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School Board of Robbinsdale Area Schools

Business Meeting - May 1, 2023

AGENDA SECTION: Call to Order

ITEM: Roll Call Attendance

	PRESENT	ABSENT
Helen Bassett	_____	_____
ReNae Bowman	_____	_____
Sharon Brooks	_____	_____
Dr. Greta Evans-Becker	_____	_____
Kim Holmes	_____	_____
Caroline Long	_____	_____
John Vento	_____	_____
David Engstrom, ex-officio	_____	_____



School Board of Robbinsdale Area Schools

Business Meeting – May 1, 2023

AGENDA SECTION: Acceptance of Agenda

ITEM: 2. Acceptance of Business Meeting Agenda

COMMENTS BY: Kim Holmes, School Board Vice Chair

Recommended Action: Approve Business Meeting agenda.

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

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

Abstentions: _____



School Board of Robbinsdale Area Schools

Business Meeting – April 4, 2023

AGENDA SECTION:	Operations
ITEM:	3.A.. Non-Action - Human Resources Staffing Update
PRESENTER:	Amy O'Hern, Executive Director of Human Resources

If needed, Ms. O'Hern will address any questions from the School Board regarding the Human Resources Staffing Update for May 1, 2023.



To: Robbinsdale School Board
From: Amy O'Hern, Executive Director of Human Resources
Date: May 1, 2023
Re: Staffing Update

Total open positions: 87

Open Job Postings by Category	Number of openings	Number of days the position has been posted
Athletics/Activities	7 (summer 2023)	72
Casual employees	3 (summer 2023)	153
Child Nutrition	14	265
Educational Assistant	16	285
Elementary/Early Childhood Teaching	3 (fall 2023)	37
Health Services	3	50
High School Teaching	1 (fall 2023)	33
Licensed ESY	3 (summer 2023)	84
Maintenance/Custodial	7	240
Non-licensed ESY	2 (summer 2023)	70
Program Assistants	8	243
Program Directors	2	40
Clerical	2	106
Student Support Services	7 (fall 2023)	50
Substitute	5	60
Summer Activities	4 (summer 2023)	56



New hires since July 1, 2022

Hires	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Total
Rehires	1	14	9	4	1	1	1	1	2	0	34
New Hires	3	134	71	40	15	10	6	7	11	6	303
New Assignments	4	55	24	12	5	6	5	7	5	0	106
Total	8	203	104	56	21	17	12	15	18	6	460

Attrition Data since July 1, 2022

Departures	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Total
Resignation	16	22	16	17	14	5	1	13	10	8	112
Retirements	0	5	1	2	3	1	6	2	0	1	21
Terminations	0	0	0	1	1	0	5	4	1	0	12
Total	16	27	17	20	18	6	12	19	11	9	145



School Board of Robbinsdale Area Schools

Business Meeting – May 1, 2023

AGENDA SECTION: Consent Agenda
ITEM: 4. Approval of Consent Agenda
PRESENTER: Kim Holmes, School Board Vice Chair

Description: 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 Motion: Approve the Consent Agenda items.

	Yes	No	Abstention
Helen Bassett			
ReNae Bowman			
Sharon Brooks			
Greta Evans-Becker			
Kim Holmes			
Caroline Long			
John Vento			

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

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

Abstentions: _____



To: Members of the School Board
David Engstrom, Superintendent
From: Ukee Dozier, Executive Director of Finance
Date: May 1, 2023
Re: Property & Casualty Insurance Renewal 2023-2024

RECOMENDATION:

Approval of the 2023-2024 Property and Casualty Insurance renewal. Attached is a summary provided by our insurance agent, Patrick Truax of the Marsh McLennan Agency.

QUESTIONS:

Please contact me at 763-504-8037 or Ukee_Dozier@rdale.org if you have any questions.

April 26, 2023

Ukee Dozier
Executive Director of Finance
4148 Winnetka Avenue N.
New Hope, MN 55427

Dear Mr. Dozier

Marsh McLennan Agency is very proud to partner with Robbinsdale School District #281 for their risk management and property & casualty insurance needs. Minnesota public schools continue to face a number of challenges including budget constraints, staffing shortages, cyber-attacks, bullying, violent events, social media, claims of failure to educate, etc. These challenges are flowing through in the form of more frequent and severe insurance claims, which is putting continued stress on the schools and the school insurance market.

