

**School Board Work Session**  
**Monday, December 12, 2022; 4:45 PM**  
**ECC Room 350**

**I. Determination of Quorum and Call to Order**

**II. Discussion**

**A. City of Edina Election Agreement**

**Description:** City staff have been invited to discuss the City's role in managing school district elections.

**Presenter(s):** Scott Neal, Edina City Manager

**B. Student Travel**

**Description:** EHS Biology to Madagascar Updates, June 2023; EHS Orchestra to St. Thomas, March 2024; EHS Social Studies to England and France, June 2024; EHS STEM to Germany and Switzerland, June 2024; EHS Biology to Dominica, July 2024; VVMS French Immersion to Quebec, June 2024; ND Elementary to France, June 2023; and ND Elementary to France, June 2024

**Presenter(s):** Jody De St. Hubert, Director of Teaching and Learning; Jenn Carter, Edina High School Assistant Principal; Pierre Schmidt, Valley View French Immersion Teacher; Chris Holden, Normandale Elementary School Principal; and Lynnea West, Normandale Elementary Media Specialist

**C. Board Committee Assignments and Roles**

**Description:** Organizational details will be discussed in anticipation of the annual January organizational meeting.

**Presenter(s):** Erica Allenburg, Board Chair

**D. Board Compensation Structure**

**Description:** Organizational details will be discussed in anticipation of the annual January organizational meeting.

**Presenter(s):** Michael Birdman, Board Treasurer

**E. Superintendent Mid-year Review Process**

**Description:** The School Board and the Superintendent agreed to an updated evaluation process earlier this year. The process is thorough, repeatable and actionable, and it aligns with MSBA's recommended processes. It also supports Strategy D of the Strategic Plan, to continuously develop innovative, committed, and exemplary leadership.

**Presenter(s):** Erica Allenburg, Board Chair

**III. Leadership and Committee Updates**

**IV. Superintendent Updates**

**V. Adjournment**



**Board Work Session Meeting Date:** 12/12/2022

**TITLE:** City of Edina Elections Agreement

**TYPE:** Discussion

**PRESENTER(S):** Scott Neal, Edina City Manager; Lisa Schaefer, Assistant City Manager; and Sharon Allison, City Clerk

**BACKGROUND:** City staff have been invited to discuss the City's role in managing school district elections.

**DESIRED OUTCOMES FROM THE BOARD:** Be prepared to discuss the City and school district's roles in managing school district elections.

**ATTACHMENTS:** Agreement Between City of Edina and ISD 273

**TITLE:** Election Agreement with City of Edina

**SUMMARY OF INFORMATION:** Board Chair Allenburg

## **BACKGROUND:**

### **Background Information**

Under state law, the City is responsible for administering state-wide and City elections, which must be conducted in even years. The Edina School Board runs elections on off-years and the City of Edina has run the district elections for many decades due to their voting systems and access to election supplies and technologies the district does not have access to.

On 11/15/22, Edina City Council voted to rescind their agreement to manage district elections, with a willingness to contract with the district for the 2023 school board election. Please see link:

(<https://edina.novusagenda.com/AgendaPublic/CoverSheet.aspx?ItemID=14115&MeetingID=1871>).

## **Issues**

There are multiple issues before the board related to the running of school board elections.

### **From a short term perspective:**

- The board needs to decide whether or not to approve the agreement with the city to run the 2023 election. If the board decides NOT to approve this agreement, the district will be responsible for running the 2023 school board election.

### **From a mid term perspective:**

- The board needs to decide the cost/benefit of running school board elections on odd years.
  - I propose the board discuss this issue at a January or February work session.
- If the board decides they want to run elections on odd years, the board and city should ideally should to come up with a mutually beneficial plan that addresses several issues:
  - District and parent election security concerns
  - Concerns/questions about community perceptions of election integrity
  - City concerns about workload and complexity of election processes
  - Any other concerns from either the district or city
- The city has already expressed willingness in working together on a mutually beneficial long-term plan.

**AGREEMENT BETWEEN THE CITY OF EDINA AND  
INDEPENDENT SCHOOL DISTRICT NO. 273**

**2023 General School District Election**

THIS AGREEMENT between the City of Edina ("City"), a Minnesota municipal corporation, and Independent School District No. 273, a Minnesota public corporation ("District"),

**WITNESSETH:**

**WHEREAS**, the District wishes to contract with the City for assistance in the administration of the District's 2023 General Election, and

**WHEREAS**, the District's **2023 General Election** does not coincide with City, state or federal elections, and

**WHEREAS**, the City has an extensive election infrastructure which includes, but is not limited to, a program to recruit and train election staff and the City owns devices essential to voting such as ballot marking devices and tabulation machines ("Election Services and Equipment").

**WHEREAS**, the City is willing to make the Election Services and Equipment available to the District for the 2023 General Election, in accordance with the terms and conditions stated herein, whenever that may be compatible, in the City's sole determination, with the City's capabilities and requirements respecting the City's own elections and the orderly administration of elections in general;

**NOW, THEREFORE**, it is mutually agreed that:

**1. CITY OBLIGATIONS . The City will provide the following Election Services and Equipment to the District:**

- A. Recruit, train, and supervise City staff to carry out the duties specified in this contract;
- B. Recruit, hire, train, assign, and pay election judges;
- C. Administer and distribute absentee voting at City Hall.
- D. Provide basic election-related information on the City's website;
- D. Provide election forms, supplies, and other related materials for each polling place;
- E. Prepare test decks, test ballot counters, and ballot marking devices;
- F. Conduct preliminary tests and Public Accuracy Tests of voting systems;
- G. Publish Public Accuracy Test notice;
- H. Coordinate delivery of equipment and supplies to and from polling places;

- I. Prepare election map and provide as requested;
- J. On election day, provide staff to troubleshoot election equipment issues, make periodic deliveries to polling places, and provide other assistance as needed; and
- K. On election night, provide staff to process head election judges and paperwork at election headquarters.

**2. DISTRICT OBLIGATIONS. The District hereby agrees to:**

- A. Perform all functions related to proper conduct of school district elections pursuant to Minnesota Statutes, Chapter 205A and related statutes;
- B. Designate a person to be the primary contact for the City;
- C. Administer campaign financial reporting activities;
- D. Perform duties of candidate filing officer, including acceptance of affidavits of candidacy and petitions;
- E. Approve ballot language and the wording of any ballot questions;
- F. Prepare final approval for polling place locations;
- G. Post and publish all legal notices, except Public Accuracy Test notice;
- H. Coordinate communication to district residents regarding the location of absentee and election day voting;
- I. Make any decisions and perform any duties that, by law, must be made or done by the District and that cannot be delegated to the City;
- J. Approve the roster of Election Judges and provide for appointment by the school district board;
- K. Perform post-election activities including preparation of notice of election, acceptance of office and oath of office; administer the oaths of office at a meeting of the school district board;
- L. Conduct official canvass of election results;
- M. Manage mandatory or requested recounts;
- N. Retain permanent archive of election results and records;
- O. Perform any function that is not specifically identified in A-K that outlines City Obligations, unless mutually agreed between City and District.
- P. Reimburse the City within 30 days for the total cost of the District election incurred by the City;

- Q. Reimburse the City within 30 days for any expense the City incurs in connection with any recount; and

**6. PAYMENT.**

- A. The City will request reimbursement via invoice from District for the total costs incurred for the District's use of the Election Services and Equipment. The City may requests reimbursement for costs including but not limited to the following:

- i. any costs related to a recount;
- ii. any costs for City and temporary staff;
- iii. any costs for election judges;
- iv. costs for equipment rental and delivery;
- v. costs for published notices;
- vi. costs for printing ballots;
- vii. costs of any additional supplies; and
- viii. costs for any other incidental expenses.

