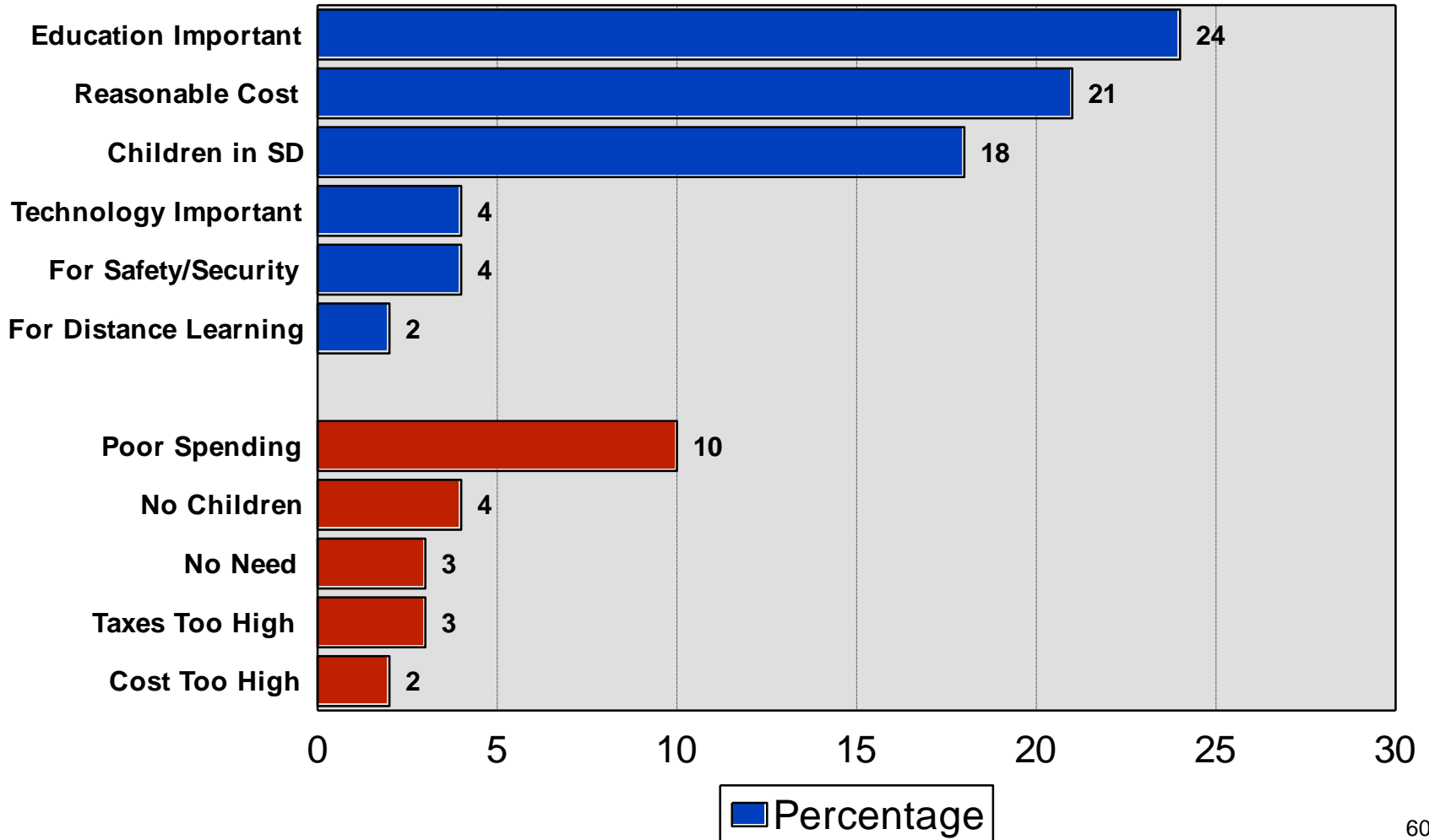
# \$11.1MM Technology Levy

2022 Osseo School District



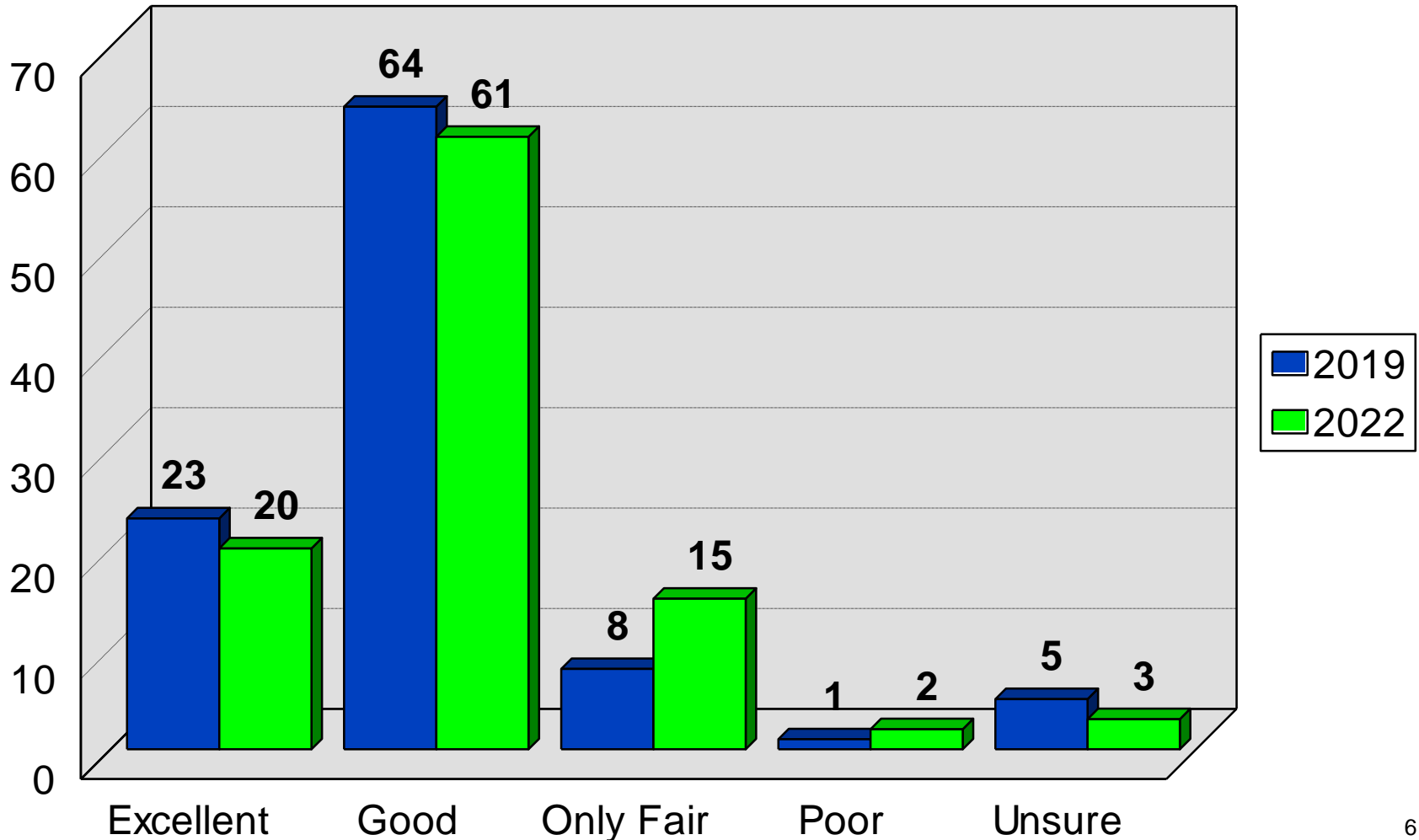
# Reason for Levy Position

2022 Osseo School District



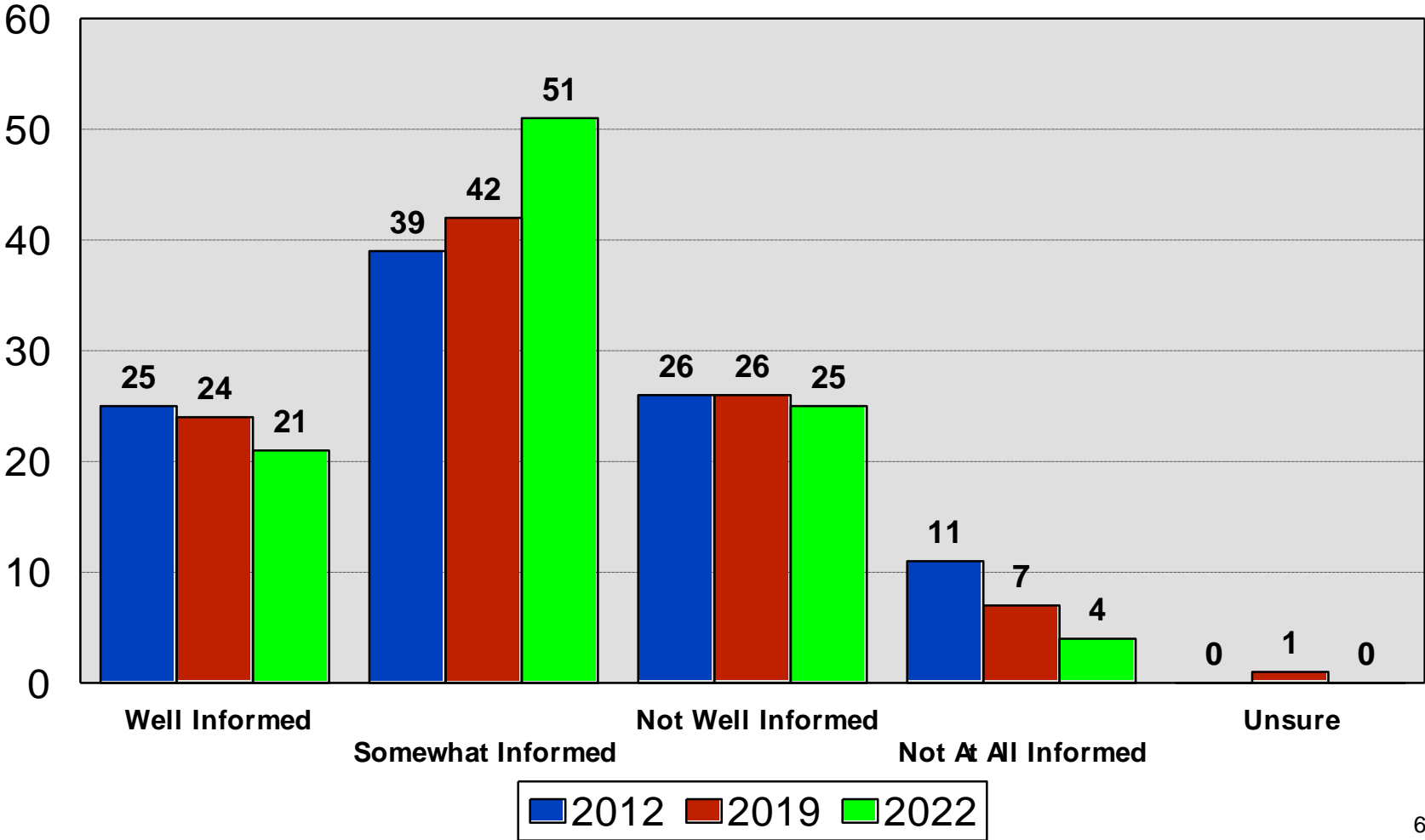
# Overall Communication Rating

2022 Osseo School District



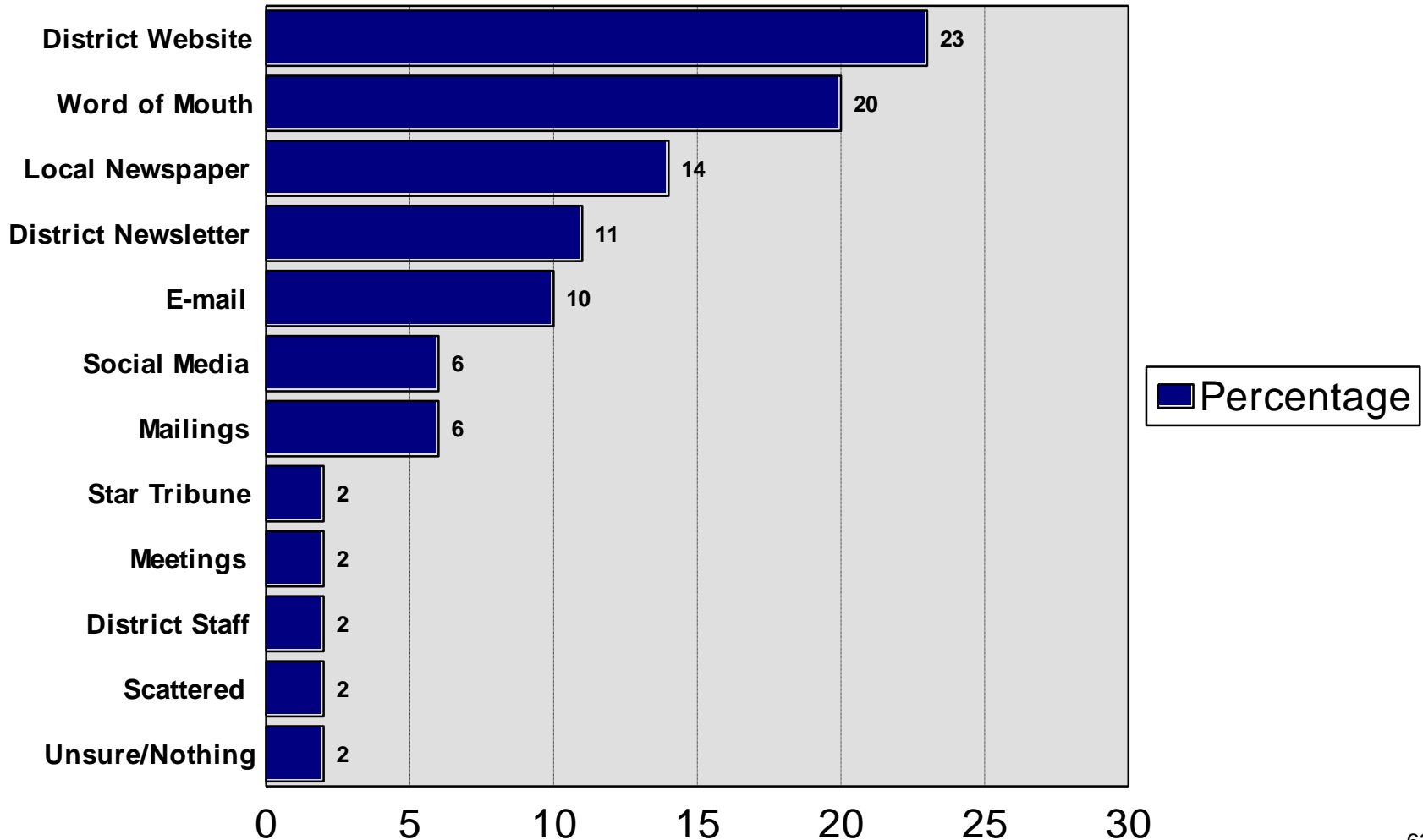
# Informed of Board/Administration Decisions

2022 Osseo School District



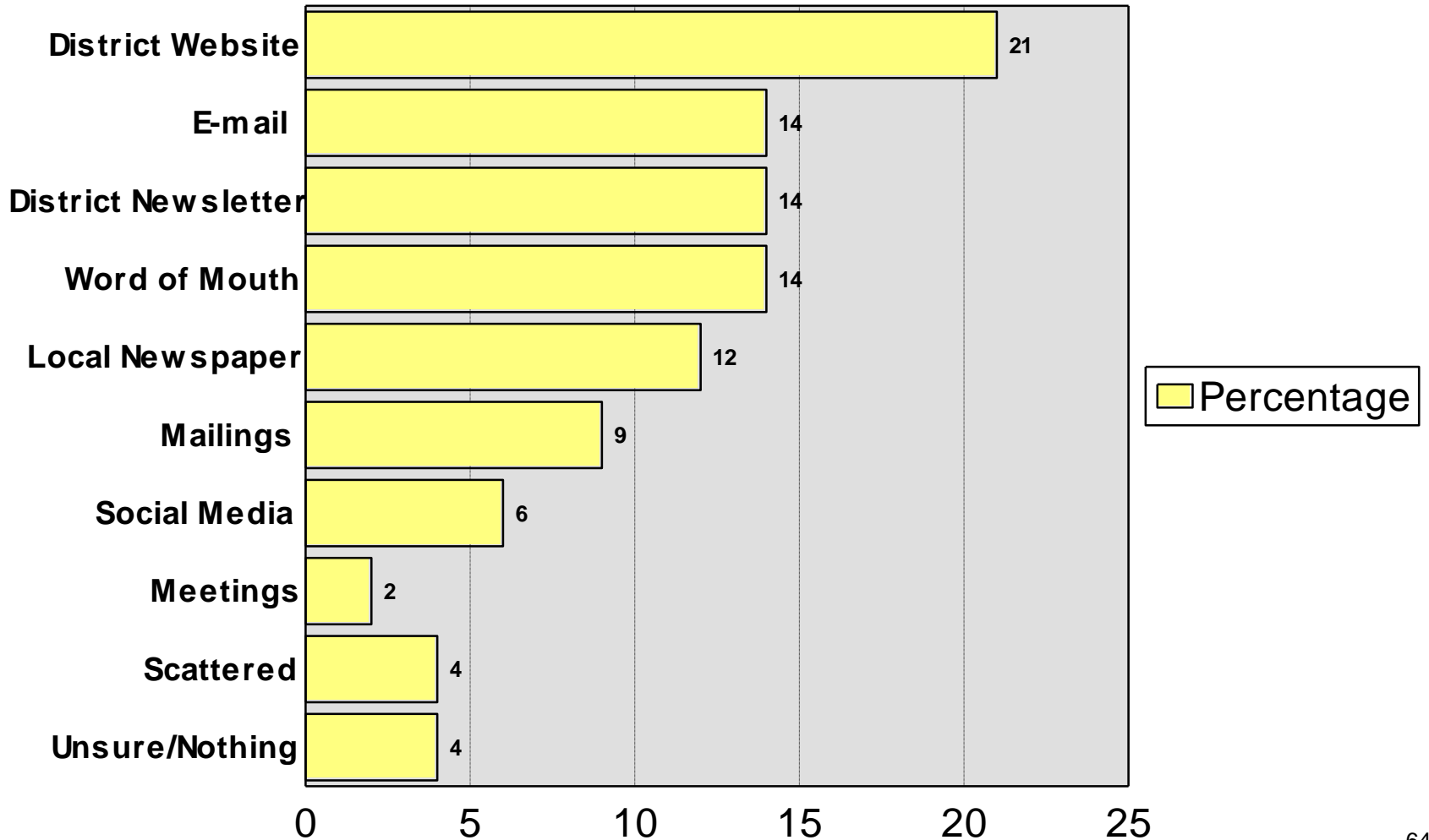
# Primary Source of Information

2022 Osseo School District



# Prefer to Receive Information

2022 Osseo School District



THE MORRIS LEATHERMAN COMPANY  
3128 Dean Court  
Minneapolis, Minnesota 55416

OSSEO SCHOOL DISTRICT  
RESIDENTIAL SURVEY  
FINAL JANUARY 2022

**PARENTS**  
**(N=400)**

Hello, I'm \_\_\_\_\_ of the Morris Leatherman Company, a national survey research firm located in Minneapolis. We are speaking with a random sample of residents about issues facing the Osseo School District. Even if you do not have children currently in schools, the Osseo School District Board and Administration are interested in your opinion and suggestions. I want to assure you that all individual responses will be held strictly confidential; only summaries of the entire sample will be reported.

- |   |                           |
|---|---------------------------|
| 1. Approximately, how many years have you lived in the Osseo School District? | LESS THAN FIVE YEARS..20% |
