

1. Call to Order and Roll Call - <i>Action</i>	2
2. Acceptance of the Agenda - <i>Action</i>	3
3. Sharing the Success	
A. Sharing the Success: Kinder Camp at Forest Elementary	4
B. Sharing the Success: MNSHAPE Teacher of the Year Awards	5
4. Operations	
A. Ceremonial Oath of Office	6
B. Approval of Resolution for COVID-19 Vaccination or Testing Requirement	8
C. Approval of Staffing Ratios for 2022-2023	11
5. Consent Agenda - <i>Action</i>	13
A. Administrative	
1. Draft Minutes	14
B. Personnel Matters	16
6. Announcements	20
7. Adjournment - <i>Action</i>	



School Board of Robbinsdale Area Schools

Business Meeting - November 1, 2021

AGENDA SECTION: Call to Order

ITEM: Roll Call Attendance

	PRESENT	ABSENT
Helen Bassett	_____	_____
David Boone	_____	_____
Greta Evans-Becker	_____	_____
Mike Herring	_____	_____
Sam Sant	_____	_____
John Vento	_____	_____
David Engstrom, ex-officio	_____	_____



School Board of Robbinsdale Area Schools

Business Meeting – November 1, 2021

AGENDA SECTION: Acceptance of Agenda
ITEM: 2. Acceptance of Agenda
COMMENTS BY: David Boone, Board Chair

Recommended Action: Approve business meeting agenda.

Acceptance of Business Meeting Agenda – November 1, 2021

Motion by: _____ **Yes:** _____ **Passed:** _____

Second by: _____ **No:** _____ **Failed:** _____

Abstentions: _____



School Board of Robbinsdale Area Schools

Business Meeting – November 1, 2021

- AGENDA SECTION:** Sharing the Success
- ITEM:** 3.A. Kinder Camp at Forest Elementary
- COMMENTS BY:** Nicole Meyer-Johnson, Assistant Principal
Forest Kindergarten Team

Assistant Principal Meyer-Johnson and the Forest kindergarten team will share the success of their Kinder Camp, which occurred August 24-26, 2021. The event was free to all incoming kindergarten students, and allowed children a chance to meet their teachers and classmates, learn about the routines of school, try some math and reading readiness activities, and learn how to navigate Forest Elementary.



School Board of Robbinsdale Area Schools

Business Meeting – November 1, 2021

AGENDA SECTION: Sharing the Success
ITEM: 3.B. MNSHAPE Teacher of the Year Awards
COMMENTS BY: David Engstrom, Superintendent

We are pleased to share news that two teachers in our district have received Teacher of the Year Awards from the Minnesota Society of Health and Physical Educators (MNSHAPE). The awards were announced via MNSHAPE's website (www.mnshape.org), Facebook (www.facebook.com/mnshape), and Twitter (www.twitter.com/mnshape).

Jeremy Leuer of FAIR Crystal won the Middle School Physical Education Teacher of the Year Award, and Karis Sloss of Plymouth Middle School (formerly of FAIR Crystal, when nominated last year) won the Dance Teacher of the Year Award.

The awards celebration occurred October 31st in Lakeville. Congratulations to Jeremy and Karis, we are proud of your accomplishment!

School Board of Robbinsdale Area Schools

Business Meeting - November 1, 2021

AGENDA SECTION: Ceremonial Oath of Office for Newly Elected School Board Director

ITEM: 4.A. Ceremonial Oath of Office

COMMENTS BY: Board Chair

Recommended Action: Sharon Brooks Green will have the opportunity to publicly affirm her commitment to the oath of office as a Robbinsdale Area Schools Board Director.



Robbinsdale Area Schools
SCHOOL BOARD DIRECTOR OATH OF OFFICE

It is an honor that you were selected to guide the education of our community's children. As you recite the oath of office, you assume a tremendous responsibility as a director of our school district with the duties empowered by the Minnesota Legislature. This power puts you and the other members of our school board in the position of being both morally and legally responsible for equitable, quality education of every student in the district.

In carrying out this responsibility, you will be asked to fulfill the roles of vision, structure, accountability, and advocacy. In providing vision, the board, with extensive participation of the community, envisions the community's educational future and then formulates the goals, defines the outcomes, and sets the course for the public schools.