In addition to these liability issues, the property insurance market is especially challenging. The cost to construct or replace school buildings continues to increase and is now above \$300 per square foot, and \$350-\$400 per square foot for a new high school on average. Building costs continue to skyrocket due to the increased costs of materials, labour, inflation and overall construction costs. This has enhanced the shortfall in insurance rating values, compared to the actual building replacement costs. The district has the benefit of very strong and broad coverage which includes full replacement cost with no coinsurance restriction. For these reasons, Liberty Insurance pushed to increase the insurance rating value base for Robbinsdale Schools up to the full replacement cost for construction in today's dollars, which resulted in an increase of 33% to the overall district property values for this year's proposed renewal offering. This would've resulted in an overall increase of \$109,179 to the district's property insurance premium alone. However, we were able to put a plan and agreement in place with Liberty 3 years ago to cap those increases to a maximum of 10% per year through 2023 through our partnership. This plan was instrumental as Marsh McLennan Agency was able to negotiate and reduce Liberty's initial quote offering by \$50,352 this year. Liberty's property insurance values for Robbinsdale schools are well below the benchmark for the rest of the school insurance carrier market which has significantly helped the district manage their overall insurance spend for this year. This is the last year of the stair-stepping agreement with Liberty, so we are already planning to strategically market the insurance to our additional insurance carrier partners in 2024 because our agreed upon cap limit will expire.

Although the property insurance premium is still increasing from \$286,308 expiring to \$345,135 upon renewal, we were able to keep the majority of the other insurance line premiums relatively flat with the exception of the Educator's Legal Liability premium (which is increasing for all schools). Included in that, we were extremely pleased that we were able to negotiate a flat renewal for the school's cyber liability insurance with Beazley who is a leading cyber insurance carrier. It is no surprise that the cyber insurance market has also been extremely volatile and challenging as we hear and read about all of the cyber attacks and breaches. Unfortunately, schools have become a huge target as we've seen here in MN with some very recent high-profile breaches in large public-school districts. As the underwriting requirements continue to become more stringent with the level of required security controls, many districts are having challenges qualifying for dedicated cyber insurance coverage while having to pay more premium for less coverage. Robbinsdale Schools has continued to invest and strengthen their IT security controls which has been a key component to obtaining dedicated cyber liability insurance coverage at a manageable cost. We are also thrilled to hear about the district's plans to work with a leading IT security firm in this space, which will help manage this risk and control insurance costs going forward.

The overall premium for all lines of insurance is increasing from \$603,872, to \$684,369 annually, which equates to a 13% overall premium increase.

Marsh McLennan will continue to work with the district to proactively manage their complex risks while keeping the insurance costs as manageable as possible given the market conditions. Marsh McLennan Agency is the leading broker for public school districts in the state, and the endorsed broker partner for Property & Casualty Insurance by the Minnesota School Board Association.

We appreciate the continued partnership and look forward to continuing to support and service the district in any way that we can.

Sincerely,

Patrick Truax, AIA
Risk Consultant
Schools & Public Entities
Marsh McLennan Agency

