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School Board of Robbinsdale Area Schools

Business Meeting - August 1, 2022

AGENDA SECTION: Call to Order

ITEM: Roll Call Attendance

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



School Board of Robbinsdale Area Schools

Business Meeting – August 1, 2022

AGENDA SECTION: Acceptance of Agenda

ITEM: 2. Acceptance of Business Meeting Agenda

PRESENTER: Helen Bassett, School Board Chair

Recommended Action: Approve Business Meeting agenda.

Acceptance of Business Meeting Agenda – August 1, 2022

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

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

Abstentions: _____



School Board of Robbinsdale Area Schools

Business Meeting – August 1, 2022

AGENDA SECTION:	Operations
ITEM:	<u>3.A. Recommendation of Equity Policy to become Policy 102.1</u>
PRESENTER:	<u>Sharon Brooks Green, School Board Director</u>

Director Brooks Green will present a recommendation for approval of officially assigning Robbinsdale Area Schools' Equity Policy the number 102.1 in district policy series 100.

102.1 EQUITY POLICY

I. PURPOSE

The purpose and mission of Robbinsdale Area Schools' (RAS) Equity Policy is to inspire and educate all learners to develop their unique potential and positively contribute to their community: See All, Serve All, Support All. The Unified District Vision (UDV) and Board Core Values are embodied by the RAS Equity Definition.

II. GENERAL STATEMENT OF POLICY

- A. RAS defines equity as setting the conditions, to the extent possible, to assure access and opportunity for ALL students, while eliminating gaps in performance based on race, socio-economic status, and language. Discriminatory policies and practices are not tolerated.
- B. RAS is committed to the provision of a barrier-free learning environment. Graduating students ready for careers, skilled trades, and college is our priority. We will actively eliminate district policies, structures, and practices which perpetuate inequities and contribute to disproportionality in access and outcomes.
- C. Recognition of the strengths within our staff and students is an essential core value. These strengths are related to factors such as: race; culture; ethnicity; language; national origin; socioeconomic status; gender; sexual orientation; age; ability; religion; and physical appearance.
- D. To secure this vision, RAS will focus on the individual and unique needs of each student. Our UDV has four goals:
 - 1. Implement policies and practices that open pathways to academic excellence for all students;
 - 2. Utilize culturally responsive teaching and personalized learning for all students;
 - 3. Engage family and community members as partners; and
 - 4. Engage and empower students by amplifying student voice.

III. FULFILLING THE UNIFIED DISTRICT VISION THROUGH EQUITY

- A. In our work to fulfill the requirements of the World's Best Workforce and live up to our Unified District Vision (UDV), we embrace the following shared values, and adopt them as the framework for our collective efforts to prepare each student to develop their unique potential. We commit to ensuring fairness, equity and inclusion as essential principles of

our district, fully integrating those principles into all our governance, leadership, policies, programs, operations and practices. We commit to providing a district-wide culture which:

1. Holds high expectations of students and staff, through appreciation of varied teaching and learning styles.
 2. Allows for individualized and systemic personal development opportunities that support teachers and students.
 3. Intentionally utilize culturally relevant and responsive curricula, and pathways that widen access to educational opportunities and lifelong success.
 4. Identify, develop and apply best instructional practices that have demonstrably made a positive difference for students to reduce prevalent and persistent learning outcome gaps.
 5. Allocate the many financial, capital and human resources of RAS equitably.
 6. Facilitate equitable access to co-curricular and extra-curricular activities, social services, tutoring, and enrichment opportunities.
 7. Engage, and collaborate with our families, students, residents, communities, and stakeholders promoting their active involvement as an essential component of the district's responsibility for effective and equitable governance.
- B. The Board has the expectation all district and school site decision makers, teachers, administrators, and other staff will be accountable for building a district-wide culture of equity. The Superintendent is charged to develop a plan with measurable accountability standards and procedures that can be reported transparently to the public.
- C. The equity policy is the lens guiding existing and future policies which impact student learning and resource allocation. Our district's policy development process will utilize insights from the equity policy.
- D. *The Equity Policy of Robbinsdale Area Schools will be reviewed annually and approved by the Board.*



School Board of Robbinsdale Area Schools

Business Meeting – August 1, 2022

AGENDA SECTION:	Operations
ITEM:	3.B. Review of Revisions and Recommendation for Approval of Policy 102: Equal Educational Opportunity
PRESENTER:	Sharon Brooks Green, School Board Director

Director Brooks Green will present the revisions to Policy 102: Equal Educational Opportunity made by the Policy Governance Committee, and recommend approval of the changes.