- B. The District must pay the invoice within 30 days of receiving the request.

- 7. INDEMNIFICATION.** The District hereby agrees to defend, indemnify and hold harmless the City, its officers, officials, employees, and agents, from any and all claims, causes of action, demands, lawsuits, damages, losses or expenses, including reasonable attorney's fees, arising out of or due to the act or negligence of the District in connection with the provision of services in accordance with the terms of this Agreement or the use of the Election Services and Equipment pursuant hereto. Also, the District waives and releases the City and its officers, officials, employees and agents from any and all claims, demands, and causes of action of the District resulting from or claimed to result from any failure of City, City Clerk, election judges, or any other officer, official, employee or agent of the City to fully and timely perform any of its, or their duties or obligations under this Agreement, or for failure of the Election Services and Equipment to operate properly. Also, the District agrees to be solely responsible for the Election Services and Equipment while being used by the District pursuant to this Agreement.

- 8. AMENDMENT AND TERMINATION.** This Agreement may be amended in writing at any time by mutual consent of the parties and shall continue until terminated by resolution of the governing body of either the City or the District. Any such resolution must be mailed to the other party to complete the termination.

- 9. ENTIRE AGREEMENT; MODIFICATION.** This written Agreement constitutes the complete agreement between the parties and supersedes any prior oral or written agreements between the parties regarding Election Services and Equipment. There are no verbal agreements that change this Agreement and no waiver of any of its terms will be effective unless in a writing executed by the parties.

10. **GOVERNING LAW.** This Agreement has been entered into in the State of Minnesota and shall be governed by and construed in accordance with the laws of the State of Minnesota.
11. **SEVERABILITY.** If any provision, term, or condition of this Agreement is found to be or become unenforceable or invalid, it shall not affect the remaining provisions, terms and conditions of this Agreement, unless such invalid or unenforceable provision, term or condition renders this Agreement impossible to perform. Such remaining terms and conditions of the Agreement shall continue in full force and effect and shall continue to operate as the parties' entire Agreement.
12. **NOTICES.** All notices or other communications shall be deemed effectively delivered on the date of delivery if mailed certified or registered mail, return receipt requested, upon delivery using overnight courier, or personally delivered. All notices or other communications required or permitted to be given under this Agreement shall be in writing and delivered or addressed as follows:

City:

City of Edina  
Attn: City Manager  
4801 W 50th Street,  
Edina, MN 55424

District:

**IN WITNESS WHEREOF**, the City and the District have caused this Agreement to be duly executed as of this 15th day of Nov., 2022.

**CITY OF EDINA**

By:   
James Hovland, Mayor

By:   
Scott Neal (Nov 16, 2022 11:20 CST)  
Scott Neal, City Manager

**INDEPENDENT SCHOOL DISTRICT NO. 273**

By: \_\_\_\_\_

By: \_\_\_\_\_





**Board Workshop Date: 12.12.2022**

**TITLE:** EHS Biology to Madagascar Updates

**TYPE:** Discussion

**PRESENTERS:** Jody De St. Hubert, Director of Teaching and Learning; and Jenn Carter, Edina High School Assistant Principal

**BACKGROUND:** The EHS Biology travel experience to Madagascar was approved in the Spring of 2022. While beginning the process of booking flights with Operation Wallacea, it was brought to the attention of the EHS team that there was a change to the originally approved experience. The change is the cost in which there is an increase of \$500 per person. It was also brought to the attention of the EHS team that the flight route currently recommended by Operation Wallacea would include a layover in Ethiopia en route to Madagascar. The other option offered is to fly through Europe at a substantial cost increase. The cost difference is \$1,961 dollars more to fly through Europe. This would be added to the \$500 dollar flat increase and the total increase would be almost a \$2,500 increase to the cost of the travel experience if the flight route is through Europe.

Operation Wallacea has provided two assurances. The first is that if the cost increases are too prohibitive to a family, they can choose to cancel and get a full refund. The second is surrounding the safety of the airport in Ethiopia. The following quote provides more detail about the safety of the Ethiopia Airport layover from an Operation Wallacea UK Schools Manager:

*"The areas that are viewed as a flash point are along the border with Kenya, Somalia and with Sudan. These areas are far removed from the safety of Addis Ababa International Airport, students will not be traveling through or near them and will not be exposed to the conflict. The only comments I could find regarding transit through Addis Ababa give it positive reviews.*

*The area surrounding the airport is very safe and I could find no incidence of any armed conflict occurring in the vicinity of the airport. The State Department website states the situation in Addis Ababa is safe, and the city itself is considered one of the safest in Africa, and is a major hub for worldwide and African travel. It outranks more popular tourist destinations in the safety index, including Cape Town, Manchester (UK), Johannesburg, Bangkok, Athens and Sharm El Sheikh. The city is considered safer than many cities in the*

*US including but not limited to: Milwaukee, Kansas City, Atlanta, San Francisco, Minneapolis, Tampa, Memphis, Seattle, Los Angeles and Washington DC.*

*Prior to the Covid-19 epidemic, we had many groups and volunteers transit through Addis Ababa with no issues reported to it. It is a safe and convenient route with a reliable flag carrying airline, and we have every confidence it will continue to be so. Should this situation change, we would not hesitate to redirect our groups."*

While managing the potential changes, Lindsey Smaka, EHS lead has been in communication directly with families. This communication has included a google meet, an information sharing and response gathering through email. The intent of the communication is to ensure that families understand the cost increase and the flight route with a potential layover through Ethiopia and to gather feedback.

Summary of family responses:

- 20 Ethiopia Route
- 2 Paris Route
- 5 Withdraw
- 2 no response (still following up with them – hoping to get a response before noon)

**RECOMMENDATION:** Review the new course proposals for discussion.

**DESIRED OUTCOMES FROM THE BOARD:** Review the course information and provide feedback

**ATTACHMENT:**

1. [Madagascar Travel Experience 2023 Approved Board Report](#)



**Board Workshop Date: December 12th, 2022**

**TITLE:** EHS Orchestra Tour 2024 St. Thomas

**TYPE:** Discussion

**PRESENTERS:** Jody De St. Hubert, Director of Teaching and Learning; and Jenn Carter, Edina High School Assistant Principal

**BACKGROUND:** In accordance with Policy 538, the following international student travel experience between 30-50 Edina High School students for one week in March 2024 (over spring break) has received support from the school's administration. Participating students will not miss any school days for this spring break travel experience.