To achieve the vision, the board establishes a structure and creates an environment designed to ensure all students the opportunity to attain their maximum potential through a sound organizational framework.


Because as a board we must be accountable to the community, we must ensure a continuous assessment of student achievement and all conditions affecting the education of our children.


As board members, we serve as education's key advocate on behalf of students and our community schools to advance the vision for our schools.

Furthermore, we must strive to work together with the superintendent and staff to lead the district toward fulfilling the vision we have created, fostering excellence for every student in the areas of academic skills and knowledge, citizenship and personal development.

Having signed the acceptance of office and oath of office, I hereby publicly affirm my commitment to the oath of office:

I swear/affirm that I will support the Constitution of the United States and of this state, and that I will faithfully discharge the duties of the office of school board director of Robbinsdale Area Schools, Independent School District No. 281, to the best of my judgment and ability.


Board Chair


Director

11-1-2021
Date

November 1, 2021
Date



School Board of Robbinsdale Area Schools

Business Meeting – November 1, 2021

AGENDA SECTION: Operations

ITEM: 4B. Approval of Resolution for COVID-19 Vaccination or Testing Requirement

COMMENTS BY: Amy O'Hern, Executive Director of Human Resources

The Cabinet of Robbinsdale Area Schools requests that the School Board approves the proposed resolution for requiring all district staff to either complete COVID-19 vaccinations or submit to regular testing for COVID-19.

Recommended Action:

It is recommended that the School Board of the District approves the resolution for the COVID-19 Vaccination or Testing Requirement for Staff of Robbinsdale Area Schools.

Approval of the Resolution Requiring District Staff to Complete COVID-19 Vaccinations or Submit to Regular COVID-19 Testing – November 1, 2021

	Yes	No	Abstention
Helen Bassett			
David Boone			
Sharon Brooks Green			
Greta Evans-Becker			
Michael Herring			
Sam Sant			
John Vento			

Motion by: _____ **Yes:** _____ **Passed:** _____

Second by: _____ **No:** _____ **Failed:** _____

Abstentions: _____



ADOPTING A ROBBINSDALE PUBLIC SCHOOLS RESOLUTION REQUIRING ALL STAFF EITHER TO BE VACCINATED AGAINST COVID-19 OR TO SUBMIT TO REGULARLY SCHEDULED COVID-19 TESTING

WHEREAS, The Centers for Disease Control and Prevention(CDC) and the Minnesota Department of Health (MDH) determined that the COVID-19 pandemic is currently ongoing and may remain ongoing for an unknown amount to time; and

WHEREAS, according to the Centers for Disease Control and Prevention (CDC), “COVID-19 vaccination among all eligible students as well as teachers, staff, and household members is the most critical strategy to help schools safely resume full operations;” and

WHEREAS, according to the CDC, “vaccination is the leading public health prevention strategy to end the COVID-19 pandemic. People who are fully vaccinated against COVID-19 are at low risk of symptomatic or severe infection. A growing body of evidence suggests that people who are fully vaccinated against COVID-19 are less likely to become infected and develop symptoms and are at substantially reduced risk from severe illness and death from COVID-19 compared with unvaccinated people”; and

WHEREAS, according to the State of Minnesota, “staff who access the workplace or provide public service outside of their homes on behalf of an agency without vaccination pose a particular risk of COVID-19 exposure to themselves, their colleagues, and to members of the public. Additionally, ongoing community transmission of the more transmissible Delta variant of COVID-19 in Minnesota, especially among unvaccinated individuals, presents a continuous risk of infection;” and

WHEREAS, the federal government, the State of Minnesota, have all made the decision to require their employees to either be vaccinated against COVID-19 or submit to COVID-19 testing on a frequent, regularly scheduled basis; and

WHEREAS, pursuant to Minn. Stat. § 123B.02, subd. 1, the Board of Education of Independent School District No. 281 has the “general charge of the business of the district, the school houses, and of the interests of the schools thereof”; and

WHEREAS, that the Board of Directors of School District 281 hereby directs and grants necessary authorization to the Superintendent to implement the following work rule no later than January 1.

WHEREAS, the Superintendent concludes that requiring all staff either to be vaccinated against COVID-19 or to submit to regular COVID-19 testing is in the best interests of the School District, its students, its staff, and the communities it serves.