|   | 5.1 TO TEN YEARS.....29%  |
|   | 10.1 TO TWENTY YRS....35% |
|   | 20.1 TO THIRTY YRS....11% |
|   | OVER THIRTY YEARS.....6%  |
|   | DON'T KNOW/REFUSED.....0% |
| 2. Are you registered to vote at your current address?                        | YES.....95%               |
|   | NO.....5%                 |
|   | DON'T KNOW/REFUSED.....0% |
| 3. Did you vote in the November 2020 Presidential election?                   | YES.....86%               |
|   | NO.....14%                |
|   | DON'T KNOW/REFUSED.....0% |

As you may know, there are many types of elections. In Presidential and Gubernatorial elections, Minnesota has very high voter turnout. In off year and special elections, voter turnout is much lower.

- |  |                           |
|--|---------------------------|
| 4. In past elections, would you say you have always voted, often voted, rarely voted or never voted? | ALWAYS VOTED.....41%      |
|  | OFTEN VOTED.....34%       |
|  | RARELY VOTED.....15%      |
|  | NEVER VOTED.....10%       |
|  | DON'T KNOW/REFUSED.....0% |

If the School District proposed a referendum in the next year....

5. How likely are you to vote in a referendum - absolutely certain, very likely, 1/2-1/2, not too likely, or not at all likely?	ABSOLUTELY CERTAIN....35% VERY LIKELY.....37% 1/2-1/2.....15% NOT TOO LIKELY.....8% NOT AT ALL LIKELY.....5% DON'T KNOW/REF.....1%
---	---

Moving on....