The purpose of this trip is to complete a long standing exchange with the Rising Stars Steel Drum orchestra (Edina, fall 2019) as well as creating a new relationship with the teachers and students on the island of St. Thomas.

The orchestra travels every other calendar year, leaving time and space to plan an enriching and deep learning experience. This tour is curated to line up with the EPS Competencies.

- ***Globally connected students through the craft of music making***
- ***Responsibility as ambassadors of Edina Public Schools***
- ***Motivated by experiencing music from another cultures interpretation***
- ***Well Rounded by traveling outside of our community to experience a new community***
- ***Innovative Thinker by approaching a concert from a new engaging experience***

The demand of the tour company requires a vendor that is familiar with traveling with string instrument, has previous connections on the island to rent music equipment (larger instruments, stands, chairs, drum sets), and is able to be our island liaison to help set up school performance visits and musical exchanges with the high school students of the USVI.

**COST:** The anticipated inclusive cost of this experience is approximately \$3,500-\$3,800 per student. This price is inclusive of all transportation, accommodations, meals, transfers, instrument rentals, and trip insurance, as well as licensed staff and administrator travel costs. Students will be responsible for all costs. There will be need-based scholarships and other

scholarships offered. Two fundraising efforts have already been established yearly in the fall and spring for any student interested in raising funds for the trip.

**TRANSPORTATION:** All students and chaperones will travel as a group from Minneapolis to St. Thomas or make a connecting flight inside the continental US and will return via a major U.S. international airline or partner.

**ACCOMODATIONS:** Students (quad occupancy) and chaperones will be housed in hotel lodging with quality amenities.

**SUPERVISION:** Staff members traveling with the group are Nick Gaudette (EHS orchestra teacher and organizer), EHS PLTW, Science / Math teacher Shannon Seaver, a licensed school administrator, and up to 6 parent chaperones.

**RECOMMENDATION:** Discuss the student travel experience. It will be brought back to the board for discussion at a board meeting on 1.9.2023 and action on 2.13.23.

**DESIRED OUTCOMES FOR THE BOARD:** Review the background information provided and provide feedback on the student travel experience.

**ATTACHMENT:**

1. [District Wide International Travel Schedule](#)
2. [EHS Comprehensive Travel Schedule](#)
3. [Appendix III Board Policy 538 , Extended Field Trip and Travel Application Preliminary Approval](#)
4. [Insurance coverage](#)
5. [St. Thomas Itinerary](#)
6. [EHS Extended Travel 2022 and beyond](#)



DEFINING EXCELLENCE

**Board Workshop Date: 12.12.2022**

**TITLE:** EHS Social Studies Travel-Based Learning To England and France Commemorating the 80th Anniversary of D-Day

**TYPE:** Discussion

**PRESENTERS:** Jody De St. Hubert, Director of Teaching and Learning; and Jenn Carter, Edina High School Assistant Principal

**BACKGROUND:** In accordance with Policy 538, the following international student travel experience for up to 40 Edina High School students for eleven days in June 2024 has received support from the school's administration. Participating students will not miss any school days for this summer travel experience.

This expedition, coordinated by EF Tours, utilizes Social Studies and Language Arts standards, in addition to Edina Public Schools educational competencies. Among other experiences, while in France, students will participate in ceremonies honoring the 80th anniversary of the World War II Allied Invasion of Normandy, known as D-Day. Students will also tour historical grounds and cities in London, England, in the Normandy region where D-Day occurred, and Paris, France. This experience will be a for-credit high school class; students will be required to keep a journal of their experiences. This will be supported with daily writing prompts as well as teacher-led discussions about their reflections and experiences. Students will also be required to attend required classes before travel and complete course work for the class.

**Cost:** The anticipated inclusive cost of this experience is \$4,459 per student. This price is inclusive of all transportation, accommodations, meals, transfers, and insurance. Students will be responsible for any other out of pocket costs or incidentals. Need-based scholarships and fundraising opportunities are available. EF and Edina Public Schools have established a program designed to empower sustainable and impactful travel-based learning programs for the school community that increases equity and access to the global classroom and opportunities like this one. EPS and EF have created a scholarship program aligned with EPS' commitment to equity.

**TRANSPORTATION:** All students and chaperones will travel as a group from Minneapolis to London, England to begin the tour, and return via a major U.S. international airline or partner.


**Accommodations:** Students and chaperones will be housed in 3 to 4 star rated hotels.

**Supervision:** Staff members traveling with the group are lead teacher Christopher Griggs, EHS Social Studies teacher, and up to 5 additional licensed staff, one of which will be a licensed school administrator.

**RECOMMENDATION:** Discuss the student travel experience. It will be brought back to the board for discussion at a board meeting on 1.9.2023 and action on 2.13.23.

**DESIRED OUTCOMES FOR THE BOARD:** Review the background information provided and provide feedback on the student travel experience.

**ATTACHMENTS:**

1. [District Wide International Travel Schedule](#)
2. [EHS Comprehensive Travel Schedule](#)
3. [Appendix Board Policy 538: Extended Field Trip and Travel Application Preliminary Approval](#)
4. [Anniversary of D-Day](#)
5. [Insurance Information](#)
6.  EHS Extended Travel 2022 and beyond



**Board Workshop Date: 12.12.2022**

**TITLE:** EHS STEM to Germany and Switzerland

**TYPE:** Discussion

**PRESENTERS:** Jody De St. Hubert, Director of Teaching and Learning; and Jenn Carter, Edina High School Assistant Principal

**BACKGROUND:** In accordance with Policy 538, the following international student travel experience for up to 40 Edina High School students for 10 days in June 2024 has received support from the school's administration. Participating students will not miss any school days for this summer travel experience.

This expedition is coordinated by EF Educational Tours, an education-based tour company that provides immersive, life-changing educational travel for students. During this sustainable living-focused tour, students will visit Berlin and tour an urban sustainable development project, explore a museum focused on the future of the environment and technology, and visit a working urban farm. Students will then travel to the green city of Freiburg where they will explore the city through the eyes of an environmental sustainability expert. Then students will tour Hofgut Sternen's sustainable facility and travel to Lucerne. Students will hike with an environmental scientist through the Entlebuch Biosphere and tour the Biosphere with an expert local guide. Finally, students will have the chance to take an expert-led tour through an underground bunker system. Throughout the tour, students will be immersed in European cultures as they have opportunities to explore the various cities on the tour in addition to the sustainability activities mentioned above.

In addition to providing growth opportunities across the EPS Educational Competencies, this student travel experience supports learning across numerous Minnesota science, math, social studies, and technology standards.

**COST:** The anticipated inclusive cost of this experience is approximately \$4,739 per student. This price is inclusive of all transportation, accommodations, meals, transfers, on-site medical staffing, and medical and repatriation insurance. Students will be responsible for all costs. There will be need-based scholarships and other scholarships offered. There will also be extensive fundraising opportunities.

**TRANSPORTATION:** All students and chaperones will travel as a group from Minneapolis to Berlin, Germany, and return from Lucerne, Switzerland back home via a major U.S. international airline. During the tour, all students and chaperones will travel via train from Berlin to Freiburg, Germany and travel via coach bus from Freiburg to Lucerne, Switzerland.