BE IT RESOLVED by the Superintendent of Independent School District No. 281 Robbinsdale Area Schools:

1. The Superintendent requires either:

a. All current staff to be fully vaccinated against COVID-19 and to provide proof (provide a copy of the vaccination card or Minnesota Immunization Information Connection (MIIC) vaccination record showing proof of vaccination) of full vaccination in the manner designated by Human Resources starting January 1, 2022. or

b. All staff who remain unvaccinated, are not fully vaccinated, and/or have not provided proof of full vaccination as detailed above to submit to mandatory COVID-19 testing at least one time per week.

2. Any staff member who does not comply with the requirements of either Paragraph 1a or Paragraph 1b may be subject to disciplinary action consistent with any applicable collective bargaining agreement.

FURTHER, BE IT RESOLVED that the Superintendent shall provide the Board with regular updates on progress of this directive and any recommendations for further action necessary to support its successful implementation.

FINALLY, BE IT RESOLVED that this directive shall remain in place until rescinded, replaced, or made obsolete by other local, state, or federal law or regulation.

10.1.21

10.18.21 Update

11.1.21 Approval by Board of Education



School Board of Robbinsdale Area Schools

Business Meeting – November 1, 2021

AGENDA SECTION: Operations

ITEM: 4C. Approval of Staffing Ratios for 2022-2023

COMMENTS BY: Marti Voight - Assistant Superintendent
Amy O'Hern - Executive Director of Human Resources
Ukee Dozier - Executive Director of Finance

It is recommended the 2022-2023 staffing ratios remain the same as the 2021-2022 ratios:

ELEMENTARY	Range
KINDERGARTEN	(18-25)
1 ST GRADE	(19-26)
2 ND GRADE	(21-28)
3 RD GRADE	(21-28)
4 TH GRADE	(23-30)
5 TH GRADE	(24-31)

MIDDLE SCHOOL STUDENT TO TEACHER RATIO

GRADE 6-8	25.22
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HIGH SCHOOL STUDENT TO TEACHER RATIO

GRADE 9-12	28.10
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Recommended Action: Approve the staffing ratios for 2022-2023.

Approval of the proposed staffing ratios for the 2022-2023 school year – November 1, 2021

	Yes	No	Abstention
Helen Bassett			
David Boone			
Sharon Brooks Green			

Greta Evans-Becker			
Michael Herring			
Sam Sant			
John Vento			

Motion by: _____ **Yes:** _____ **Passed:** _____

Second by: _____ **No:** _____ **Failed:** _____

Abstentions: _____



School Board of Robbinsdale Area Schools

Business Meeting – November 1, 2021

AGENDA SECTION: Consent Agenda
ITEM: 5. Approval of Consent Agenda
COMMENTS BY: David Boone, Chair

Consent Agenda items are considered routine in nature and will be enacted by one motion. There will be no separate discussion of these items unless a Board member so requests, in which the item will be removed as a Consent Agenda item and addressed. Consent Agenda items including administrative, personnel matters and financial matters.

Recommended Action: Approve the Consent Agenda items.

Approval of Consent Agenda – November 1, 2021

Motion by: _____ **Yes:** _____ **Passed:** _____

Second by: _____ **No:** _____ **Failed:** _____

Abstentions: _____

****Approved****

A Regular Meeting of the School Board of Robbinsdale Area Schools was held Monday, October 18, 2021, beginning at 7:00 p.m. in the Boardroom at the Robbinsdale Area Schools Education Service Center. A recording of the meeting can be found at <https://rdaleorg.finalsite.com/discover/school-board>, School Board Meeting Webcasts tab.

Call to Order and Roll Call

Chair Boone called the meeting to order at 7:00 p.m. Directors present: David Boone, Greta Evans-Becker, Michael Herring, Sam Sant, and John Vento; and David Engstrom, Superintendent. Director(s) absent: Helen Bassett. There was a quorum; and the meeting was called to order.

Acceptance of the Agenda

Chair Boone asked for a motion to accept the Regular Meeting agenda for October 18, 2021. MOTION: Director Vento moved approval of the agenda, and Director Sant seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Boone, Evans-Becker, Herring, Sant, and Vento. And the following voted against the same: none. Said motion was declared duly passed.