6. How would you rate the quality of education provided by the Osseo School District -- excellent, good, only fair or poor?	EXCELLENT.....47% GOOD.....40% ONLY FAIR.....10% POOR.....3% DON'T KNOW/REFUSED.....1%
---	--

7. From what you have heard or seen, what do you like most about the Osseo School District?	UNSURE.....3% NOTHING.....2% PARENT INVOLVEMENT....13% GOOD TEACHERS.....35% BROAD CURRICULUM.....6% HIGH QUALITY EDUC.....11% DIVERSITY.....9% GOOD EDUCATION.....9% VARIETY OF PROGRAMS....4% GOOD COMMUNICATION....4% SCATTERED.....4%
---	---

8. And, what do you think is the most serious issue facing the Osseo School District?	UNSURE.....11% NOTHING.....9% LACK OF FUNDING.....10% BUDGET CUTS.....8% DIVERSITY.....4% LARGE CLASS SIZES.....14% LACK OF DISCIPLINE.....3% DECLINING QUALITY.....4% PANDEMIC.....25% STUDENT MENTAL HEALTH..4% SCATTERED.....8%
---	--

9. Do you think the overall quality of education provided by the Osseo School District is much better, somewhat better, about the same, somewhat worse, or much worse than five years ago?	MUCH BETTER.....8% SOMEWHAT BETTER.....30% ABOUT THE SAME.....32% SOMEWHAT WORSE.....13% MUCH WORSE.....1% DON'T KNOW/REFUSED....17%
--	---

10. And, compared to neighboring school districts, would you say the overall quality of education provided by the District is much better, somewhat better, about about the same, somewhat worse or much worse?

MUCH BETTER.....	8%
SOMEWHAT BETTER.....	32%
ABOUT THE SAME.....	41%
SOMEWHAT WORSE.....	9%
MUCH WORSE.....	1%
DON'T KNOW/REFUSED....	10%

11. Overall, do you think the Osseo School District meets the learning needs of all students, most students, only some students, or very few students?

ALL.....	43%
MOST.....	44%
ONLY SOME.....	9%
VERY FEW.....	3%
DON'T KNOW/REFUSED....	2%

IF "MOST," "ONLY SOME" OR "VERY FEW," ASK: (N=221)

12. What students do not have their learning needs met?

DON'T KNOW/REFUSED....	6%
AVERAGE.....	10%
STRUGGLING.....	26%
SPECIAL EDUCATION.....	16%
GIFTED AND TALENTED....	7%
AT-RISK.....	9%
ESL.....	9%
LOWER INCOME.....	7%
PEOPLE OF COLOR.....	2%
UNDERACHIEVERS.....	4%
SCATTERED.....	4%

Thinking about class sizes specifically....

In the 2019-2020 school year, the average class size in elementary schools was 24 students. The range for class sizes in elementary schools was between 25 and 33 students.

13. Do you think that is about the right amount, should it be lower or should it be higher?

RIGHT AMOUNT.....	47%
LOWER.....	53%
HIGHER.....	1%
DON'T KNOW/REFUSED....	0%

Next, the average class size in middle school for core subjects such as Math and English was 30 students. The target class size in middle schools is 33 students.

14. Do you think that is about the right amount, should it be lower or should it be higher?

RIGHT AMOUNT.....	43%
LOWER.....	54%
HIGHER.....	0%
DON'T KNOW/REFUSED....	3%

Finally, the average class size in high school for core subjects such as Math and English was 28 students. The target class size in high schools is 33 students.

- |   |                           |
|---|---------------------------|
| 15. Do you think that is about the right amount, should it be lower or should it be higher? | RIGHT AMOUNT.....51%      |
|   | LOWER.....45%             |
|   | HIGHER.....1%             |
|   | DON'T KNOW/REFUSED.....3% |

If the District decreased class sizes by one student across all grade levels, the additional cost would be approximately \$5.2 million per year. Instead, this funding could be used for additional student services and programs.

- |  |                           |
|--|---------------------------|
| 16. Would you prioritize funding for decreasing class sizes or would you prioritize funding for additional student services and programs? (WAIT FOR RESPONSE) Do you feel strongly that way? | CLASS SIZES/STRONGLY..11% |
|  | CLASS SIZES.....19%       |
|  | PROGRAMS.....37%          |
|  | PROGRAMS/STRONGLY.....29% |
|  | NEITHER (VOL.).....2%     |
|  | DON'T KNOW/REFUSED.....3% |

I would like to read you a short list of statements others have told us. For each one, please tell me whether you strongly agree, agree, disagree, or strongly disagree. If you don't know, just say so.

- |   |                            |
|---|----------------------------|
| 17. During the last few years, the Osseo School District Administration and Board have spent tax money spent tax money effectively and efficiently.   | STRONGLY AGREE.....4%      |
|   | AGREE.....71%              |
|   | DISAGREE.....7%            |
|   | STRONGLY DISAGREE.....1%   |
|   | DON'T KNOW/REFUSED.....17% |
| 18. When the Osseo School District asks voters to approve a property tax increase, it is only as a last resort after the Administration and School Board have considered all other budget alternatives. | STRONGLY AGREE.....8%      |
|   | AGREE.....68%              |
|   | DISAGREE.....8%            |
|   | STRONGLY DISAGREE.....2%   |
|   | DON'T KNOW/REFUSED.....15% |
| 19. I trust the Osseo School District Board and Administration to do what is right for students in this district.   | STRONGLY AGREE.....15%     |
|   | AGREE.....75%              |
|   | DISAGREE.....8%            |
|   | STRONGLY DISAGREE.....2%   |
|   | DON'T KNOW/REFUSED.....1%  |
| 20. The Osseo School District Board and Administration spent past bond referendum and operating levy referendum funds responsibly.  | STRONGLY AGREE.....5%      |
|   | AGREE.....67%              |
|   | DISAGREE.....7%            |
|   | STRONGLY DISAGREE.....1%   |
|   | DON'T KNOW/REFUSED.....20% |

21.	The Osseo School Board and Administration does a good job of involving community leaders, parents, interested citizens in decisions about the schools.	STRONGLY AGREE.....18% AGREE.....67% DISAGREE.....12% STRONGLY DISAGREE.....1% DON'T KNOW/REFUSED.....2%
22.	The District provides safe and secure learning environments for students and staff.	STRONGLY AGREE.....17% AGREE.....77% DISAGREE.....4% STRONGLY DISAGREE.....1% DON'T KNOW/REFUSED.....1%
23.	I am proud of the Osseo Area Schools and would recommend them to friends.	STRONGLY AGREE.....21% AGREE.....70% DISAGREE.....6% STRONGLY DISAGREE.....4% DON'T KNOW/REFUSED.....0%
24.	I am satisfied with the School District's decision-making?	STRONGLY AGREE.....6% AGREE.....67% DISAGREE.....19% STRONGLY DISAGREE.....3% DON'T KNOW/REFUSED.....5%

IF A RESPONSE IS GIVEN, ASK: (N=332)

25. Is there a specific issue you (agree/disagree) with the School District's decision-making? (IF "YES," ASK:)  
What is issue is that?

AGREE:

- HANDLING COVID PANDEMIC, 28%
- NO PROBLEMS, 17%
- MASK POLICY, 11%
- HIGH ACADEMIC STANDARDS, 4%
- ACADEMIC PROGRAMS OFFERED, 4%
- LISTEN/GOOD COMMUNICATION, 3%
- FINANCIAL MANAGEMENT, 2%
- GOOD ACADEMICS, 2%

DISAGREE:

- HANDLING COVID PANDEMIC, 10%
- FINANCIAL MANAGEMENT, 3%
- MASK POLICY, 3%

SCATTERED, 13%

26. The Osseo Area Public Schools are a good investment and I would support a property tax increase to protect that investment.	STRONGLY AGREE.....11% AGREE.....65% DISAGREE.....11% STRONGLY DISAGREE.....4% DON'T KNOW/REFUSED....10%
---	--

Changing topics....

27. How would you rate the job performance of the Osseo School District Board -- excellent, good, only fair, or poor?	EXCELLENT.....13% GOOD.....55% ONLY FAIR.....19% POOR.....5% DON'T KNOW/REFUSED.....8%
---	--

IF RATING IS GIVEN, ASK: (N=368)

28. Why did you rate them as (excellent/good/only fair/poor)?

FAVORABLE:

- HANDLING COVID PANDEMIC, 17%
- LISTEN/GOOD COMMUNICATION, 15%
- GOOD JOB/TRYING HARD, 7%
- NO PROBLEMS, 7%
- HIGH ACADEMIC STANDARDS, 4%
- FINANCIAL MANAGEMENT, 3%
- HIGH ACHIEVEMENT STATISTICS, 2%
- MASK POLICY, 2%

UNFAVORABLE:

- HANDLING COVID PANDEMIC, 9%
- DON'T LISTEN/POOR COMMUNICATION, 4%
- FINANCIAL MANAGEMENT, 2%
- MASK POLICY, 2%
- COULD IMPROVE, 2%
- LOWER ACADEMIC STANDARDS, 2%

DON'T KNOW/REFUSED, 3%  
 SCATTERED, 17%.

29. How would you rate the job performance of the District Administration - excellent, good, only fair or poor?	EXCELLENT.....12% GOOD.....60% ONLY FAIR.....12% POOR.....4% DON'T KNOW/REFUSED....13%
---	--

IF RATING IS GIVEN, ASK: (N=349)

30. Why did you rate them as (excellent/good/only fair/poor)?

FAVORABLE:

- LISTEN/GOOD COMMUNICATION, 21%
- HANDLING COVID PANDEMIC, 14%
- NO PROBLEMS, 13%
- GOOD JOB/TRYING HARD, 6%
- HIGH ACADEMIC STANDARDS, 4%
- FINANCIAL MANAGEMENT, 3%
- HELPFUL, 3%
- CARE ABOUT CHILDREN, 3%
- GOOD TEACHERS, 2%
- GOOD LEADERSHIP, 2%
- HIGH ACHIEVEMENT STATISTICS, 2%

UNFAVORABLE:

- HANDLING COVID PANDEMIC, 7%
- DON'T LISTEN/POOR COMMUNICATION, 3%
- LOW ACADEMIC STANDARDS, 3%
- TOO RELIANT ON TECHNOLOGY, 2%

UNSURE, 3%

SCATTERED, 9%.

31. How would you rate the job performance of the School Principals and Building level Administration -- excellent, good, only fair, or poor?	EXCELLENT.....32% GOOD.....55% ONLY FAIR.....9% POOR.....2% DON'T KNOW/REFUSED.....3%
---	---

32. How would you rate the District's teachers and instructional staff -- excellent, good, only fair, or poor?	EXCELLENT.....57% GOOD.....38% ONLY FAIR.....4% POOR.....1% DON'T KNOW/REFUSED.....1%
--	---

Changing topics....

33. In comparison with neighboring areas, do you consider total property taxes in your community to be very high, somewhat high, about average, somewhat low, or very low?	VERY HIGH.....7% SOMEWHAT HIGH.....32% ABOUT AVERAGE.....51% SOMEWHAT LOW.....1% VERY LOW.....0% DON'T KNOW/REFUSED.....10%
--	--

- |     |   |   |
|-----|---|---|
| 34. | In comparison with other neighboring school districts, do you think that just the portion of your property taxes that goes to funding the Osseo School District are very high, somewhat high, about average, somewhat low, or very low? | VERY HIGH.....6%<br>SOMEWHAT HIGH.....29%<br>ABOUT AVERAGE.....51%<br>SOMEWHAT LOW.....1%<br>VERY LOW.....0%<br>DON'T KNOW/REFUSED....14% |
| 35. | How would you rate the financial management of the Osseo Area School District -- excellent, good, only fair, or poor?   | EXCELLENT.....9%<br>GOOD.....58%<br>ONLY FAIR.....9%<br>POOR.....2%<br>DON'T KNOW/REFUSED....21%  |
| 36. | When you consider the property taxes you pay and the quality of education provided by the Osseo Area School District, would you rate the general value as excellent, good, only fair, or poor?  | EXCELLENT.....14%<br>GOOD.....65%<br>ONLY FAIR.....12%<br>POOR.....3%<br>DON'T KNOW/REFUSED....6%   |
| 37. | Do you think the Osseo Area Schools are adequately funded?  | YES.....35%<br>NO.....52%<br>DON'T KNOW/REFUSED....13%  |

Moving on....