Premium Summary & Comparison

COVERAGE	2022 – 2023 (LIBERTY) EXPIRING PREMIUMS	2023 – 2024 (LIBERTY) ORIGINAL PROPOSED RENEWAL PREMIUMS	2023 – 2024 (LIBERTY) REVISED 1523PROPOSED RENEWAL PREMIUMS
Property	\$286,308.00	\$395,487.00	\$345,135.00
Equipment Breakdown	Included	Included	Included
Crime	\$3,935.00	\$3,935.00	\$3,935.00
Inland Marine	Included in Property Premium	Included in Property Premium	Included in Property Premium
General Liability	\$138,234.00	\$143,373.00	\$143,373.00
School Leaders E&O	\$50,793.00	\$66,031.00	\$66,031.00
Law Enforcement Liability	\$2,956.00	\$2,533.00	\$2,533.00
Automobile	\$47,513.00	\$47,762.00	\$47,762.00
Umbrella	\$27,407.00	\$28,874.00	\$28,874.00
Total Estimated Annual Premium:	\$557,146.00	\$687,995.00	\$637,643.00
COVERAGE	2022 – 2023 (AIG) EXPIRING PREMIUMS	2023 – 2024 (AIG) PROPOSED RENEWAL PREMIUMS	2023 – 2024 (AIG) PROPOSED RENEWAL PREMIUMS
International	\$2,500.00	\$2,500.00	\$2,500.00
COVERAGE	2022 – 2023 (MARKEL) EXPIRING PREMIUMS	2023 – 2024 (MARKEL) PROPOSED RENEWAL PREMIUMS	2023 – 2024 (MARKEL) PROPOSED RENEWAL PREMIUMS
Volunteer Policy	\$1,330.00	\$1,330.00	\$1,330.00
COVERAGE	2022 – 2023 (BEAZLEY) EXPIRING PREMIUMS	2023 – 2024 (BEAZLEY) PROPOSED RENEWAL PREMIUMS	2023 – 2024 (BEAZLEY) PROPOSED RENEWAL PREMIUMS
Network Security Liability	\$42,895.55	\$42,895.55	\$42,895.55
Total Estimated Annual Premium:	\$603,871.55	\$734,720.55	\$684,368.55

PAYMENT TERMS & PLAN:

- Liberty Direct Bill - Quarterly
- AIG, HSR, Beazley Agency Bill: Annual

HISTORY OF DISTRICT

NAME OF DISTRICT: **ROBBINSDALE #281**

robbinsdaleprop22

BASE PROPERTY/LIABILITY POLICY

	2013-2014	2014-15	2015-16 Wright	2016-17 Wright	2017-18 Wright	2018-19 Wright	2019-20 Liberty	2020-21 Liberty	2021-22 Liberty	2022-23 Liberty	2023-24 Liberty	
PROP VALUES	\$ 451,523,551	\$ 451,761,323	\$ 465,473,782	\$ 503,214,740	\$ 511,356,808	\$ 526,338,233	\$ 545,620,186	\$ 565,839,077	\$ 604,330,163	\$ 664,648,102	\$ 731,112,912	10.0%
PREMIUM	\$ 492,745	\$ 515,867	\$ 512,491	\$ 539,565	\$ 556,678	\$ 493,711	\$ 384,780	\$ 455,478	\$ 493,948	\$ 557,146	\$ 637,643	14.4%
			6/30/15 Added FAIR School	8/1/16 +Crystal Learning Center			50k deductibel	Marketed	appraisal done 25 ded inc fire loss	CREDIT 30K MMA	CREDIT 30K MMA	CREDIT \$36,138 MMA

***Approved May 1, 2023*

A Business Meeting of the School Board of Robbinsdale Area Schools (RAS) was held Tuesday, April 17, 2023, beginning at 7:02 p.m. in the Boardroom at the Robbinsdale Area Schools Education Service Center. A recording of the meeting can be found at: <https://www.rdale.org/discover/school-board> under "Watch School Board Meeting Webcasts."

Call to Order and Roll Call

Chair Evans-Becker called the meeting to order at 7:02 p.m. Directors present: Helen Bassett, ReNae Bowman, Sharon Brooks, Greta Evans-Becker, Kim Holmes, Caroline Long, and John Vento; and David Engstrom, Superintendent. Director(s) absent: none. There was a quorum; and the meeting was called to order.

Acceptance of the Agenda

Chair Evans-Becker asked for a motion to accept the Business Meeting agenda. MOTION: Director Vento moved approval, and Director Bassett seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Bassett, Bowman, Brooks, Evans-Becker, Holmes, Long and Vento. And the following voted against the same: none. Said motion was declared duly passed.

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Sharing the Success

Tony Patterson - Assistant Director of Achievement and Integration, David Kek - Cooper Culture and Climate Specialist, Jessica Stewart-Robinson - Armstrong Equity Specialist, Minaida Tanda - Forest/Lakeview Culture and Climate Specialist, Charles Vickers - Armstrong Culture and Climate Specialist and Student Participants
The group provided an update in regard to the Robbinsdale Area Schools Historical Black Colleges and Universities (HBCU) and Hispanic Serving Institution (HSI) Research Experience trip that occurred over spring break. The trip is the experiential learning piece, along with a class the students had to take in preparation - and presentation to the Board. Each student selected for this program will earn an elective credit for their participation.