Adopted: _____

MSBA/MASA Model Policy 102

Orig. 1995

Revised: _____

Rev. 202122

102 EQUAL EDUCATIONAL OPPORTUNITY

[Note: School districts are required by statute to have a policy addressing these issues.]

I. PURPOSE

The purpose of this policy is to ensure that opportunity is provided for all students of the school district.

II. GENERAL STATEMENT OF POLICY

- A. The policy of the school district is to provide equal educational opportunity for all students. (also reference Equity Policy 102.1)-
- B. The school district does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, parental status, status with regard to public assistance, disability, sexual orientation, including gender identity and expression, or age. The school district also makes reasonable accommodations for disabled students with disabilities.

¶

~~*[Note: Part of the definition of “sexual orientation” within the Minnesota Human Rights Act (MHRA) is “having or being perceived as having a self-image or identity not traditionally associated with one’s biological maleness or femaleness,” which is how gender identity and expression gain protection under the MHRA. Minn. Stat. § 363A.03, Subd. 44.]*~~

- ~~C.B.~~ The school district prohibits the harassment and discrimination of any individual for any of the categories based on any of the protected classifications listed above. For information about the types of conduct that constitute violation of the school district’s policy on harassment and violence and the school district’s procedures for addressing such complaints, refer to the school district’s policy on harassment and violence (Policy 413).
- D. ¶ The school district prohibits discrimination of students with a disability, within the intent of Section 504 of the Rehabilitation Act of 1973 (“Section 504”), who need services, accommodations, or programs in order to receive a free appropriate public education. For information as to protections that may apply pursuant to Section 504 and the school district’s corresponding procedures for addressing disability discrimination complaints, refer to the school district’s policy on student disability nondiscrimination (Policy 521).

- DE. The school district prohibits sexual harassment discrimination of any individual on the basis of sex in its education programs or activities. For information as to the protections that apply pursuant to Title IX and school district's corresponding procedures and processes for addressing sexual harassment and discrimination, refer to the school district's policy on Title IX sex nondiscrimination (Policy 522).
- EFE. This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- DGF. Every school district employee, contract person, volunteer or other persons otherwise associated with our school district shall be responsible for complying with this policy ~~conscientiously~~.
- EGH. Any student, parent, or guardian having a question regarding this policy should discuss it with the appropriate school district official as provided by policy. In the absence of a specific designee, an inquiry or a complaint should be referred to the superintendent. ¶

¶

Legal References: Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)
 Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
 20 U.S.C. § 1681 *et seq.* (Title IX of the Education Amendments of 1972)
 42 U.S.C. § 2000d *et seq.* (Title VI of the Civil Rights Act of 1964)
 42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)

Cross References: ~~MSBA/MASA Model Policy 402 (Disability Nondiscrimination)~~
 MSBA/MASA Model Policy 413 (Harassment and Violence)
 MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)
 MSBA/MASA Model Policy 522 (~~Student Sex Nondiscrimination~~ Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process)
 Equity Policy 102.1



School Board of Robbinsdale Area Schools

Business Meeting – August 1, 2022

AGENDA SECTION: Consent Agenda
ITEM: 4. Approval of Consent Agenda
PRESENTER: Helen Bassett, School Board 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 include administrative, personnel matters and financial matters.

Recommended Action: Approve the Consent Agenda items.

Approval of Consent Agenda – August 1, 2022

	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: _____

LICENSED STAFF - August 1, 2022**CHANGE OF ASSIGNMENT**

Name	Building	Title		Effective Date
Arden Leali-Broberg	ESC	Teacher to Program Director		7/25/2022

NEW HIRE

Name	Building	Title	Lane/Step	Effective Date
Anna Bauer	NOE	Counselor	MA/6	8/29/2022
Heather Bocksell	ZLE	School Nurse	BA/10	8/29/2022
Abigail Cromie	LVE	Special Ed	BA/3	8/29/2022
Carolyn Johnson	CHS	Math	MA/4	8/29/2022
Vanessa Mercer	NPE	Counselor	MA/2	8/29/2022
Megan Neuberger	PMS	Math	BA/5	8/29/2022
Brian Seyb Ensmann	CHS	Math	BA+30/5	8/29/2022
Blia Vue	MLE	MTSS Specialist	MA/7	8/29/2022

PART TIME MOBILITY (LICENSED ONLY)

Name	Building	Title		Effective Date
Bonnie Anderson	NOE	Title I		8/29/2022

RESIGNATION/RETIREMENT

Name	Building	Title		Effective Date
Benjamin Berkness	FAIR-PL	Kindergarten Teacher		7/22/2022
John Rivers	CHS	Math Teacher		6/9/2022