- |     |   |  |
|-----|---|--|
| 38. | How important do you think the ability to use computers and other technology effectively and efficiently is for today's students -- absolutely essential, very important, somewhat important, not too important, or not at all important? | ABSOLUTELY ESSENTIAL..72%<br>VERY IMPORTANT.....17%<br>SOMEWHAT IMPORTANT.....7%<br>NOT TOO IMPORTANT.....2%<br>NOT AT ALL IMPORTANT...1%<br>DON'T KNOW/REFUSED.....1% |
|-----|---|--|

IF NOT "ABSOLUTELY ESSENTIAL," ASK: (N=109)

39. Why do think computers and technology are not absolutely essential for today's students?

UNSURE, 2%; NEED TRADITIONAL TEXTBOOKS, 11%; NOT LEARNING TRADITIONAL SKILLS, 24%; DOES NOT WORK FOR ALL KIDS, 4%; NEED TO BE IN-PERSON, 9%; NOT RELIABLE, 7%; TOO FOCUSED ON TECHNOLOGY, 17%; KIDS LEARN IN DIFFERENT WAYS, 5%; MORE HANDS-ON LEARNING, 4%; DISTRACTION FOR CHILDREN, 13%; SCATTERED, 5%.

40. From what you have heard or seen, how would you rate the technology opportunities available for students in the Osseo Area Schools excellent, good, only fair or poor?	EXCELLENT.....20% GOOD.....64% ONLY FAIR.....15% POOR.....1% DON'T KNOW/REFUSED.....1%
--	--

Continuing....

41. Which of the following three Statement best describes your feelings: A. I would vote against almost any tax increases for the schools; B. I would vote for a tax increase under some conditions, but against it under other conditions; C. I would vote for almost any tax increases for schools recommended by the School Board.	STATEMENT A.....12% STATEMENT B.....64% STATEMENT C.....22% NONE OF ABOVE.....0% DON'T KNOW/REFUSED.....1%
--	--

As you may know, operating levies are used to fund curriculum and program needs, salaries, class sizes, support staff, instructional materials, and co-curricular activities, both athletic and academic.

The School District will ask voters to renew an already-approved operating levy that provides the District with \$35.5 million for another ten years. This funding is 18% of the District's total operating budget.

If approved by voters, property owners would see no property tax increase as a result of the renewal. If the referendum were rejected, the School District would need to make significant cuts to programs and increase class sizes.

42. If the election were today, would you support or oppose this operating levy renewal? (WAIT FOR RESPONSE) Do you feel strongly that way?	STRONGLY SUPPORT.....21% SUPPORT.....73% OPPOSE.....3% STRONGLY OPPOSE.....2% DON'T KNOW/REFUSED.....2%
---	---

IF "OPPOSE" OR "STRONGLY OPPOSE," ASK: (N=19)

43. Could you tell me your reason for opposing this renewal?  
  
POOR SPENDING, 26%; NOT NEEDED, 5%; WANT TAX DECREASE, 21%; DISAGREE WITH COVID RESPONSE, 16%; DISTANCE LEARNING, 16%; DON'T SPEND AS PROMISED, 11%; SCATTERED, 5%.

This November, the Osseo Area School Board may also ask voters to increase the operating levy to provide additional funding for the schools.

44.	How much would you be willing to pay in additional property taxes in order to fund an increase in the operating levy? [SELECT RANDOM STARTING POINT; MOVE UP OR DOWN DEPENDING ON ANSWER] How about _____? [REPEAT]	NOTHING.....14% \$3 A MONTH.....18% \$6 A MONTH.....18% \$9 A MONTH.....16% \$12 A MONTH.....5% \$15 A MONTH.....3% \$18 A MONTH.....1% OVER \$18 A MONTH.....6% DON'T KNOW/REFUSED....20%
-----	---	--

I would like to read you a list of possible uses if the District received new funding from an operating levy. For each, please tell me if you would strongly support a property tax increase for that purpose, somewhat support, somewhat oppose, or strongly oppose a property tax increase for that purpose. If you have no opinion, feel free to say so. (ROTATE)

	STS	SMS	SMO	STO	DKR
45. Lower class sizes?	48%	40%	9%	3%	1%
46. Increased social, emotional and mental health programs and support for students?	52%	37%	7%	2%	2%
47. Provide additional support for underachieving students and students who are below grade level?	51%	41%	4%	2%	2%
48. Are there any other programs, services or uses of additional funding you would support a property tax increase for? (IF "YES," ASK:) What would that be?					
DON'T KNOW/REFUSED, 1%; NO, 69%; ARTS/MUSIC, 3%; EXTRA-CURRICULARS, 6%; COUNSELORS, 2%; SPECIAL EDUCATION, 5%; BASIC SKILLS, 2%; SCATTERED, 12%.					

Suppose the School District proposed an additional operating levy of \$318 per pupil unit for the next 10 years. The \$318 per pupil increase in the levy would provide the district with an additional \$7 million dollars per year. If additional funds were approved in a levy referendum later this year, they would be used to fund some of the improvements mentioned in the previous questions.

If successful, the owner of a \$250,000 home would see a monthly property tax increase of about \$7 per month or \$83 per year for ten years; the owner of a \$350,000 home would see a monthly increase of about \$8 per month or \$99 per year.

49. If the election were today, would you support or oppose this operating levy? (WAIT FOR RESPONSE) Do you feel strongly that way?	STRONGLY SUPPORT.....19% SUPPORT.....62% OPPOSE.....9% STRONGLY OPPOSE.....4% DON'T KNOW/REFUSED.....7%
---	---

IF A POSITION IS GIVEN (#1-#4), ASK: (N=370)

50. Could you tell me one or two reasons for your decision?	DON'T KNOW/REFUSED.....0% EDUCATION IMPORTANT...28% NEEDED.....3% COST IS REASONABLE...20% TAXES TOO HIGH.....3% COST IS TOO HIGH.....1% NOT NEEDED.....1% POOR SPENDING.....4% CHILDREN IN DISTRICT..31% FOR CLASS SIZES.....2% FOR STRUGGLING.....2% STATE GAVE MONEY.....2% SCATTERED.....3%
---	---

Continuing....

The School District will ask voters to renew an already-approved \$8.8 million Capital Projects Levy for Technology for another ten years this November.

If successful, property owners would see no property tax increase as a result of the renewal. If the referendum were rejected, the School District would need to make significant cuts in the use of technology in the curriculum and programs and cuts in the number of classroom teachers and support staff.

51. If the election were today, would you support or oppose this technology levy renewal? (WAIT FOR RESPONSE) Do you feel strongly that way?	STRONGLY SUPPORT.....22% SUPPORT.....70% OPPOSE.....3% STRONGLY OPPOSE.....2% DON'T KNOW/REFUSED.....4%
--	---

IF "OPPOSE" OR "STRONGLY OPPOSE," ASK: (N=16)

52. Could you tell me your reason for opposing this renewal?

POOR SPENDING, 19%; WANT TAX DECREASE, 6%; NO HAVE ENOUGH TECHNOLOGY, 6%; DISAGREE WITH COVID RESPONSE, 25%; DISTANCE LEARNING, 19%; POOR SPENDING, 13%; NOT NEEDED, 13%.

This November, the Osseo Area School Board may also ask voters to increase the Capital Project levy to provide additional funding for technology.

53. How much would you be willing to pay in additional property taxes in order to fund an increase for technology? [SELECT RANDOM STARTING POINT; MOVE UP OR DOWN DEPENDING ON ANSWER] How about _____? [REPEAT]	NOTHING.....13% \$2 A MONTH.....15% \$4 A MONTH.....20% \$6 A MONTH.....14% \$8 A MONTH.....8% \$10 A MONTH.....4% \$12 A MONTH.....1% OVER \$12 A MONTH.....5% DON'T KNOW/REFUSED....20%
--	---

I would like to read you a list of possible uses if the District received new funding from a Capital Projects levy. For each, please tell me if you would strongly support a property tax increase for that purpose, somewhat support, somewhat oppose, or strongly oppose a property tax increase for that purpose. If you have no opinion, feel free to say so. (ROTATE)

	STS	SMS	SMO	STO	DKR
54. Enhance safety and security, including security cameras, visitor management and digital communications.	46%	42%	7%	4%	2%
55. Update the district's infrastructure such as the wi-fi, servers, routers and wiring.	34%	49%	11%	3%	3%
56. Enhance cyber security for district technology.	37%	48%	7%	4%	4%
57. Acquire new digital resources to expand the use of technology for instruction.	37%	48%	5%	7%	4%
58. Expand staff training to more effectively use it in their teaching.	45%	44%	5%	4%	2%
59. Provide new and improved communication systems with parents and students.	43%	45%	7%	3%	3%

Suppose the School District asked residents to increase the current Capital Projects levy for technology by 2.3 million per year, for an 11.1 million dollar total. The funds would be used for some of the purposes mentioned above.

If successful, the owner of a \$250,000 home would see a monthly property tax increase of about \$2 per month or \$25 per year for ten years; the owner of a \$350,000 home would see a monthly increase of about \$3 per month or \$37 per year.

60.	If the election were today, would you support or oppose this Capital Projects levy? (WAIT FOR RESPONSE) Do you feel strongly that way?	STRONGLY SUPPORT.....19% SUPPORT.....64% OPPOSE.....9% STRONGLY OPPOSE.....4% DON'T KNOW/REFUSED.....5%
-----	--	---

IF A POSITION IS GIVEN (#1-#4), ASK: (N=379)

61.	Could you tell me one or two reasons for your decision?	DON'T KNOW/REFUSED.....0% EDUCATION IMPORTANT...31% NEEDED.....1% COST IS REASONABLE...24% TAXES TOO HIGH.....3% COST IS TOO HIGH.....1% NOT NEEDED.....3% POOR SPENDING.....5% CHILDREN IN DISTRICT..24% TECHNOLOGY IMPORTANT...3% FOR SAFETY/SECURITY...3% SCATTERED.....2%
-----	---	--

Turning to communications....

62.	Overall, how would you rate the job the School District does in communicating with residents -- excellent, good, only fair or poor?	EXCELLENT.....31% GOOD.....54% ONLY FAIR.....10% POOR.....4% DON'T KNOW/REFUSED.....2%
-----	---	--

63.	In general, how informed do you feel about decisions made by the School Board and Administration -- very informed, somewhat informed, not too informed, or not at all informed?	VERY INFORMED.....44% SOMEWHAT INFORMED.....45% NOT TOO INFORMED.....11% NOT AT ALL INFORMED....1% DON'T KNOW/REFUSED.....0%
-----	---	--

64. What is your primary source of information about the Osseo Area Schools?

NOTHING, 1%; DISTRICT NEWSLETTER, 7%; E-MAIL, 53%;  
DISTRICT WEBSITE, 25%; WORD OF MOUTH, 2%; SOCIAL MEDIA, 2%;  
DISTRICT STAFF, 2%; CHILDREN, 2%; CALLS/TEXTS, 3%;  
SCATTERED, 3%.