**ACCOMODATIONS:** Students and chaperones will be housed in hotel rooms of 3-4 students in the various cities.

**SUPERVISION:** Staff members traveling with the group are Meghan Brautigam, EHS math teacher, and up to five (5) additional licensed staff, one of which will be a licensed school administrator.

**RECOMMENDATION:** Discuss the student travel experience. It will be brought back to the board for discussion at a board meeting on 1.9.2023 and action on 2.13.23.

**DESIRED OUTCOMES FOR THE BOARD:** Review the background information provided and provide feedback on the student travel experience.

**ATTACHMENT:**

1. [District Wide International Travel Schedule](#)
2. [EHS Comprehensive Travel Schedule](#)
3. [Appendix III Board Policy 538 , Extended Field Trip and Travel Application Preliminary Approval](#)
4. [Itinerary](#)
5. [Insurance Information](#)
6.  EHS Extended Travel 2022 and beyond





**Board Workshop Date: December 12, 2022**

**TITLE:** EHS Biology to Dominica

**TYPE:** Discussion

**PRESENTERS:** Jody De St. Hubert, Director of Teaching and Learning; and Jenn Carter, Edina High School Assistant Principal

**BACKGROUND:** In accordance with Policy 538, the following international student travel experience for up to 32 Edina High School students for two weeks in July - August 2024 has received support from the school's administration. Participating students will not miss any school days for this summer travel experience.

This expedition is coordinated by Operation Wallacea, a conservation organization that partners with scientists and local communities in conservation research. Students spend their first week in one of two forest camps located in the center and east of the island of Dominica and will be on site with an international team of academics who are collecting data on the biodiversity of key taxa (birds, bats, various aquatic and terrestrial invertebrate groups) and examining the impact of invasive species. The second week will be staying in student accommodation in a renovated British fort in the north of the island. The students will be completing a PADI Open Water dive training course or a Caribbean reef ecology course which consists of two lectures and two in-water activities each day. In addition, they will learn about the whale research taking place just off the coast, as well as possibly seeing Sperm Whales and other marine mammals.

In addition to providing growth opportunities across the EPS Educational Competencies, this field-based, research-oriented, student travel experience supports learning across numerous Minnesota science, social studies, and language arts standards.

**COST:** The anticipated inclusive cost of this experience is approximately \$3,719 per student. This price is inclusive of all transportation, accommodations, meals, transfers, on-site medical staffing, and medical and repatriation insurance. Students will be responsible for all costs. There will be need-based scholarships and other scholarships offered. There will also be extensive fundraising opportunities.

**TRANSPORTATION:** All students and chaperones will travel as a group from Minneapolis to Douglas-Charles Airport, Dominica, and return via a major U.S. international airline or partner.

**ACCOMMODATIONS:** Students and chaperones will be housed in 3-4 bedded rooms with en suite bathroom facilities or in tents of 3-4 students.

**SUPERVISION:** Staff members traveling with the group are Lindsey Smaka, EHS science teacher, and up to three (3) additional licensed staff, one of which will be a licensed school administrator.

**RECOMMENDATION:** Discuss the student travel experience. It will be brought back to the board for discussion at a board meeting on 1.9.2023 and action on 2.13.23.

**DESIRED OUTCOMES FOR THE BOARD:** Review the background information provided and provide feedback on the student travel experience.

**ATTACHMENT:**

1. [District Wide International Travel Schedule](#)
2. [EHS Comprehensive Travel Schedule](#)
3. [Appendix III Board Policy 538 , Extended Field Trip and Travel Application Preliminary Approval](#)
4. [Insurance Information](#)
5. [EHS Extended Travel 2022 and beyond](#)



DEFINING EXCELLENCE

**Board Workshop Date: December 12, 2022**

**TITLE:** 8th grade French Immersion to Québec

**TYPE:** Discussion

**PRESENTERS:** Jody De St. Hubert, Director of Teaching and Learning; and Pierre Schmidt, Valley View French Immersion Teacher

**BACKGROUND:** In accordance with Policy 538, the following international student travel experience for up to 40 Valley View Middle School students from **June 4 – 10, 2024** has received support from the school's administration. Participating students will not miss any school days for this summer travel experience.

This trip, coordinated by EF Explore America, includes five nights and stays in both Montreal and Quebec City. In Montreal, students will get their bearings by exploring the Old City, visiting the hidden passages and secrets of the underground city, and taking a bicycle ride. They will examine the city through both historical and contemporary lenses by visiting the Museum of Archeology, Notre Dame Basilica, and the Old Port, as well as by touring McGill University and the bustling neighborhood of Chinatown. They'll travel on to beautiful Quebec City, where they will visit several historic sites such as Château Frontenac and the Citadelle. One of the highlights of the trip will be a reenactment of the Plains of Abraham, a battle from the Seven Years' War, sometimes referred to as the French and Indian War. Students will participate in this historical interpretation, learning about Quebec's First Nations and early colonial history. The group will conclude their trip with an excursion to the beautiful Beauport Coast on the Saint Lawrence River.

In addition to providing opportunities to develop independence and self-awareness, this language and culture travel experience supports learning across numerous Minnesota social studies and language arts standards.

**COST:** The anticipated inclusive cost of this experience is \$2,100 per student. This price is inclusive of all transportation, accommodations, meals, transfers, on-site medical staffing, and medical and repatriation insurance. Students will be responsible for all costs. Need-based scholarships and fundraising opportunities are available.

**TRANSPORTATION:** All students and chaperones will travel as a group from Minneapolis to Montreal, Canada, and return via a major U.S. international airline or partner.

**ACCOMODATIONS:** Students and chaperones will be housed in 3-4 bedded rooms with en suite bathroom facilities.

**SUPERVISION:** Staff members traveling with the group are Pierre Schmidt, Nathalie Godin, and one licensed school administrator.

**RECOMMENDATION:** Discuss the student travel experience. It will be brought back to the board for discussion at a board meeting on 1.9.2023 and action on 2.13.23.

**DESIRED OUTCOMES FOR THE BOARD:** Review the background information provided and provide feedback on the student travel experience.

**ATTACHMENT:**

1. [District Wide International Travel Schedule](#)
2. [Appendix III Board Policy 538 . Extended Field Trip and Travel Application Preliminary Approval](#)
3. [Insurance Information](#)



**Board Workshop Meeting: 12.12.22**

**TITLE:** Normandale Elementary to Bordeaux, France

**TYPE:** Discussion

**PRESENTERS:** Jody De St. Hubert, Director of Teaching and Learning; Chris Holden, Principal Normandale Elementary; and Lynnea West, Normandale Elementary Media Specialist

**BACKGROUND:** In accordance with Policy 538, the following international student travel experience for 22 Normandale Elementary French Immersion School students for 12 days in June of 2023 has received support from the school's administration. Participating students will not miss any school days for this summer travel experience.

This expedition is coordinated by Language & Friendship, an international student travel exchange program that partners with communities in cultural exchange programs. Students spend time in French schools, living with host families and participating in several local excursions.

In addition to providing growth opportunities in their target language acquisition, this cultural exchange student travel experience supports learning in authentic context.