Sharing the Success

- A. Recognition: National Safe Schools Week - October 17-23, 2021
- B. Recognition: Nation School Bus Safety Week - October 18-22, 2021

Superintendent's Report

Superintendent Engstrom expressed his gratitude to district staff heading into MEA week, provided information about the staffing shortage surrounding substitute teachers and posting for 17 full-time district substitute teachers, then invited Jeff Connell to provide an update on transportation and the bus driver shortage. Mr. Connell spoke about the driver shortage and lengthy process for hiring, other sources they are continually looking into working toward coverage for activities and athletics and the opt-out survey sent to families - and next steps toward rerouting for second semester.

Operations

A. Review of the Updated Vaccination Requirement Resolution

After this review, the resolution will move to action for approval during the Business meeting on November 1, 2021

B. Approval of Change to School Board Meeting Calendar

RECOMMENDED ACTION: to move the Monday, April 4, 2021 Business Meeting and Work Session to Tuesday, April 5, 2021 due to the National School Board Association Conference being held April 1-4, 2021.

MOTION: Director Vento moved approval and Director Sant seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Boone, Herring, Sant, and Vento. And the following voted against the same: Director Evans-Becker. Said motion was declared duly passed on a 4-1 vote.

Consent Agenda

Consent Agenda items include administrative, personnel matters, and financial matters. MOTION: Director Herring moved approval and Evans-Becker seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Boone, Evans-Becker, Herring, Sant, and Vento. And the following voted against the same: none. Said motion was declared duly passed.

Board Reports

Each month Board Members share updates from their different committee assignments and attendance at district and community events.

Before the Regular Meeting, Director Evans-Becker facilitated the listening time held at 6 p.m. in the Boardroom at the Education Service Center. Five community members spoke regarding:

- concern about 1:1 devices going home with students grades 4 and under
- an unfortunate transportation situation;
- district finance disbursements, p-card use and technology application purchase
- transportation from the perspective of two drivers

Director Evans-Becker appreciated their speaking and perspectives. Director Evans-Becker also participated in the homecoming parade with Director Vento - and enjoyed all of the school spirit displayed.

Director Herring thanked Director Evans-Becker for covering as facilitator for the listening session. He did not make it to the Government Advisory Council/District 281 Partnership combined meeting - but indicated he will be the Board member attending those meetings going forward. Director Herring understands parents' pain regarding busing, and is advocating to make things happen.

Director Vento informed us that the Legislative Action Coalition (LAC) would be having their first meeting on Tuesday, October 19, and the Special Education Advisory Council (SEAC) would be having their first meeting on Monday, October 25... both of which he would attend. Director Vento reminded everyone that the district is not allowed to be involved with providing information to coordinate carpools for liability reasons. Director Vento also thanked those who came to speak during the listening session, with appreciation to the drivers and apologies to the parent speaker. He said it was good to hear the feedback, and encouraged people to share their stories directly with the Board. Director Vento reminded people there is a lot of misinformation out on social media.

Director Sant mentioned he would also be attending the LAC meeting on October 19. On Tuesday, October 12 he attended the Community Connect meeting and learned about full-service community school grants for Cooper, RMS and Sandburg Learning Center, as well as a \$750,000.00 Grow Your Own grant to build diversity in our teaching staff. Director Sant also mentioned the upcoming Robbinsdale Chamber of Commerce Give and Get event on Thursday, October 28; the district Job Fair on Wednesday, November 3rd at the Crystal Learning Center; and apartment visits coming up later in the year at Twin Lake North, The Willows and Ironwood. Director Sant also attended the Intermediate District 287 Board Meeting where they will be using Monday, November 15 as a professional development day for staff working on safe schools. 287 has hired a firm to assist with their superintendent search. Director Sant expressed his appreciation to those participating in the listening session, his sincere apologies to the family that spoke, and noted that we do not want Durham to take us for granted.