65. How would you prefer to receive information about the Osseo Area Schools?

DISTRICT NEWSLETTER, 7%; E-MAIL, 59%; DISTRICT WEBSITE, 22%; WORD OF MOUTH, 2%; SOCIAL MEDIA, 2%; DISTRICT STAFF, 2%; CALLS/TEXTS, 4%; SCATTERED, 2%.

Now, just a few more questions for demographic purposes....

66. What is your age, please? 18-24.....3%  
 25-34.....20%  
 35-44.....43%  
 45-54.....30%  
 55-64.....1%  
 65 AND OVER.....2%  
 REFUSED.....1%

67. Are there pre-schoolers in this household? YES.....34%  
 NO.....66%  
 REFUSED.....0%

68. Are there school-aged children in this household? (IF "YES," ASK:) NO.....0%  
 Do they attend public schools in this district, public schools in another district, parochial or private schools, charter schools, or home school? YES/OSSEO SD.....100%  
 YES/OTHER PUBLIC.....0%  
 YES/PAROCHIAL-PRIVATE..0%  
 YES/CHARTER SCHOOLS....0%  
 YES/HOME SCHOOL.....0%  
 COMBINATION (VOL).....0%  
 REFUSED.....0%

IF "NO," ASK: (N=0)

69. Have you ever had children in Osseo Public schools? YES.....NA  
 NO.....NA  
 DON'T KNOW/REFUSED.....NA

70. Do you own or rent your present residence? (IF "OWN," ASK:) Which of the following categories contains the approximate value of your residential property -- under \$250,000, \$250,000-\$350,000, \$350,000-\$450,000, or over \$450,000? RENT.....21%  
 OWN/UNDER \$250,000....13%  
 OWN/\$250K-\$350K.....37%  
 OWN/\$350K-\$450K.....15%  
 OWN/OVER \$450,000....10%  
 OWN/UNSURE.....2%  
 DON'T KNOW/REFUSED....3%

71. Which political party do you consider yourself most closely aligned with -- (ROTATE) Republican, Democrat, Independence Party, or Green Party?	REPUBLICAN.....24% DEMOCRAT.....39% INDEPENDENCE PARTY.....1% GREEN PARTY.....1% INDEPENDENT (VOL).....26% DON'T KNOW.....1% REFUSED.....9%
72. In politics, do you consider yourself to be (ROTATE) a conservative, a liberal, or a moderate? (IF "CONSERVATIVE" OR "LIBERAL," ASK:) Do you think of yourself as very (conservative/ liberal)? (IF "MODERATE," ASK:) Do you lean closer to conservative or liberal?	VERY CONSERVATIVE.....5% SOMEWHAT CONSERVATIVE.11% LEAN CONSERVATIVE.....7% MODERATE.....39% LEAN LIBERAL.....11% SOMEWHAT LIBERAL.....15% VERY LIBERAL.....3% SOMETHING ELSE.....1% DON'T KNOW/REFUSED.....9%
73. Which of the following categories represents your ethnicity -- White, African-American, Hispanic-Latino, Asian-Pacific Islander, Native American, or something else? (IF "SOMETHING ELSE," ASK:) What would that be?	WHITE.....52% AFRICAN-AMERICAN.....24% HISPANIC-LATINO.....4% ASIAN-PACIFIC ISLAND..13% NATIVE AMERICAN.....2% SOMETHING ELSE.....0% MULTI/BI-RACIAL.....5% DON'T KNOW.....0% REFUSED.....0%
74. Finally, thinking about your household finances, how would you describe your financial situation, would you say that -- A) Your monthly expenses are exceeding your income; B) You are meeting your monthly expenses but are putting aside little or no savings; C) You are managing comfortably while putting some money aside; D) Managing very well?	STATEMENT A.....5% STATEMENT B.....28% STATEMENT C.....46% STATEMENT D.....18% DON'T KNOW/REFUSED.....3%
75. Gender	MALE.....38% FEMALE.....62%
76. Region of School District.	BROOKLYN CENTER.....8% BROOKLYN PARK.....36% MAPLE GROVE.....45% CORCORAN/OSSEO/ PLYMOUTH.....11%

THE MORRIS LEATHERMAN COMPANY  
3128 Dean Court  
Minneapolis, Minnesota 55416

OSSEO SCHOOL DISTRICT  
RESIDENTIAL SURVEY  
FINAL JANUARY 2022

**OVERALL**  
**(N=400)**

Hello, I'm \_\_\_\_\_ of the Morris Leatherman Company, a national survey research firm located in Minneapolis. We are speaking with a random sample of residents about issues facing the Osseo School District. Even if you do not have children currently in schools, the Osseo School District Board and Administration are interested in your opinion and suggestions. I want to assure you that all individual responses will be held strictly confidential; only summaries of the entire sample will be reported.

- |   |                           |
|---|---------------------------|
| 1. Approximately, how many years have you lived in the Osseo School District? | LESS THAN FIVE YEARS..13% |
|   | 5.1 TO TEN YEARS.....25%  |
|   | 10.1 TO TWENTY YRS....28% |
|   | 20.1 TO THIRTY YRS....17% |
|   | OVER THIRTY YEARS.....18% |
|   | DON'T KNOW/REFUSED.....0% |
| 2. Are you registered to vote at your current address?                        | YES.....96%               |
|   | NO.....3%                 |
|   | DON'T KNOW/REFUSED.....1% |
| 3. Did you vote in the November 2020 Presidential election?                   | YES.....80%               |
|   | NO.....20%                |
|   | DON'T KNOW/REFUSED.....0% |

As you may know, there are many types of elections. In Presidential and Gubernatorial elections, Minnesota has very high voter turnout. In off year and special elections, voter turnout is much lower.

- |  |                           |
|--|---------------------------|
| 4. In past elections, would you say you have always voted, often voted, rarely voted or never voted? | ALWAYS VOTED.....31%      |
|  | OFTEN VOTED.....34%       |
|  | RARELY VOTED.....25%      |
|  | NEVER VOTED.....10%       |
|  | DON'T KNOW/REFUSED.....1% |

If the School District proposed a referendum in the next year....

5.	How likely are you to vote in a referendum - absolutely certain, very likely, 1/2-1/2, not too likely, or not at all likely?	ABSOLUTELY CERTAIN....27%
		VERY LIKELY.....24%
		1/2-1/2.....25%
		NOT TOO LIKELY.....14%
		NOT AT ALL LIKELY.....9%
		DON'T KNOW/REF.....1%

Moving on....

6.	How would you rate the quality of education provided by the Osseo School District -- excellent, good, only fair or poor?	EXCELLENT.....35%
		GOOD.....47%
		ONLY FAIR.....12%
		POOR.....2%
		DON'T KNOW/REFUSED.....4%

7.	From what you have heard or seen, what do you like most about the Osseo School District?	UNSURE.....6%
		NOTHING.....3%
		PARENT INVOLVEMENT....14%
		GOOD TEACHERS.....23%
		BROAD CURRICULUM.....11%
		HIGH QUALITY EDUCATION10%
		DIVERSITY.....8%
		GOOD EDUCATION.....13%
		VARIETY OF PROGRAMS....5%
		SPORTS.....3%
		COMMUNITY INVOLVEMENT..4%
		SCATTERED.....1%

8.	And, what do you think is the most serious issue facing the Osseo School District?	UNSURE.....18%
		NOTHING.....5%
		LACK OF FUNDING.....16%
		BUDGET CUTS.....11%
		DIVERSITY.....5%
		LARGE CLASS SIZES.....11%
		POOR SPENDING.....4%
		LACK OF DISCIPLINE.....4%
		DECLINING QUALITY.....6%
		PANDEMIC.....10%
		HIGH TAXES.....4%
		SCATTERED.....6%

9.	Do you think the overall quality of education provided by the Osseo School District is much better, somewhat better, about the same, somewhat worse, or much worse than five years ago?	MUCH BETTER.....6%
		SOMEWHAT BETTER.....27%
		ABOUT THE SAME.....49%
		SOMEWHAT WORSE.....12%
		MUCH WORSE.....1%
		DON'T KNOW/REFUSED.....6%

- |     |   |   |
|-----|---|---|
| 10. | And, compared to neighboring school districts, would you say the overall quality of education provided by the District is much better, somewhat better, about about the same, somewhat worse or much worse? | MUCH BETTER.....4%<br>SOMEWHAT BETTER.....23%<br>ABOUT THE SAME.....54%<br>SOMEWHAT WORSE.....10%<br>MUCH WORSE.....2%<br>DON'T KNOW/REFUSED.....8% |
| 11. | Overall, do you think the Osseo School District meets the learning needs of all students, most students, only some students, or very few students?  | ALL.....47%<br>MOST.....39%<br>ONLY SOME.....8%<br>VERY FEW.....2%<br>DON'T KNOW/REFUSED.....4%   |

IF "MOST," "ONLY SOME" OR "VERY FEW," ASK: (N=196)

- |     |   |  |
|-----|---|--|
| 12. | What students do not have their learning needs met? | DON'T KNOW/REFUSED.....5%<br>AVERAGE.....22%<br>STRUGGLING.....18%<br>SPECIAL EDUCATION.....9%<br>GIFTED AND TALENTED...10%<br>AT-RISK.....9%<br>ESL.....10%<br>LOWER INCOME.....10%<br>PEOPLE OF COLOR.....3%<br>SCATTERED.....4% |
|-----|---|--|

Thinking about class sizes specifically....

In the 2019-2020 school year, the average class size in elementary schools was 24 students. The range for class sizes in elementary schools was between 25 and 33 students.

- |     |   |   |
|-----|---|---|
| 13. | Do you think that is about the right amount, should it be lower or should it be higher? | RIGHT AMOUNT.....48%<br>LOWER.....51%<br>HIGHER.....1%<br>DON'T KNOW/REFUSED.....0% |
|-----|---|---|

Next, the average class size in middle school for core subjects such as Math and English was 30 students. The target class size in middle schools is 33 students.

- |     |   |   |
|-----|---|---|
| 14. | Do you think that is about the right amount, should it be lower or should it be higher? | RIGHT AMOUNT.....55%<br>LOWER.....43%<br>HIGHER.....1%<br>DON'T KNOW/REFUSED.....1% |
|-----|---|---|

Finally, the average class size in high school for core subjects such as Math and English was 28 students. The target class size in high schools is 33 students.

- |   |   |
|---|---|
| 15. Do you think that is about the right amount, should it be lower or should it be higher? | RIGHT AMOUNT.....63%<br>LOWER.....34%<br>HIGHER.....3%<br>DON'T KNOW/REFUSED.....1% |
|---|---|

If the District decreased class sizes by one student across all grade levels, the additional cost would be approximately \$5.2 million per year. Instead, this funding could be used for additional student services and programs.

- |  |   |
|--|---|
| 16. Would you prioritize funding for decreasing class sizes or would you prioritize funding for additional student services and programs? (WAIT FOR RESPONSE) Do you feel strongly that way? | CLASS SIZES/STRONGLY..17%<br>CLASS SIZES.....15%<br>PROGRAMS.....25%<br>PROGRAMS/STRONGLY.....26%<br>NEITHER (VOL.).....8%<br>DON'T KNOW/REFUSED....10% |
|--|---|

I would like to read you a short list of statements others have told us. For each one, please tell me whether you strongly agree, agree, disagree, or strongly disagree. If you don't know, just say so.