Superintendent's Report

- A. Introduction of Robbinsdale Area Schools Youth Council (RASYC) members (formerly Student Advisory to the Board of Education (SABE)) by *Anthony Williams, Executive Director of Community Education, Athletics and Activities*
17 Students were selected for RASYC, representing the seven cities in our district, varying in grade levels and ethnicities.
- B. Student Conversation Action Steps - We are committed to amplifying student voice. Superintendent Engstrom met with students regarding security and safety at Armstrong, Cooper and RA-Highview without the administrators present. Many themes came from these discussions: bathroom access after incidents, lack of understanding of rules and consequences, having adults in hallways are deterrent to bad behaviors, School Resource Officers (SROs) are valuable for safety - but can be intimidating in uniform, and relationships matter. The students care and want to improve our schools. Superintendent Engstrom will work with administrators to double down working on these themes. Our students wanted to have more conversations with the superintendent in the future like this.
- C. Other... Superintendent Engstrom thanked the Achievement and Integration staff for sharing about the HBCU/HSI Research Experience, and particularly the students for sharing their voice.

Operations

- A. Action: Resolution to Establish School Board Ad Hoc Committee
Director Bassett proposed that the resolution be amended to include specific priorities safety and security, then moved approval of the amended resolution. Director Vento agreed and seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Bassett, Bowman, Brooks, Evans-Becker, Holmes, Long and Vento. And the following voted against the same: none. Said motion was declared duly passed.
- B. Action: Resolution Accepting FY23 Mid-Year Budget Revisions
MOTION: Director Vento moved approval of the Resolution Accepting FY23 Mid-Year Budget Revisions, and Director Evans-Becker seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Bassett, Brooks, Evans-Becker and Vento. And the following voted against the same: Directors Bowman, Holmes and Long. Said motion was declared duly passed.
- C. Action: 2022-2023 Board Meeting Calendar Changes

MOTION: Director Bassett moved approval of the 2022-2023 Board Meeting Calendar Changes, and Director Holmes seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Bassett, Bowman, Brooks, Evans-Becker, Holmes, Long and Vento. And the following voted against the same: none. Said motion was declared duly passed.

D. Action: Approval of the School Board Calendar for 2023-2024

MOTION: Director Bassett moved approval of the dates of the School Board Calendar for 2023-2024 amended to remove the additional work sessions, Director Brooks seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Bassett, Brooks and Vento. And the following voted against the same: Directors Bowman, Evans-Becker, Holmes and Long. Said motion failed.

MOTION: Director Holmes moved approval of the School Board Calendar for 2023-2024 as presented - including the additional work sessions, Director Bowman seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Bowman, Evans-Becker, Holmes and Long. Said motion was declared duly passed.

E. Action: Resolution Accepting Donations

MOTION: Director Holmes moved approval of the Resolution Accepting Donations, and Director Bowman seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Bassett, Bowman, Brooks, Evans-Becker, Holmes, Long and Vento. And the following voted against the same: none. Said motion was declared duly passed.

F. Non-Action: Human Resources Staffing Update

Amy O'Hern was available for questions and discussion in regard to the "Human Resources Staffing Update."

Consent Agenda

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Consent Agenda items include administrative, personnel matters, and financial matters.

MOTION: Director Vento moved pulling Consent Agenda Item 6.A.2. Conference and Travel Request for a separate vote, while going ahead with the vote for the remaining items on the Consent Agenda as one vote, and Director Brooks seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Bassett, Bowman, Brooks Green, Evans-Becker, Holmes, Long and Vento. And the following voted against the same: none. Said motion was declared duly passed.

MOTION: Director Vento moved approval of Consent Agenda Item 6.A.2. Conference and Travel Request, and Director Brooks seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Bassett, Brooks Green, Evans-Becker, and Vento. And the following voted against the same: Directors Bowman, Holmes, and Long. 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 Business Meeting, Director Brooks facilitated the listening time held at 6 p.m. in the Boardroom at the Education Service Center. Ten community members spoke in regards to: teacher's perspective on school climate and culture, lack of support for Achievement and Integration department and staff of color, safety and security, cell phones in classrooms, teaching trades to students, bathroom access after incidents, and busing safety.