Chair Boone facilitated the Community Connect meeting on Tuesday, October 12 and noted the upcoming Achievement and Integration programs: Tuesday, October 26 - Latino in America; Tuesday, November 16 - Uncovering the True Thanksgiving Story and Monday, December 6 - Introduction to West African Community. On Friday, September 24 Chair Boone attended the Talus Apartment Visit with Director Sant and some Cabinet members for community outreach. Tuesday, September 28, Chair Boone, Vice Chair Bassett and Superintendent Engstrom started onboarding newly selected Director Brooks Green. Wednesday, September 29 Chair Boone subbed for Director Herring in the first Other Post-Employment Benefits (OPEB) meeting, reported the investments are doing well, and in future meetings strategies will be reviewed, and options proposed. On Thursday, October 7 Chair Boone, Toya Stewart Downey and Amy O'Hern went to Forest during conferences for casual conversations with families. Chair Boone also thanked the community for their grace for the transportation issues we're experiencing this fall, reiterating that it is difficult for all around.

Announcements (can be found on our website)

Adjournment

MOTION: Director Herring moved approval and Director Evans-Becker seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Boone, Evans-Becker, Herring, Sant, and Vento. And the following voted against the same: none. Meeting was adjourned.

Prepared and submitted by:
 Molly Olson
 Assistant Clerk, Robbinsdale Area Schools
 Executive Assistant to the Superintendent and School Board

Signed: _____ Date: _____
 Clerk, Independent School District 281

LICENSED STAFF - November 1, 2021**CHANGE OF ASSIGNMENT**

Name	Building	Title	Effective Date
Nadia Swanson	LVE	Education Asst. to Teacher	10/14/2021

NEW HIRE

Name	Building	Title	Step/Lane	Effective Date
Christine Porter	NOE	1.0/TOSA	MA/10	10/18/2021
Megan Salmon	SEA	1.0/Gr 1	BA/6	10/25/2021

REHIRE

Name	Building	Title	Effective Date
Deanna Bruzelius	ENE	1.0/Music	10/25/2021
Mark Jacobs	AHS	.9/Phys Ed	10/15/2021

RESIGNATION/RETIREMENT

Name	Building	Title	Effective Date
Jill Bryan	SEA	Gr 1	10/26/2021
Cori Roton	NOE	TOSA	10/20/2021

Robbinsdale Area School District 281		
Request for change in salary lane		
October 1, 2021		
Name	Current Lane	New Lane
Beebe, Elizabeth	MA45	MA60
Boll, Samantha	MA30	MA45
Bryan, Jill	MA	MA15
Casterton, Laura	BA60	MA
Clifton, Robyn	BA	BA15
Coleman, Anna	BA	BA15
Cook, Bailey	BA	BA15
Danielson, Adrienne	MA	SPEC
Deiman, Bryan	MA30	MA60
Diamond, Stephanie	BA15	BA30
Dion, Abbi	MA15	MA30
Distel, Tracy	MA60	PhD
Dodd, Katharine	MA30	MA60
Dreher, Patrick	MA	MA15
Dube, Laurie	BA15	MA
Dunagan, Daniel	MA30	MA60
Elfert, Laura	BA45	BA60
Enyart, Deidre	BA30	BA60
Gaustad, Sarah	MA	MA30
Gelhar, Megan	MA15	MA45
Gromek, Janet	BA30	MA
Harmon, Rebecca	MA	MA15
Heck, Leah	BA30	MA
Hinrichs, Stephanie	BA	BA15
Hubred, Douglas	BA15	BA45
Kearns, Kali	BA	BA15
Kemper, Kristin	MA	MA45
Koczur, Kaycee	BA	BA30
Kozak, Karen	MA45	MA60
Larson, Natalie	MA30	SPEC
Leach, Timothy	BA	BA30
Levitt, Shari	MA	MA30
Ludbrook, John	MA30	MA45
Mayer, Colleen	MA45	MA60
McDonald, Katherine	MA30	MA45
Merrill, Allisen	BA	BA30
Munson, Kelly	BA45	MA
Murphy, Nicole	BA30	MA
Ostrov, Nicholas	MA45	SPEC
Pastrana, Stephanie	MA30	MA45
Perry, Michael	BA	BA15