- |   |  |
|---|--|
| 17. During the last few years, the Osseo School District Administration and Board have spent tax money spent tax money effectively and efficiently. | STRONGLY AGREE.....4%<br>AGREE.....74%<br>DISAGREE.....8%<br>STRONGLY DISAGREE.....2%<br>DON'T KNOW/REFUSED....12% |
|---|--|

- |   |   |
|---|---|
| 18. When the Osseo School District asks voters to approve a property tax increase, it is only as a last resort after the Administration and School Board have considered all other budget alternatives. | STRONGLY AGREE.....10%<br>AGREE.....68%<br>DISAGREE.....11%<br>STRONGLY DISAGREE.....4%<br>DON'T KNOW/REFUSED....8% |
|---|---|

- |   |  |
|---|--|
| 19. I trust the Osseo School District Board and Administration to do what is right for students in this district. | STRONGLY AGREE.....21%<br>AGREE.....66%<br>DISAGREE.....5%<br>STRONGLY DISAGREE.....4%<br>DON'T KNOW/REFUSED....5% |
|---|--|

- |  |   |
|--|---|
| 20. The Osseo School District Board and Administration spent past bond referendum and operating levy referendum funds responsibly. | STRONGLY AGREE.....11%<br>AGREE.....70%<br>DISAGREE.....7%<br>STRONGLY DISAGREE.....1%<br>DON'T KNOW/REFUSED....12% |
|--|---|

21.	The Osseo School Board and Administration does a good job of involving community leaders, parents, interested citizens in decisions about the schools.	STRONGLY AGREE.....25% AGREE.....56% DISAGREE.....13% STRONGLY DISAGREE.....1% DON'T KNOW/REFUSED.....6%
22.	The District provides safe and secure learning environments for students and staff.	STRONGLY AGREE.....27% AGREE.....65% DISAGREE.....2% STRONGLY DISAGREE.....2% DON'T KNOW/REFUSED.....5%
23.	I am proud of the Osseo Area Schools and would recommend them to friends.	STRONGLY AGREE.....27% AGREE.....59% DISAGREE.....3% STRONGLY DISAGREE.....0% DON'T KNOW/REFUSED....11%
24.	I am satisfied with the School District's decision-making?	STRONGLY AGREE.....7% AGREE.....56% DISAGREE.....16% STRONGLY DISAGREE.....4% DON'T KNOW/REFUSED....17%

IF A RESPONSE IS GIVEN, ASK: (N=332)

25. Is there a specific issue you (agree/disagree) with the School District's decision-making? (IF "YES," ASK:)  
What is issue is that?

AGREE:

- HANDLING COVID PANDEMIC, 23%
- MASK POLICY, 18%
- HIGH ACADEMIC STANDARDS, 8%
- ACADEMIC PROGRAMS OFFERED, 7%
- COMMUNICATION, 5%
- FINANCIAL MANAGEMENT, 4%
- GOOD ACADEMICS, 3%

DISAGREE:

- HANDLING COVID PANDEMIC, 9%
- FINANCIAL MANAGEMENT, 4%
- MASK POLICY, 2%
- LOWER ACADEMIC STANDARDS, 2%
- POOR DISCIPLINE, 2%

- NO, 3%
- SCATTERED, 10%

26. The Osseo Area Public Schools are a good investment and I would support a property tax increase to protect that investment.	STRONGLY AGREE.....11% AGREE.....54% DISAGREE.....17% STRONGLY DISAGREE.....7% DON'T KNOW/REFUSED....11%
---	--

Changing topics....

27. How would you rate the job performance of the Osseo School District Board -- excellent, good, only fair, or poor?	EXCELLENT.....11% GOOD.....54% ONLY FAIR.....16% POOR.....3% DON'T KNOW/REFUSED....17%
---	--

IF RATING IS GIVEN, ASK: (N=334)

28. Why did you rate them as (excellent/good/only fair/poor)?

FAVORABLE:

- LISTEN/GOOD COMMUNICATION, 22%
- HANDLING COVID PANDEMIC, 12%
- GOOD JOB/TRYING HARD, 11%
- HIGH ACADEMIC STANDARDS, 7%
- FINANCIAL MANAGEMENT, 6%
- HIGH ACHIEVEMENT STATISTICS, 5%
- MASK POLICY, 2%
- ACADEMIC PROGRAMS OFFERED, 2%
- GOOD LEADERSHIP, 2%
- OPEN ENROLLMENT, 2%

UNFAVORABLE:

- HANDLING COVID PANDEMIC, 6%
- FINANCIAL MANAGEMENT, 5%
- DON'T LISTEN/POOR COMMUNICATION, 4%

SCATTERED, 14%.

29. How would you rate the job performance of the District Administration - excellent, good, only fair or poor?	EXCELLENT.....9% GOOD.....51% ONLY FAIR.....11% POOR.....2% DON'T KNOW/REFUSED....28%
---	---

IF RATING IS GIVEN, ASK:

30. Why did you rate them as (excellent/good/only fair/poor)?

FAVORABLE:

- LISTEN/GOOD COMMUNICATION, 23%
- GOOD JOB/TRYING HARD, 9%
- HIGH ACHIEVEMENT STATISTICS, 8%
- HANDLING COVID PANDEMIC, 6%
- HIGH ACADEMIC STANDARDS, 6%
- FINANCIAL MANAGEMENT, 5%
- HELPFUL, 5%
- ACADEMIC PROGRAMS OFFERED, 4%
- GOOD LEADERSHIP, 4%
- CARE ABOUT CHILDREN, 2%
- NO PROBLEMS, 2%

UNFAVORABLE:

- HANDLING COVID PANDEMIC, 3%
- TOO RELIANT ON TECHNOLOGY, 3%
- DON'T LISTEN/POOR COMMUNICATION, 3%
- FINANCIAL MANAGEMENT, 2%
- LOW ACADEMIC STANDARDS, 2%

SCATTERED, 13%.

31. How would you rate the job performance of the School Principals and Building level Administration -- excellent, good, only fair, or poor?	EXCELLENT.....19% GOOD.....52% ONLY FAIR.....13% POOR.....1% DON'T KNOW/REFUSED....15%
---	--

32. How would you rate the District's teachers and instructional staff -- excellent, good, only fair, or poor?	EXCELLENT.....41% GOOD.....44% ONLY FAIR.....4% POOR.....2% DON'T KNOW/REFUSED....10%
--	---

Changing topics....

33. In comparison with neighboring areas, do you consider total property taxes in your community to be very high, somewhat high, about average, somewhat low, or very low?	VERY HIGH.....7% SOMEWHAT HIGH.....34% ABOUT AVERAGE.....54% SOMEWHAT LOW.....1% VERY LOW.....0% DON'T KNOW/REFUSED....5%
--	--

34.	In comparison with other neighboring school districts, do you think that just the portion of your property taxes that goes to funding the Osseo School District are very high, somewhat high, about average, somewhat low, or very low?	VERY HIGH.....8% SOMEWHAT HIGH.....33% ABOUT AVERAGE.....46% SOMEWHAT LOW.....1% VERY LOW.....0% DON'T KNOW/REFUSED....12%
35.	How would you rate the financial management of the Osseo Area School District -- excellent, good, only fair, or poor?	EXCELLENT.....10% GOOD.....59% ONLY FAIR.....17% POOR.....2% DON'T KNOW/REFUSED....13%
36.	When you consider the property taxes you pay and the quality of education provided by the Osseo Area School District, would you rate the general value as excellent, good, only fair, or poor?	EXCELLENT.....13% GOOD.....64% ONLY FAIR.....15% POOR.....2% DON'T KNOW/REFUSED....7%
37.	Do you think the Osseo Area Schools are adequately funded?	YES.....40% NO.....51% DON'T KNOW/REFUSED....10%

Moving on....

38.	How important do you think the ability to use computers and other technology effectively and efficiently is for today's students -- absolutely essential, very important, somewhat important, not too important, or not at all important?	ABSOLUTELY ESSENTIAL..48% VERY IMPORTANT.....35% SOMEWHAT IMPORTANT....10% NOT TOO IMPORTANT.....4% NOT AT ALL IMPORTANT...2% DON'T KNOW/REFUSED....2%
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IF NOT "ABSOLUTELY ESSENTIAL," ASK: (N=204)

39. Why do think computers and technology are not absolutely essential for today's students?

UNSURE, 2%; NEED TRADITIONAL TEXTBOOKS, 12%; NOT LEARNING TRADITIONAL SKILLS, 22%; DOES NOT WORK FOR ALL KIDS, 6%; NEED TO BE IN-PERSON, 11%; NOT RELIABLE, 10%; TOO FOCUSED ON TECHNOLOGY, 9%; KIDS LEARN IN DIFFERENT WAYS, 6%; MORE HANDS-ON LEARNING, 5%; DISTRACTION FOR CHILDREN, 12%; SCATTERED, 5%.

40. From what you have heard or seen, how would you rate the technology opportunities available for students in the Osseo Area Schools excellent, good, only fair or poor?	EXCELLENT.....18% GOOD.....53% ONLY FAIR.....17% POOR.....0% DON'T KNOW/REFUSED....12%
--	--

Continuing....

41. Which of the following three Statement best describes your feelings: A. I would vote against almost any tax increases for the schools; B. I would vote for a tax increase under some conditions, but against it under other conditions; C. I would vote for almost any tax increases for schools recommended by the School Board.	STATEMENT A.....24% STATEMENT B.....50% STATEMENT C.....26% NONE OF ABOVE.....0% DON'T KNOW/REFUSED....1%
--	---

As you may know, operating levies are used to fund curriculum and program needs, salaries, class sizes, support staff, instructional materials, and co-curricular activities, both athletic and academic.

The School District will ask voters to renew an already-approved operating levy that provides the District with \$35.5 million for another ten years. This funding is 18% of the District's total operating budget.

If approved by voters, property owners would see no property tax increase as a result of the renewal. If the referendum were rejected, the School District would need to make significant cuts to programs and increase class sizes.

42. If the election were today, would you support or oppose this operating levy renewal? (WAIT FOR RESPONSE) Do you feel strongly that way?	STRONGLY SUPPORT.....20% SUPPORT.....70% OPPOSE.....5% STRONGLY OPPOSE.....3% DON'T KNOW/REFUSED....2%
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IF "OPPOSE" OR "STRONGLY OPPOSE," ASK: (N=33)

43. Could you tell me your reason for opposing this renewal?

UNSURE, 3%; POOR SPENDING, 12%; WANT TAX DECREASE, 24%; NO CHILDREN, 18%; RECEIVED FUNDING FROM STATE, 9%; DISAGREE WITH COVID RESPONSE, 9%; DISTANCE LEARNING, 18%, NEED MORE INFORMATION, 3%; SCATTERED, 3%.

This November, the Osseo Area School Board may also ask voters to increase the operating levy to provide additional funding for the schools.