Announcements (can be found on our website)

Adjournment

MOTION: Director Vento moved to adjourn the Business meeting, and Director Bassett seconded the motion. Upon vote being taken thereon, the following voted in favor thereof: Directors Bassett, Bowman, Brooks Green, Evans-Becker, Holmes, Long, 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: 
School Board Clerk, Independent School District 281

Date: May 1, 2023

LICENSED STAFF - May 1, 2023

NEW HIRE

Name	Building	Title	Lane/Step	Effective Date
Renee Bartos	NHLC	Special Ed	BA60	08/28/2023

NON-LICENSED STAFF - May 1, 2023**NEW HIRE**

Name	Building	Title	Step/Lane	Effective Date
Shamarva Farmer	SMS	Office Employee	CATII, Step 5	04/24/2023
Melissa Jones	LVE	Special Ed EA	CL3, Step 5	04/24/2023
Keri Miller	CHS	Nutrition Services	C3, Step 3	04/12/2023
Cheer Moua	RMS	Tutor EA	CL3, Step 3	04/19/2023
Elizabeth Schmiesing	ESC	Program Director	LV5, Step 2	04/26/2023

RESIGNATION/RETIREMENT

Name	Building	Title	Effective Date
Janis Anderson	ENE	Special Ed EA	06/07/2023
Iisiah Bundy	FAIR-PL	Program Assistant	04/05/2023
Nathaniel Horstman	FAIR-PL	Service Employee	04/21/2023
Amy Kramnic-Woodworth	FAIR-PL	Adventure Club EA	04/27/2023
Camille Necas	NOE	Media EA	06/07/2023
Lavinia Pottios	PL	Program Assistant	04/28/2023
Levarn Shelby	RMS	Program Assistant	04/18/2023
Joyce Teske	FAIR	Nutrition Services	04/28/2023
Shaniya Turner	SMS	Special Ed EA	04/19/2023

TERMINATION

Name	Building	Title	Effective Date
Patricia Weeber	CHS	Nutrition Services	04/13/2023

School Board of Robbinsdale Area Schools

Business Meeting – May 1, 2023

AGENDA SECTION: Closed Session

ITEM: 5. Closed session pursuant to Minnesota Statutes 13D.05 subdivisions 2 (4) (b) to discuss as a Board preliminary considerations of allegations.**COMMENTS BY:** Kim Holmes, School Board Vice Chair

The next item on the agenda is a closed session pursuant to Minnesota Statutes 13D.05 subdivisions 2 (4) (b) to discuss as a Board preliminary considerations of allegations. I will entertain a motion that the meeting recess to the closed session.

Chair Evans-Becker will be joining the closed session virtually from Markt 17, Brugges, 8000 Belgium

Motion by: _____ **Yes:** _____ **Passed:** _____**Second by:** _____ **No:** _____ **Failed:** _____**Abstentions:** _____

The business meeting is now in recess.

Announcements | May 1, 2023

Annual Indian Education Powwow

Saturday, May 6, 2023 at 1:00 p.m.

Relay For Life of Robbinsdale Area Schools

Saturday, May 6, 2023 at 6:00 p.m.

School Board Special Work Session

Monday, May 8, 2023 at 6:00 p.m.

*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.	Business Meeting Work Session
Tuesday	November 8		Election Day
Wednesday	November 16	6 p.m.	Special Meeting - Canvassing the Election Results
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 8	6 p.m.	Work Session (Board Priorities)
Monday	May 15	6 p.m. 7 p.m.	Listening Time Business Meeting Work Session
Monday	May 22*	8 p.m.	Closed Session for Supt. Evaluation
Tuesday	June 6	6 p.m.	Business Meeting Work Session
Tuesday	June 20	6 p.m. 7 p.m.	Listening Time Business Meeting



School Board of Robbinsdale Area Schools

Business Meeting – April 17, 2023

AGENDA SECTION: Adjournment

ITEM: 7. Adjournment of Business Meeting

COMMENTS BY: Kim Holmes, School Board Vice Chair

Recommended Action: Call the Business meeting to a close.

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

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

Abstentions: _____