**COST:** The anticipated inclusive cost of this experience is approximately \$3,925 per student. This price is inclusive of all transportation, accommodations, meals, transfers, medical and repatriation insurance. Students will be responsible for all costs. There will be need-based scholarships and other scholarships offered. There will also be some fundraising opportunities.

**TRANSPORTATION:** All students and chaperones will travel as a group from Minneapolis to Bordeaux and return via a major U.S. international airline or partner.

**ACCOMMODATIONS:** Students and chaperones will be housed with host families organized and vetted by the French partner of Language & Friendship, Terre des Langues.

**SUPERVISION:** Staff members traveling with the group are Lynnea West, Emma Cole and Ann Abel, who are licensed staff.

**RECOMMENDATION:** Discuss the student travel experience. It will be brought back to the board for discussion at a board meeting on 1.9.2023 and action on 2.13.23.

**DESIRED OUTCOMES FOR THE BOARD:** Review the background information and provide feedback on the student travel experience.

**ATTACHMENT:**

1. [District Wide International Travel Schedule](#)
2. [Appendix III Board Policy 538 , Extended Field Trip and Travel Application Preliminary Approval](#)
3. [Family Information Session](#)
4. [Insurance Information](#)



**Board Workshop Meeting: 12.12.22**

**TITLE:** Normandale Elementary to Bordeaux, France

**TYPE:** Discussion

**PRESENTERS:** Jody De St. Hubert, Director of Teaching and Learning; Chris Holden, Principal Normandale Elementary; and Lynnea West, Normandale Elementary Media Specialist

**BACKGROUND:** In accordance with Policy 538, the following international student travel experience for 22 Normandale Elementary French Immersion School students for 12 days in June of 2024 has received support from the school's administration. Participating students will not miss any school days for this summer travel experience.

This expedition is coordinated by Language & Friendship, an international student travel exchange program that partners with communities in cultural exchange programs. Students spend time in French schools, living with host families and participating in several local excursions.

In addition to providing growth opportunities in their target language acquisition, this cultural exchange student travel experience supports learning in authentic context.

**COST:** The anticipated inclusive cost of this experience is approximately \$3,925 per student. This price is inclusive of all transportation, accommodations, meals, transfers, medical and repatriation insurance. Students will be responsible for all costs. There will be need-based scholarships and other scholarships offered. There will also be some fundraising opportunities.

**TRANSPORTATION:** All students and chaperones will travel as a group from Minneapolis to Bordeaux and return via a major U.S. international airline or partner.

**ACCOMMODATIONS:** Students and chaperones will be housed with host families organized and vetted by the French partner of Language & Friendship, Terre des Langues.

**SUPERVISION:** Staff members traveling with the group are Lynnea West, Emma Cole and Ann Abel, who are licensed staff.

**RECOMMENDATION:** Discuss the student travel experience. It will be brought back to the board for discussion at a board meeting on 1.9.2023 and action on 2.13.23.

**DESIRED OUTCOMES FOR THE BOARD:** Review the background information and provide feedback on the student travel experience.

**ATTACHMENT:**

1. [District Wide International Travel Schedule](#)
2. [Appendix III Board Policy 538 , Extended Field Trip and Travel Application Preliminary Approval](#)
3. [Family Presentation](#)
4. [Insurance](#)





**Board Meeting Date:** 12/12/22

**TITLE:** Board Roles, Committees and Liaisons

**TYPE:** Discussion

**PRESENTER(S):** Board Chair Erica Allenburg

**BACKGROUND:** On January 3rd, we will be having our annual board organizational meeting where we will be voting for board officers and other organizational details for the year. In preparation for that meeting, we will be discussing officers and board committees at the December 12th work session. Attached is a spreadsheet for suggested roles and placements to guide our discussion on officer positions and/or committees.

**RECOMMENDATION:** None.

**PRIMARY ISSUE(S) TO CONSIDER:** Review prior to discussion.

**ATTACHMENTS:** Suggested board roles, committees, liaisons, reps

ROLES	Term Renewed	FUNCTION	Current	Proposed	Proposed	Proposed
Chair	January	Presides @ all board mtgs; countersigns allowable RFPs; district rep in all actions; performs all duties chair usually performs	Allenburg	Allenburg		
Vice Chair	January	Performs duties of chair in event of their temporary absence	Greene	Greene		
Treasurer	January	Deposits funds in official depository; makes all reports called for by board; performs all duties treasurer usually performs	Birdman	Shaw		
Asst. Treasurer	January	Assists treasurer	Arom	Birdman	Arom	
Clerk	January	Keeps record of all mtgs	Shaw	Gabler	Birdman	
Asst. Clerk	January	Assists clerk	Gabler	Arom	Gabler	
Asst. Clerk	January	Assists clerk		Neville		
COMMITTEES		Advisory only	Current	Proposed	Proposed	Proposed
Finance/Facilities	January	Asterisk indicates chair.	Birdman* Arom Neville	Shaw* Neville Birdman		
Governance	January	Asterisk indicates chair.	Allenburg* Shaw Greene	Allenburg* Greene Arom		
Policy	January	Asterisk indicates chair.	Greene* Gabler Allenburg	Gabler* Neville Greene		
T&L	January	Asterisk indicates chair.	Shaw* Arom Gabler	Allenburg* Birdman Gabler		
LAC	January	Asterisk indicates chair.	Greene* Arom	Greene* Arom Shaw		
ASSOCIATIONS and GROUPS		Advisory only		Proposed	Proposed	Proposed
ISD 287	January	Provides customized, innovative, specialized, student services and educator resources to 12 member districts	Birdman	Birdman		
MSHSL	January	Provides educational opportunities for students through interscholastic athletics & fine arts programs; provides leadership & support for member schools	Allenburg	Arom		
City Council	January	Responsible for efficient operation of City gov't thru policies & ordinances carried out by Council-appointed City Manager	Gabler Birdman	Gabler Birdman Allenburg		
Community Ed Services Advisory	January	Provides input, direction & insight to Community Education	Greene	Shaw		
Insurance	January	Business Svcs & HR driven	Birdman	Neville		
Positions Left Open by Wallen-Friedman Vacancy						
ASSOCIATIONS and GROUPS		Advisory only		Proposed	Proposed	Proposed
PLC - Parent Leadership Council	JUNE	Edina PLC meets monthly from September through May, with speakers and discussions varying by agenda topic.	Goldstein	Allenburg		
SCHOOL SITES		Advisory only	Current (alternate)	Proposed	Proposed	Proposed
ELC/ECSE	JUNE		Gabler	Gabler		
Concord	JUNE		Allenburg	Allenburg		
Cornelia	JUNE			Neville		
Countryside	JUNE		Greene			
Creek Valley	JUNE		Arom	Arom		
Highlands	JUNE		Greene			
Normandale	JUNE			Neville		
South View MS	JUNE		Birdman	Birdman		
Valley View MS	JUNE		Shaw	Shaw		
EHS	JUNE		Gabler	Gabler		



**Board Meeting Date:** 12/12/22

**TITLE:** Board Compensation Structure

**TYPE:** Discussion

**PRESENTER(S):** Michael Birdman, Board Treasurer

**BACKGROUND:** On January 3rd, we will be having our annual board organizational meeting where we will be voting for board officers and other organizational details for the year. In preparation for that meeting, we will be discussing officers and board roles and the compensation structure at the December 12th work session. Attached is a spreadsheet for board members to guide our discussion on current compensation and comparison to other MN state school boards to consider any updates.