44. How much would you be willing to pay in additional property taxes in order to fund an increase in the operating levy? [SELECT RANDOM STARTING POINT; MOVE UP OR DOWN DEPENDING ON ANSWER] How about _____? [REPEAT]	NOTHING.....27% \$3 A MONTH.....17% \$6 A MONTH.....23% \$9 A MONTH.....17% \$12 A MONTH.....5% \$15 A MONTH.....2% \$18 A MONTH.....0% OVER \$18 A MONTH.....0% DON'T KNOW/REFUSED....10%
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I would like to read you a list of possible uses if the District received new funding from an operating levy. For each, please tell me if you would strongly support a property tax increase for that purpose, somewhat support, somewhat oppose, or strongly oppose a property tax increase for that purpose. If you have no opinion, feel free to say so. (ROTATE)

	STS	SMS	SMO	STO	DKR
45. Lower class sizes?	48%	32%	15%	4%	1%
46. Increased social, emotional and mental health programs and support for students?	53%	29%	11%	6%	2%
47. Provide additional support for underachieving students and students who are below grade level?	57%	23%	11%	5%	5%
48. Are there any other programs, services or uses of additional funding you would support a property tax increase for? (IF "YES," ASK:) What would that be?					

DON'T KNOW/REFUSED, 4%; NO, 82%; ARTS/MUSIC, 2%; EXTRA-CURRICULARS, 2%; COUNSELORS, 2%; DIVERSITY, 2%; SCATTERED, 6%.

Suppose the School District proposed an additional operating levy of \$318 per pupil unit for the next 10 years. The \$318 per pupil increase in the levy would provide the district with an additional

\$7 million dollars per year. If additional funds were approved in a levy referendum later this year, they would be used to fund some of the improvements mentioned in the previous questions.

If successful, the owner of a \$250,000 home would see a monthly property tax increase of about \$7 per month or \$83 per year for ten years; the owner of a \$350,000 home would see a monthly increase of about \$8 per month or \$99 per year.

49. If the election were today, would you support or oppose this operating levy? (WAIT FOR RESPONSE) Do you feel strongly that way?	STRONGLY SUPPORT.....21% SUPPORT.....51% OPPOSE.....18% STRONGLY OPPOSE.....8% DON'T KNOW/REFUSED.....2%
--	--

IF A POSITION IS GIVEN (#1-#4), ASK: (N=392)

50. Could you tell me one or two reasons for your decision?	DON'T KNOW/REFUSED.....0% EDUCATION IMPORTANT...21% NEEDED.....2% COST IS REASONABLE....22% TAXES TOO HIGH.....5% COST IS TOO HIGH.....4% NOT NEEDED.....1% POOR SPENDING.....5% CHILDREN IN DISTRICT..22% NO CHILDREN.....5% FOR CLASS SIZES.....4% FOR MENTAL SUPPORT.....2% FOR STRUGGLING.....2% STATE GAVE MONEY.....3% SCATTERED.....2%
---	---

Continuing....

The School District will ask voters to renew an already-approved \$8.8 million Capital Projects Levy for Technology for another ten years this November.

If successful, property owners would see no property tax increase as a result of the renewal. If the referendum were rejected, the School District would need to make significant cuts in the use of technology in the curriculum and programs and cuts in the number of classroom teachers and support staff.

51. If the election were today, would you support or oppose this technology levy renewal? (WAIT FOR RESPONSE) Do you feel strongly that way?

STRONGLY SUPPORT.....	23%
SUPPORT.....	68%
OPPOSE.....	5%
STRONGLY OPPOSE.....	3%
DON'T KNOW/REFUSED.....	1%

IF "OPPOSE" OR "STRONGLY OPPOSE," ASK: (N=32)

52. Could you tell me your reason for opposing this renewal?

POOR SPENDING, 16%; WANT TAX DECREASE, 13%; NO CHILDREN, 19%; HAVE ENOUGH TECHNOLOGY, 25%; RECEIVED FUNDING FROM STATE, 3%; DISAGREE WITH COVID RESPONSE, 6%; DISTANCE LEARNING, 13%; SCATTERED, 5%.

This November, the Osseo Area School Board may also ask voters to increase the Capital Project levy to provide additional funding for technology.

53. How much would you be willing to pay in additional property taxes in order to fund an increase for technology? [SELECT RANDOM STARTING POINT; MOVE UP OR DOWN DEPENDING ON ANSWER] How about \_\_\_\_\_? [REPEAT]

NOTHING.....	25%
\$2 A MONTH.....	14%
\$4 A MONTH.....	23%
\$6 A MONTH.....	16%
\$8 A MONTH.....	8%
\$10 A MONTH.....	3%
\$12 A MONTH.....	1%
OVER \$12 A MONTH.....	0%
DON'T KNOW/REFUSED....	10%

I would like to read you a list of possible uses if the District received new funding from a Capital Projects levy. For each, please tell me if you would strongly support a property tax increase for that purpose, somewhat support, somewhat oppose, or strongly oppose a property tax increase for that purpose. If you have no opinion, feel free to say so. (ROTATE)

	STS	SMS	SMO	STO	DKR
54. Enhance safety and security, including security cameras, visitor management and digital communications.	43%	37%	12%	6%	3%
55. Update the district's infrastructure such as the wi-fi, servers, routers and wiring.	34%	40%	18%	6%	3%
56. Enhance cyber security for district technology.	38%	37%	13%	8%	4%
57. Acquire new digital resources to expand the use of technology for instruction.	37%	33%	13%	14%	3%

STS SMS SMO STO DKR

- 58. Expand staff training to more effectively use it in their teaching. 50% 30% 11% 8% 2%
- 59. Provide new and improved communication systems with parents and students. 44% 33% 14% 5% 5%

Suppose the School District asked residents to increase the current Capital Projects levy for technology by 2.3 million per year, for an 11.1 million dollar total. The funds would be used for some of the purposes mentioned above.

If successful, the owner of a \$250,000 home would see a monthly property tax increase of about \$2 per month or \$25 per year for ten years; the owner of a \$350,000 home would see a monthly increase of about \$3 per month or \$37 per year.

- 60. If the election were today, would you support or oppose this Capital Projects levy? (WAIT FOR RESPONSE) Do you feel strongly that way?
  - STRONGLY SUPPORT.....22%
  - SUPPORT.....50%
  - OPPOSE.....19%
  - STRONGLY OPPOSE.....7%
  - DON'T KNOW/REFUSED.....3%

IF A POSITION IS GIVEN (#1-#4), ASK: (N=388)

- 61. Could you tell me one or two reasons for your decision?
  - DON'T KNOW/REFUSED.....0%
  - EDUCATION IMPORTANT...24%
  - NEEDED.....0%
  - COST IS REASONABLE...21%
  - TAXES TOO HIGH.....3%
  - COST IS TOO HIGH.....2%
  - NOT NEEDED.....3%
  - POOR SPENDING.....10%
  - CHILDREN IN DISTRICT..18%
  - NO CHILDREN.....4%
  - TECHNOLOGY IMPORTANT...4%
  - FOR SAFETY/SECURITY...4%
  - FOR DISTANC LEARNING...2%
  - SCATTERED.....5%

Turning to communications....

- 62. Overall, how would you rate the job the School District does in communicating with residents -- excellent, good, only fair or poor?
  - EXCELLENT.....20%
  - GOOD.....61%
  - ONLY FAIR.....15%
  - POOR.....2%
  - DON'T KNOW/REFUSED.....3%

63. In general, how informed do you feel about decisions made by the School Board and Administration -- very informed, somewhat informed, not too informed, or not at all informed?
 

VERY INFORMED.....	21%
SOMEWHAT INFORMED.....	51%
NOT TOO INFORMED.....	25%
NOT AT ALL INFORMED....	4%
DON'T KNOW/REFUSED.....	0%

64. What is your primary source of information about the Osseo Area Schools?

NOTHING, 2%; DISTRICT NEWSLETTER, 11%; E-MAIL, 10%; DISTRICT WEBSITE, 23%; LOCAL NEWSPAPER, 14%; WORD OF MOUTH, 20%; SOCIAL MEDIA, 6%; DISTRICT STAFF, 2%; STAR TRIBUNE, 2%; MEETINGS, 2%; MAILINGS, 6%; SCATTERED, 2%.

65. How would you prefer to receive information about the Osseo Area Schools?

UNSURE, 1%; NOTHING, 3%; DISTRICT NEWSLETTER, 14%; E-MAIL, 14%; DISTRICT WEBSITE, 21%; LOCAL NEWSPAPER, 12%; WORD OF MOUTH, 14%; SOCIAL MEDIA, 6%; MEETINGS, 2%; MAILINGS, 9%; SCATTERED, 4%.

Now, just a few more questions for demographic purposes....

66. What is your age, please?
 

18-24.....	8%
25-34.....	23%
35-44.....	22%
45-54.....	19%
55-64.....	15%
65 AND OVER.....	14%
REFUSED.....	0%

67. Are there pre-schoolers in this household?
 

YES.....	20%
NO.....	80%
REFUSED.....	0%

68. Are there school-aged children in this household? (IF "YES," ASK:) Do they attend public schools in this district, public schools in another district, parochial or private schools, charter schools, or home school?
 

NO.....	59%
YES/OSSEO SD.....	37%
YES/OTHER PUBLIC.....	1%
YES/PAROCHIAL-PRIVATE..	3%
YES/CHARTER SCHOOLS....	1%
YES/HOME SCHOOL.....	0%
COMBINATION (VOL).....	0%
REFUSED.....	0%

IF "NO," ASK: (N=234)

69.	Have you ever had children in Osseo Public schools?	YES.....40% NO.....60% DON'T KNOW/REFUSED.....0%
70.	Do you own or rent your present residence? (IF "OWN," ASK:) Which of the following categories contains the approximate value of your residential property -- under \$250,000, \$250,000-\$350,000, \$350,000-\$450,000, or over \$450,000?	RENT.....18% OWN/UNDER \$250,000....19% OWN/\$250K-\$350K.....32% OWN/\$350K-\$450K.....20% OWN/OVER \$450,000.....7% OWN/UNSURE.....4% DON'T KNOW/REFUSED.....0%
71.	Which political party do you consider yourself most closely aligned with -- (ROTATE) Republican, Democrat, Independence Party, or Green Party?	REPUBLICAN.....35% DEMOCRAT.....42% INDEPENDENCE PARTY.....1% GREEN PARTY.....1% INDEPENDENT (VOL).....21% DON'T KNOW.....0% REFUSED.....1%
72.	In politics, do you consider yourself to be (ROTATE) a conservative, a liberal, or a moderate? (IF "CONSERVATIVE" OR "LIBERAL," ASK:) Do you think of yourself as very (conservative/ liberal)? (IF "MODERATE," ASK:) Do you lean closer to conservative or liberal?	VERY CONSERVATIVE.....10% SOMEWHAT CONSERVATIVE.14% LEAN CONSERVATIVE.....13% MODERATE.....27% LEAN LIBERAL.....16% SOMEWHAT LIBERAL.....13% VERY LIBERAL.....5% SOMETHING ELSE.....0% DON'T KNOW/REFUSED.....1%
73.	Which of the following categories represents your ethnicity -- White, African-American, Hispanic-Latino, Asian-Pacific Islander, Native American, or something else? (IF "SOMETHING ELSE," ASK:) What would that be?	WHITE.....60% AFRICAN-AMERICAN.....20% HISPANIC-LATINO.....4% ASIAN-PACIFIC ISLAND..12% NATIVE AMERICAN.....1% SOMETHING ELSE.....0% MULTI/BI-RACIAL.....3% DON'T KNOW.....0% REFUSED.....0%