Peterson, Elizabeth	BA15	BA30
Porisch, Jennifer	BA60	MA
Riebe, Caitlin	BA	MA
Riedman, Austin	BA	MA
Robinson, Sara	BA	BA15
Rutledge, Sarah	MA60	SPEC
Sauer, Stacey	MA15	MA45
Schoeb, Mary	BA15	MA
Schultz, Elizabeth	MA15	MA30
Schulz, Lauren	MA15	MA45
Sevald, Catherine	BA30	BA45
Sieber, Alyssa	BA15	BA45
Slyter, Jacquelyn	BA60	MA
Snyder, Emily	BA	BA15
Stark-Haws, Connor	MA	MA15
True, Karen	MA	MA30
Vincent, Reva	BA15	BA30
Wegener, Claire	MA	SPEC
Westby, Michael	MA30	MA60
White, Sara	MA45	MA60

NON-LICENSED STAFF - November 1, 2021

CHANGE OF ASSIGNMENT

Name	Building	Title	Effective Date
Anne Olson	CHS	Clerical EA to Office Employee	11/01/2021
Christina Opatrny	ZLE	Food Service to Adventure Club EA	10/25/2021

NEW HIRE

Name	Building	Title	Step/Lane	Effective Date
Patricia Buechele	ENE	Special Ed EA	CL3, Step 3	10/25/2021
leasha Gary	CHS	Food Service	CU2, Step 4	10/14/2021
Nathaniel Horstman	FAIR-PL	Service Employee	CU3, Step 1	10/25/2021
Luis Jimenez	RMS	AVID Tutor EA	CL3, Step 3	10/13/2021
Estefanie Pacheco Rendon	RSI	Clerical EA	CL2, Step 2	10/19/2021
Arriel Mcdonald	CHS	Program Assistant	LV7, Step 1	10/18/2021

RESIGNATION/RETIREMENT

Name	Building	Title	Effective Date
Randy Gresczyk	CHS	Program Assistant	10/20/2021
Shannon Torrence	RMS	Food Service	10/22/2021

Announcements | November 1, 2021

Monday, November 15, 2021

6:00 p.m. Listening Time

7:00 p.m. Regular Meeting

20

Check out our calendar on the website for additional meeting details.



2021-2022 School Board Meetings (approved Feb. 16, 2021)

Meetings are typically held the first and third Monday of each month (except when the calendar does not permit) at the Education Service Center, 4148 Winnetka Avenue North, New Hope, MN, third floor boardroom. School Board Work Sessions are scheduled to follow the first school board meeting of the month. School Board Work Sessions typically start ten minutes after the adjournment of the preceding School Board Business Meeting.

2021			
Monday	July 19	6 pm 7 pm	Listening Time Regular Meeting
Monday	August 2	6 pm	Business Meeting Work Session
Monday	August 16	6 pm 7 pm 8 pm	Listening Time Regular Meeting Special Work Session
Wednesday	September 8	6 pm	Business Meeting Work Session
Wednesday	September 22	6 pm 7 pm	Listening Time Regular Meeting
Monday	October 4	6 pm	Business Meeting Work Session
Monday	October 18	6 pm 7 pm	Listening Time Regular Meeting
Monday	November 1	6 pm	Business Meeting Work Session
Tuesday	November 2		Election Day
Monday	November 15	6 pm 7 pm	Listening Time Regular Meeting
	Nov/Dec TBD		Closed Session for Supt. Review
Monday	December 6**	6 pm 7 pm	Truth in Taxation Business Meeting Work Session
Monday	December 20	6 pm 7 pm	Truth in Taxation (if needed) Listening Time



			Regular Meeting
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2022			
Tuesday	January 4	6 pm	Organizational Meeting Business Meeting Work Session
Tuesday	January 18	6 pm 7 pm	Listening Time Regular Meeting
Monday	February 7	6 pm	Business Meeting Work Session
Tuesday	February 22	6 pm 7 pm	Listening Time Regular Meeting
Monday	March 7	6 pm	Business Meeting Work Session
Monday	March 21	6 pm 7 pm	Listening Time Regular Meeting
Tuesday	April 5	6 pm	Business Meeting Work Session
Tuesday	April 19	6 pm 7 pm	Listening Time Regular Meeting
Monday	May 9	6 pm	Business Meeting Work Session
Monday	May 23	6 pm 7 pm	Listening Time Regular Meeting
Monday	May 23	8 pm	Closed Session for Supt. Evaluation
Tuesday	June 7	6 pm	Business Meeting Work Session
Monday	June 20	6 pm 7 pm	Listening Time Regular Meeting