**RECOMMENDATION:** None.

**DESIRED OUTCOMES FROM THE BOARD:** Review prior to discussion.

**ATTACHMENTS:** MN School Board Compensation 2022.xlsx

Account Name	Board Compensation	Chair Amount	Chair Frequency	Vice Chair Amount	Vice Chair Frequency	Clerk Amount	Clerk Frequency	Member Amount	Member Frequency	Treasurer Amount	Treasurer Frequency	Fringe Benefits	Fringe Benefit List
ACGC	Yes	425.00	NA	0.00	NA	325.00	NA	1200.00	Annual	0.00	NA	No	
Ada-Borup-West	Yes	300.00	NA	0.00	NA	100.00	NA	60.00	Per Meeting	0.00	NA	Yes	
Adrian	Yes	1700.00	NA	1500.00	NA	1600.00	NA	1500.00	Annual	1500.00	NA	No	
Aitkin	Yes	25.00	NA	0.00	NA	0.00	NA	220.00	Per Month	15.00	Per Month	Yes	District pays \$30 per month toward dental insurance.Negotiators receive \$15 per hour in actual meetings with employees.Out of District Meetings - \$10.35 per hour up to \$75 a day.
Albany Area	Yes	350.00	NA	0.00	NA	300.00	NA	50.00	Per Meeting	200.00	Annual	No	
Albert Lea Area	Yes	600.00	NA	0.00	NA	0.00	NA	3600.00	Annual	0.00	NA	No	
Alden-Conger	Yes	150.00	NA	0.00	NA	75.00	NA	40.00	Per Meeting	75.00	Per Meeting	No	
Alexandria	Yes	500.00	NA	0.00	NA	0.00	NA	3782.00	Annual	0.00	NA	No	
Annandale	Yes	0.00	NA	0.00	NA	0.00	NA	67.00	Per Meeting	0.00	NA	No	
Anoka-Hennepin	Yes	100.00	NA	0.00	NA	0.00	NA	1200.00	Per Month	0.00	NA	No	
Ashby	Yes	300.00	NA	0.00	NA	100.00	NA	50.00	Per Meeting	0.00	NA	No	
Austin	Yes	5200.00	NA	4000.00	Annual	4000.00	NA	4000.00	Annual	4000.00	Annual	No	
Badger	Yes	95.00	NA	0.00	NA	0.00	NA	85.00	Per Meeting	0.00	NA	No	
Bagley	Yes	7.50	NA	0.00	NA	5.00	NA	60.00	Per Meeting	5.00	Per Meeting	No	
Barnesville	Yes	300.00	NA	50.00	Annual	125.00	NA	65.00	Per Meeting	250.00	Annual	No	
Barnum	Yes	90.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	
Battle Lake	Yes	450.00	NA	0.00	NA	75.00	NA	70.00	Per Meeting	75.00	Annual	No	
Becker	Yes	250.00	NA	0.00	NA	150.00	NA	50.00	Per Meeting	0.00	NA	No	
Belgrade-Broten-Elrosa	Yes	850.00	NA	0.00	NA	750.00	NA	675.00	Annual	725.00	Annual	No	
Belle Plaine	Yes	200.00	NA	150.00	Annual	150.00	NA	1800.00	Annual	150.00	Annual	No	
Bemidji Area Schools	Yes	675.00	NA	0.00	NA	0.00	NA	525.00	Per Month	0.00	NA	No	
Benson	Yes	1200.00	NA	0.00	NA	1000.00	NA	1700.00	Annual	0.00	NA	No	
Bertha-Hewitt	Yes	600.00	NA	400.00	Annual	400.00	NA	100.00	Per Meeting	400.00	Annual	No	
Big Lake	Yes	700.00	NA	0.00	NA	0.00	NA	75.00	Per Meeting	500.00	Annual	No	
Blackduck	Yes	500.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Blooming Prairie	Yes	100.00	NA	0.00	NA	100.00	NA	50.00	Per Meeting	100.00	Annual	No	
Bloomington	Yes	100.00	NA	0.00	NA	0.00	NA	7200.00	Annual	0.00	NA	No	
Blue Earth Area	Yes	600.00	NA	0.00	NA	600.00	NA	50.00	Per Meeting	0.00	Annual	No	
BOLD	Yes	0.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Braham Area	Yes	800.00	NA	800.00	Annual	800.00	NA	600.00	Annual	800.00	Annual	No	
Brainerd	Yes	0.00	NA	0.00	NA	0.00	NA	4800.00	Annual	0.00	NA	Yes	HRA
Brandon-Evansville	Yes	850.00	NA	800.00	Annual	800.00	NA	750.00	Annual	800.00	Annual	No	
Breckenridge	Yes	0.00	NA	0.00	NA	0.00	NA	1200.00	Annual	0.00	NA	No	
Brooklyn Center	Yes	0.00	NA	0.00	NA	0.00	NA	6800.00	Annual	0.00	NA	No	
Browerville	Yes	400.00	NA	0.00	NA	200.00	NA	1200.00	Annual	100.00	Annual	No	
Browns Valley	Yes	400.00	NA	0.00	NA	100.00	NA	40.00	Per Meeting	100.00	Annual	No	
Buffalo Lake-Hector-Stewart	Yes	350.00	NA	250.00	Annual	250.00	NA	50.00	Per Meeting	300.00	Annual	No	
Buffalo-Hanover-Montrose	Yes	10.00	NA	0.00	NA	10.00	NA	75.00	Per Meeting	0.00	NA	Yes	Life insurance
Burnsville-Eagan-Savage	Yes	500.00	NA	0.00	NA	0.00	NA	450.00	Per Month	0.00	NA	No	
Butterfield-Odin	Yes	400.00	NA	0.00	NA	400.00	NA	50.00	Per Meeting	400.00	Annual	No	
Byron	Yes	500.00	NA	0.00	NA	0.00	NA	1300.00	Annual	0.00	NA	No	
Caledonia Area	Yes	0.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Cambridge-Isanti	Yes	1200.00	NA	0.00	NA	720.00	NA	3000.00	Annual	720.00	Annual	No	
Campbell-Tintah	Yes	0.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Canby	Yes	700.00	NA	0.00	NA	0.00	NA	70.00	Per Meeting	0.00	NA	No	
Cannon Falls Area	Yes	0.00	NA	0.00	NA	0.00	NA	1250.00	Annual	0.00	NA	No	
Carlton	Yes	0.00	NA	0.00	Annual	0.00	NA	1000.00	Annual	0.00	Annual	No	
Cass Lake-Bena	Yes	400.00	NA	300.00	Per Month	300.00	NA	300.00	Per Month	300.00	Per Month	No	
Cedar Mountain	Yes	250.00	NA	30.00	Per Meeting	80.00	NA	42.00	Per Meeting	80.00	Annual	No	
Centennial	Yes	5700.00	NA	5500.00	Annual	5500.00	NA	4900.00	Annual	5100.00	Annual	No	