74.	Finally, thinking about your household finances, how would you describe your financial situation, would you say that --	STATEMENT A.....5%
	A) Your monthly expenses are exceeding your income;	STATEMENT B.....29%
	B) You are meeting your monthly expenses but are putting aside little or no savings;	STATEMENT C.....41%
	C) You are managing comfortably while putting some money aside;	STATEMENT D.....25%
	D) Managing very well?	DON'T KNOW/REFUSED.....1%
75.	Gender	MALE.....48%
		FEMALE.....52%
76.	Region of School District.	BROOKLYN CENTER.....7%
		BROOKLYN PARK.....35%
		MAPLE GROVE.....47%
		CORCORAN/OSSEO/ PLYMOUTH.....12%

# OSSEO AREA SCHOOLS

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ISD  279

## **Osseo Area Schools 1 Yr Board Calendar *REVISED DRAFT***

Revised February 11, 2022

**Reference Key:** WS = Work session item    RM = Regular meeting item    PCM = Policy Committee Meeting    AR = Action Requested/Required    IO = Information only  
 CA = Consent Agenda    MR = Monitoring Report    LS = Listening Session    SR= Superintendent Report    PD = Professional Development    SM = Special Meeting

Osseo Area Schools Proposed Board of Education July-December 2021 Agenda/Calendar						
	July	August	September	October	November	December
<b>District Policy</b>		<ul style="list-style-type: none"> <li>Policy Committee: Discipline &amp; Harassment Policies, policy review cycle/500 Series Policies</li> </ul>		<ul style="list-style-type: none"> <li>Policy Committee Meeting (10/5)</li> </ul>		<ul style="list-style-type: none"> <li>Policy Committee Meeting (12/7)</li> </ul>
<b>Operational Oversight</b>	<p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>10-Year LTFM Plan (RM/AR) RM</li> <li>Non-public contracts for Student Services (RM/CA)</li> <li>287 10-Year LTFM Plan (RM/CA)</li> <li>LTFM Professional Contracts (RM/CA) - RM</li> <li>Negotiations Strategy meeting: parameters for teachers and management groups- (SM/Closed session)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Drafting of Strategic Roadmap (WS)</li> <li>2021-2022 1-year Board calendar review</li> <li>Board Excellence in Governance: Ways of Working Package Review (Agenda Setting; Board Resolutions; Board Shared Values) (WS)</li> <li>Supt Report: School Opening Readiness (WS/RM)</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>Superintendent's Report - CM</li> <li>2021 Promising Practices Study Process (RM)</li> <li>Non-public contracts for Student Services (RM/CA)</li> <li>Special Education Opportunity Review Contract with DMG (RM/CA)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Parent Choice Survey Results (Morris Leatherman) (WS)</li> <li>Monitoring Report E: 2022 budget planning: Preliminary Levy (WS/RM) Strategic Roadmap (WS)- CM</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>Superintendent's Report - CM</li> <li>Monitoring Report D: Family &amp; Comm Eng. Update (RM) - ML</li> <li>Commemorative Observations (RM/IO) - KV</li> <li>Preliminary FY 2021 Financial Report; (JM)</li> <li>General liability insurance renewal (RM/CA)</li> <li>Contract ratifications (RM/AR) – LA</li> <li>Negotiations Strategy Meeting (SM/closed session) Contract ratifications (RM/AR)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Monitoring Report A: Curriculum program improvement process: Science, ELA/Literacy, Social Emotional Learning (SEL) (WS) - ML/JW</li> <li>Student Fees for Device Damage (WS) - AP/JM</li> <li>Enrollment Update - (WS) JM/BSH/BI</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>Superintendent's Report - CM</li> <li>Monitoring Report A: Mental Health Services Update (RM) - ML/KE</li> <li>Introduction of Student Board Representatives (AJ)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Strategic Plan and Roadmap Feedback Review - (WS) CM</li> <li>World's Best WorkForce Results (WS) - ML/JW/TW</li> <li>LRFP Budget Parameters (WS) - JM</li> <li>LTFM Update (WS) - JM</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>Superintendent's Report - CM</li> <li>Strategic Roadmap Approval (RM) - CM</li> <li>FY21 Financial Audit Results Presentation by MMKR</li> <li>Resolution on Masks/Face Coverings (RM)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Legislative Platform (WS)</li> <li>Tax levy Update (WS) - JM</li> <li>Strategic Plan Vision Cards - (WS) - ML</li> <li>Enrollment Update (WS) - JM</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>Superintendent's Report - CM</li> <li>LTFM Bid Awards – CA - RM</li> <li>Legislative Platform (WS/RM/AR) - RM</li> <li>Final Levy/Truth in Taxation - AR, RM - RM</li> <li>Strategic Roadmap Approval - KDW</li> <li>Instructional Materials Re-evaluation Appeal - TP</li> </ul>
<b>Board Gov./ Self Gov.</b>		<ul style="list-style-type: none"> <li>Board Excellence in Governance: Ways of Working Package Review (Agenda Setting; Board Resolutions; Board Shared Values) (WS)</li> </ul>	<ul style="list-style-type: none"> <li>Board Excellence in Governance: Ways of Working Package Review (Agenda Setting; Board Resolutions; Board Shared Values) (WS)</li> <li>Review/refinement of 1-year &amp; 3-year Board agenda/calendar)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Board Excellence in Governance: Ways of Working Package Review (Board Values)</li> <li>Standing item: Board calendar review (15 min)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Standing item: Board calendar review (15 min)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Standing item: Board calendar review (15 min)</li> </ul>

			<ul style="list-style-type: none"> <li>• Board PD plan for remainder of 2021</li> </ul>		
<b>Sup Relations</b>	<ul style="list-style-type: none"> <li>• Sup Eval - WS (SM, closed)</li> <li>• Statement on Sup Evaluation (RM)</li> </ul>		<ul style="list-style-type: none"> <li>• Supt. Report: Supt Student Leadership Advisory Team</li> <li>• Superintendent Evaluation for 2021-2022</li> </ul>		
<b>Public Engagemen t</b>			<ul style="list-style-type: none"> <li>• Board Virtual Listening Session - JM/LA</li> <li>• Monitoring Report D: Update on Family and Community Engagement Plan (RM) -</li> </ul>		

Osseo Area Schools						
<b>DRAFT</b> Proposed Board of Education January-June 2022 Agenda/Calendar						
	January	February	March	April	May	June
<b>District Policy</b>			<ul style="list-style-type: none"> <li>• Policy Committee Meeting (3/8)</li> </ul>		<ul style="list-style-type: none"> <li>• Policy Committee Meeting (5/10)</li> </ul>	
<b>Operational Oversight</b>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>• Building a Better Future Update: Career Pathways (WS) - KP</li> <li>• Enrollment Update - JM</li> <li>• COVID Preparedness Plan Update - CM</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>• Superintendent’s Report - CM</li> <li>• LTFM Bid Awards (RM/CA) - JM</li> <li>• Contract ratifications (RM/AR) - LA</li> <li>• Resolution on Masks/Face Coverings (RM) - CM</li> <li>• Negotiations Strategy Meeting (SM/closed session) - JM/LA</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>• Concurrence with AIPEC/AI Budget Review (WS)</li> <li>• Monitoring Report E: LRFPE Budget Update (WS) - JM</li> <li>• Referendum planning: survey results CM/JM/KV</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>• Superintendent’s Report - CM</li> <li>• FY 2022 Mid-Year Budget Update (WS &amp; RM) -JM</li> <li>• LTFM Awards (RM/CA) -JM</li> <li>• FY23 Capital Budget Approval (AR) - JM</li> <li>• Contract ratifications (RM/AR) - LA</li> <li>• Negotiations Strategy Meeting (SM/closed session) - JM/LA</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>• District Communication Plan Update (WS) - KV</li> <li>• Brooklyn Bridge Alliance Update</li> <li>• Referendum planning: proposed resolution and communication plan CM/JM/KV</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>• Superintendent’s Report - CM</li> <li>• Referendum planning: proposed resolution CM/JM/KV</li> <li>• LTFM Awards (RM/CA) -JM</li> <li>• Technology bid awards (RM/CA)-AP</li> <li>• E-rate bid awards (RM/CA)-AP</li> <li>• Contract ratifications (RM/AR) - LA</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>• District Class Size Update (WS) - DLT</li> <li>• #DL4A Update (WS)-AP</li> <li>• 279Online Update (WS)- AP</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>• Superintendent’s Report - CM</li> <li>• District Planning Advisory Council (DPAC) (RM) Recommendations (RM)</li> <li>• Insurance renewals (RM/AR)-JM</li> <li>• Contract ratifications (RM/AR) - LA</li> <li>• Negotiations Strategy Meeting (SM/closed session) - JM/LA</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>• Building A Better Future Planning Update (WS)</li> <li>• George Floyd Resolution Update (WS/RM)</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>• Superintendent’s Report - CM</li> <li>• Termination of probationary teachers (RM/CA) Contract ratifications (RM/AR)</li> <li>• Negotiations Strategy Meeting (SM/closed session) Radon Testing Memo (RM/CA)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>• Monitoring Report B/C: Equity Context Analysis Process Results (WS)</li> <li>• Strategic Planning/Equity Oriented Strategic Planning Roadmap Update (WS &amp; RM)</li> <li>• 2022-23 Budget (WS &amp; RM) - JM</li> </ul> <p><b>Regular Meeting:</b></p> <ul style="list-style-type: none"> <li>• Superintendent’s Report - CM</li> <li>• 2022-23 Budget (RM) - JM</li> <li>• Legislative Update (WS/IO) - JM</li> <li>• 10-Year LTFM Plan (RM/IO) - JM</li> <li>• Negotiations Strategy Meeting (SM/closed session)</li> </ul>

			<ul style="list-style-type: none"> <li>Negotiations Strategy Meeting (SM/closed session) JM/LA</li> </ul>			
<b>Board Gov./ Self Gov.</b>	<p><b>Annual Meeting:</b></p> <ul style="list-style-type: none"> <li>Election of board officers/annual meeting/board protocols review (AR)</li> </ul> <p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Standing item: Board calendar review (15 min)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Standing item: Board calendar review (15 min)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Standing item: Board calendar review (15 min)</li> </ul> <p><b>Board Development Session:</b> TBD</p>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Review of 2021-2022 priorities - TBD</li> <li>Standing item: Board calendar review (15 min)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Standing item: Board calendar review (15 min)</li> </ul>	<p><b>Work Session:</b></p> <ul style="list-style-type: none"> <li>Standing item: Board calendar review (15 min)</li> </ul>
<b>Supt Relations</b>						
<b>Public Engagement</b>		<ul style="list-style-type: none"> <li>Virtual Board Listening Session</li> </ul>	<ul style="list-style-type: none"> <li>Virtual Board Listening Session</li> </ul>	<ul style="list-style-type: none"> <li>Virtual Board Listening Session</li> </ul>	<ul style="list-style-type: none"> <li>Virtual Board Listening Session</li> </ul>	<ul style="list-style-type: none"> <li>Virtual Board Listening Session</li> </ul>