NON-LICENSED STAFF - August 1, 2022**CHANGE OF ASSIGNMENT**

Name	Building	Title	Effective Date
Kai Hauglid	FAIR-C	Service Employee to Program Director	07/18/2022

NEW HIRE

Name	Building	Title	Step/Lane	Effective Date
Shayna Anderson	FOE	Tutor EA	CL3, Step 3	09/06/2022
Jhoseline Flores Castellano	NHLC	Tutor EA	CL3, Step 3	09/06/2022
Lashawnda Frazier	CHS	Office Employee	CATIV, Step 3	07/18/2022
Nicole Lee	RSI	Tutor EA	CL3, Step 3	09/06/2022
Ruth Naughton	NHLC	ECFE EA	CL3, Step 3	09/06/2022
Kelsey Slack	NHLC	Tutor EA	CL3, Step 3	09/06/2022

REHIRE

Name	Building	Title	Effective Date
Catherine MacNaughton	ZLE	Tutor EA	09/06/2022

RESIGNATION/RETIREMENT

Name	Building	Title	Effective Date
Teresa Hedland (28 yrs.)	FOE	Nutrition Services	12/22/2022
Heidi Pearson	AHS	Clerical EA	08/26/2022
Carla Smit	PMS	Nutrition Services	06/09/2022
John Stuart (10 yrs.)	AHS	Service Employee	09/09/2022
Kathleen Wicklund	ENE	Nutrition Services	06/09/2022
Amanda Yang	RMS	Office Employee	06/30/2022

School Board of Robbinsdale Area Schools

Business Meeting – August 1, 2022

AGENDA SECTION: Board Reports**ITEM:** 5. Board Report: Listening Session Summary from July 18,
2022**COMMENTS BY:** Greta Evans-Becker, School Board Clerk and Director

School Board Clerk and Director Evans-Becker will provide a summary of the Listening Session topics from Monday, July 18, 2022.

Announcements | August 1, 2022

School Board Candidate Filing Period

August 2-16, 2022

Financial Advisory Council (FAC) Member Application Period

Extended through September 23, 2022

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*Visit the district calendar on our website for additional details on these meeting/events.
Visit our school websites for activities and sporting event details.*



2022-2023 School Board Meetings

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, in the Board Room on the third floor. 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.

2022			
Monday	July 18	6 p.m. 7 p.m.	Listening Time Business Meeting
Monday	August 1	6 p.m.	Business Meeting Work Session
Monday	August 15	6 p.m. 7 p.m.	Listening Time Business Meeting
Wednesday	September 7	6 p.m.	Business Meeting Work Session
Monday	September 19	6 p.m. 7 p.m.	Listening Time Business Meeting
Monday	October 3	6 p.m.	Business Meeting Work Session
Monday	October 17	6 p.m. 7 p.m.	Listening Time Business Meeting
Monday	November 7	6 p.m. 7 p.m.	World's Best Work Force Public Hearing Business Meeting Work Session
Tuesday	November 8		Election Day
Monday	November 21	6 p.m. 7 p.m.	Listening Time Business Meeting
Monday	December 5	6 p.m. 7 p.m.	Truth in Taxation Public Hearing Business Meeting Work Session
Monday	December 19	6 p.m. 7 p.m.	Truth in Taxation Public Hearing (if needed) Listening Time



			Business Meeting Closed Session for Supt. Mid-Year Review
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2023			
Monday	January 9	6 p.m.	Organizational Meeting Business Meeting Work Session
Tuesday	January 24	6 p.m. 7 p.m.	Listening Time Business Meeting
Monday	February 6	6 p.m.	Business Meeting Work Session
Tuesday	February 21	6 p.m. 7 p.m.	Listening Time Business Meeting
Monday	March 6	6 p.m.	Business Meeting Work Session
Monday	March 20	6 p.m. 7 p.m.	Listening Time Business Meeting
Tuesday	April 4	6 p.m.	Business Meeting Work Session
Monday	April 17	6 p.m. 7 p.m.	Listening Time Business Meeting
Monday	May 1	6 p.m.	Business Meeting Work Session
Monday	May 15	6 p.m. 7 p.m.	Listening Time Business Meeting
Monday	May 22	8 p.m.	Closed Session for Supt. Evaluation
Monday	June 5	6 p.m.	Business Meeting Work Session
Monday	June 19	6 p.m. 7 p.m.	Listening Time Business Meeting



School Board of Robbinsdale Area Schools

Business Meeting – August 1, 2022

AGENDA SECTION: Adjournment

ITEM: 7. Action: Adjournment of Business Meeting

PRESENTER: Helen Bassett, School Board Chair

Recommended Action: Call the business meeting to a close.

Adjournment of Business Meeting – August 1, 2022

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

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

Abstentions: _____