Account Name	Board Compensation	Chair Amount	Chair Frequency	Vice Chair Amount	Vice Chair Frequency	Clerk Amount	Clerk Frequency	Member Amount	Member Frequency	Treasurer Amount	Treasurer Frequency	Fringe Benefits	Fringe Benefit List
Central Schools	Yes	0.00	NA	0.00	NA	0.00	NA	65.00	Per Meeting	0.00	NA	No	
Chatfield	Yes	500.00	NA	0.00	NA	0.00	NA	1200.00	Annual	0.00	NA	No	
Chisago Lakes	Yes	600.00	NA	0.00	NA	600.00	NA	45.00	Per Meeting	300.00	Annual	No	
Chisholm	Yes	0.00	NA	0.00	NA	0.00	NA	175.00	Per Meeting	0.00	NA	Yes	Life insurance
Chokio-Alberta	No	10.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	Yes	Mileage and Meal Reimbursement
Clearbrook-Gonvick	Yes	80.00	NA	0.00	NA	80.00	NA	75.00	Per Meeting	80.00	Per Meeting	No	
Cleveland	Yes	200.00	NA	150.00	Per Month	150.00	NA	150.00	Per Month	150.00	Per Month	No	
Climax-Shelly	Yes	25.00	NA	0.00	NA	0.00	NA	75.00	Per Meeting	0.00	NA	No	
Clinton-Graceville-Beardsley	Yes	250.00	NA	100.00	Annual	100.00	NA	600.00	Annual	50.00	Annual	No	
Cloquet	Yes	0.00	NA	0.00	NA	0.00	NA	225.00	Per Month	0.00	NA	No	
Columbia Heights	Yes	1200.00	NA	0.00	NA	0.00	NA	6000.00	Annual	0.00	NA	No	
Comfrey	Yes	50.00	NA	0.00	NA	25.00	NA	40.00	Per Meeting	0.00	NA	No	
Cook County	Yes	700.00	NA	0.00	NA	0.00	NA	2400.00	Annual	0.00	NA	No	
Cromwell-Wright	Yes	150.00	NA	0.00	NA	150.00	NA	50.00	Per Meeting	150.00	Annual	No	
Crookston	Yes	1000.00	NA	0.00	NA	500.00	NA	3000.00	Annual	500.00	Annual	No	
Crosby-Ironton	Yes	50.00	NA	0.00	NA	0.00	NA	325.00	Per Month	0.00	NA	Yes	Life insurance
Dassel-Cokato	Yes	10.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	
Dawson-Boyd	Yes	225.00	NA	0.00	Annual	275.00	NA	50.00	Per Meeting	175.00	Annual	No	
Deer River	Yes	350.00	NA	0.00	NA	200.00	NA	3000.00	Annual	0.00	NA	No	
Delano	Yes	300.00	NA	0.00	NA	250.00	NA	60.00	Per Meeting	0.00	NA	Yes	FICA Medicare
Detroit Lakes	Yes	0.00	NA	0.00	NA	0.00	NA	200.00	Per Meeting	0.00	NA	No	
Dilworth-Glyndon-Felton	Yes	100.00	NA	0.00	NA	50.00	NA	300.00	Per Month	125.00	Annual	No	
Dover-Eyota	Yes	500.00	NA	200.00	Annual	250.00	NA	1350.00	Annual	200.00	Annual	Yes	Matching 457 Plan District Contribution up to \$1,000 per year
Duluth	Yes	630.00	NA	0.00	NA	0.00	NA	7560.00	Annual	0.00	NA	No	
East Central Schools	Yes	0.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	
East Grand Forks	Yes	0.00	NA	0.00	NA	0.00	NA	400.00	Per Month	0.00	NA	No	
Eastern Carver County Schools	Yes	500.00	NA	0.00	NA	0.00	NA	4000.00	Annual	0.00	NA	No	
Eden Prairie	Yes	150.00	NA	75.00	Per Month	0.00	NA	400.00	Per Month	0.00	NA	No	
Eden Valley-Watkins	Yes	300.00	NA	0.00	NA	0.00	NA	45.00	Per Meeting	0.00	NA	No	
Edgerton	Yes	0.00	NA	0.00	NA	0.00	NA	70.00	Per Meeting	0.00	NA	No	
Edina	Yes	0.00	NA	0.00	NA	0.00	NA	4500.00	Annual	0.00	NA	No	
Elk River Area	Yes	75.00	NA	0.00	NA	0.00	NA	6000.00	Annual	0.00	NA	Yes	\$25000 term life, 1/2 single dental
Ellsworth	Yes	45.00	NA	40.00	Per Meeting	40.00	NA	40.00	Per Meeting	40.00	Per Meeting	No	
Ely	Yes	56.00	NA	0.00	NA	0.00	NA	251.00	Per Month	0.00	NA	Yes	\$30,000 Life Insurance
Esko	Yes	0.00	NA	0.00	NA	0.00	NA	55.00	Per Meeting	0.00	NA	Yes	Life insurance
Fairmont Area Schools	Yes	600.00	NA	0.00	NA	0.00	NA	2400.00	Annual	0.00	NA	No	
Faribault	Yes	25.00	NA	0.00	NA	0.00	NA	275.00	Per Month	0.00	NA	No	
Farmington Area	Yes	1140.00	NA	570.00	NA	0.00	NA	4670.00	Annual	0.00	NA	No	
Fergus Falls	Yes	0.00	NA	0.00	NA	0.00	NA	475.00	Per Month	0.00	NA	No	
Fertile-Beltrami	Yes	500.00	NA	0.00	NA	0.00	NA	75.00	Per Meeting	0.00	NA	No	
Fillmore Central	Yes	360.00	NA	0.00	NA	0.00	NA	1080.00	Annual	270.00	Annual	No	
Fisher	Yes	120.00	NA	80.00	NA	120.00	NA	80.00	Per Meeting	80.00	NA	No	
Floodwood	Yes	12.50	NA	0.00	Annual	8.33	NA	175.00	Per Meeting	0.00	Annual	Yes	Free fitness center admission and game admission.
Foley	Yes	500.00	NA	0.00	NA	100.00	NA	4000.00	Annual	100.00	Annual	No	Board member family passes to all district events and to the field house.
Forest Lake	Yes	400.00	NA	200.00	Annual	200.00	NA	518.57	Per Month	200.00	Annual	No	
Fosston	Yes	270.00	NA	0.00	NA	160.00	NA	45.00	Per Meeting	160.00	Annual	No	
Frazee-Vergas	Yes	600.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	
Fridley	Yes	235.00	NA	0.00	NA	0.00	NA	5137.00	Annual	0.00	NA	No	
Fulda	Yes	200.00	NA	0.00	NA	100.00	NA	1300.00	Annual	0.00	NA	No	

Account Name	Board Compensation	Chair Amount	Chair Frequency	Vice Chair Amount	Vice Chair Frequency	Clerk Amount	Clerk Frequency	Member Amount	Member Frequency	Treasurer Amount	Treasurer Frequency	Fringe Benefits	Fringe Benefit List
GFW	Yes	300.00	NA	0.00	NA	150.00	NA	35.00	Per Meeting	300.00	Annual	No	
Glencoe-Silver Lake	Yes	0.00	NA	0.00	NA	0.00	NA	2600.00	Annual	0.00	NA	Yes	\$50,000 life insurance
Glenville-Emmons	No	0.00	NA	0.00	NA	0.00	NA	0.00	NA	0.00	NA	No	
Goodhue	Yes	500.00	NA	0.00	Annual	0.00	NA	60.00	Per Meeting	0.00	Annual	No	
Goodridge	Yes	300.00	NA	0.00	NA	200.00	NA	1000.00	Annual	0.00	NA	No	
Granada-Huntley-East Chain	Yes	400.00	NA	100.00	Annual	300.00	NA	45.00	Per Meeting	100.00	Annual	Yes	Activity Pass
Grand Meadow	Yes	450.00	NA	375.00	Annual	425.00	NA	375.00	Annual	400.00	Annual	No	
Grand Rapids	Yes	425.00	NA	0.00	NA	0.00	NA	2500.00	Annual	0.00	NA	Yes	\$5,000 in life insurance
Greenbush-Middle River	Yes	270.00	NA	0.00	NA	270.00	NA	67.50	Per Meeting	270.00	Annual	No	
Greenway	Yes	300.00	NA	250.00	Per Month	250.00	NA	250.00	Per Month	250.00	Per Month	No	
Grygla-Gatzke	Yes	500.00	NA	0.00	NA	400.00	NA	600.00	Annual	400.00	Annual	No	
Hancock	Yes	200.00	NA	0.00	NA	75.00	NA	40.00	Per Meeting	75.00	Annual	No	
Hastings	Yes	0.00	NA	0.00	NA	0.00	NA	0.00	Annual	0.00	NA	No	
Hawley	Yes	500.00	NA	100.00	Annual	300.00	NA	60.00	Per Meeting	400.00	Annual	No	
Hayfield	Yes	400.00	NA	0.00	NA	250.00	NA	1400.00	Annual	350.00	Annual	No	
Hendricks	Yes	125.00	NA	0.00	NA	100.00	NA	75.00	Per Meeting	0.00	NA	No	
Henning	Yes	20.00	NA	0.00	NA	20.00	NA	75.00	Per Meeting	0.00	NA	No	
Herman-Norcross	Yes	0.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Hermantown	Yes	10.00	NA	0.00	NA	5.00	NA	60.00	Per Meeting	0.00	NA	No	
Heron Lake-Okabena	Yes	25.00	NA	0.00	NA	50.00	NA	50.00	Per Meeting	15.00	Per Meeting	No	.
Hibbing	Yes	350.00	NA	300.00	Per Month	300.00	NA	300.00	Per Month	300.00	Per Month	No	
Hill City	Yes	450.00	NA	40.00	Per Meeting	450.00	NA	60.00	Per Meeting	450.00	Annual	No	
Hills-Beaver Creek	Yes	0.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Hinckley-Finlayson	Yes	525.00	NA	15.00	Per Meeting	315.00	NA	60.00	Per Meeting	315.00	Annual	No	
Holdingford	Yes	250.00	NA	0.00	NA	80.00	NA	50.00	Per Meeting	80.00	Annual	No	
Hopkins	Yes	6341.02	NA	0.00	NA	0.00	NA	5578.27	Annual	0.00	NA	Yes	\$50,000 life insurance
Houston	Yes	500.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Howard Lake-Waverly-Winsted	Yes	0.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	Yes	\$20,000 life insurance
Hutchinson	Yes	0.00	NA	0.00	NA	0.00	NA	4500.00	Annual	0.00	NA	No	
Intermediate District 287	Yes	1000.00	NA	0.00	NA	0.00	NA	4000.00	Annual	0.00	NA	No	
Intermediate District 916	Yes	700.00	NA	0.00	NA	200.00	NA	5000.00	Annual	100.00	Annual	No	
Intermediate District 917	Yes	250.00	NA	0.00	NA	0.00	NA	3750.00	Annual	0.00	NA	No	
International Falls	Yes	312.00	NA	0.00	NA	0.00	NA	3120.00	Annual	0.00	NA	Yes	\$20,000 life insurance
Inver Grove Heights	Yes	600.00	NA	0.00	NA	0.00	NA	4800.00	Annual	0.00	NA	No	
Isle	Yes	10.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Ivanhoe	No	0.00	NA	0.00	NA	0.00	NA	0.00	NA	0.00	NA	Yes	free Pass to the fitness center at school
Jackson County Central Schools	Yes	10.00	NA	0.00	NA	10.00	NA	55.00	Per Meeting	0.00	NA	No	
Janesville-Waldorf-Pemberton	Yes	400.00	NA	175.00	Annual	175.00	NA	50.00	Per Meeting	175.00	Annual	No	
Jordan	Yes	500.00	NA	300.00	Annual	300.00	NA	2500.00	Annual	300.00	Annual	No	
Kasson-Mantorville	Yes	0.00	NA	0.00	NA	0.00	NA	1.00	Annual	0.00	NA	No	
Kelliher	Yes	600.00	NA	0.00	NA	500.00	NA	75.00	Per Meeting	500.00	Annual	No	
Kenyon-Wanamingo	Yes	300.00	NA	150.00	Annual	200.00	NA	1000.01	Annual	0.00	NA	Yes	events pass - free admission to sports activities
Kerkhoven-Murdock-Sunburg	Yes	10.00	NA	0.00	NA	0.00	NA	65.00	Per Meeting	0.00	NA	No	
Kimball	Yes	0.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Kingsland	Yes	0.00	NA	0.00	NA	0.00	NA	21.00	Per Meeting	0.00	NA	No	
Kittson Central	Yes	300.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
La Crescent-Hokah	Yes	300.00	NA	0.00	NA	0.00	NA	200.00	Per Month	0.00	NA	No	
Lac qui Parle Valley	Yes	100.00	NA	50.00	Annual	50.00	NA	100.00	Per Meeting	50.00	Annual	No	
Lake Benton	Yes	200.00	NA	0.00	NA	200.00	NA	55.00	Per Meeting	0.00	NA	No	
Lake City	Yes	300.00	NA	0.00	NA	0.00	NA	1500.00	Annual	0.00	NA	No	
Lake Crystal Wellcome Memorial	Yes	625.00	NA	0.00	NA	325.00	NA	70.00	Per Meeting	325.00	Annual	No	
Lake of the Woods	Yes	30.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	

Account Name	Board Compensation	Chair Amount	Chair Frequency	Vice Chair Amount	Vice Chair Frequency	Clerk Amount	Clerk Frequency	Member Amount	Member Frequency	Treasurer Amount	Treasurer Frequency	Fringe Benefits	Fringe Benefit List
Lake Park Audubon	Yes	0.00	NA	0.00	NA	0.00	NA	80.00	Per Month	0.00	NA	No	
Lake Superior	Yes	3600.00	NA	3600.00	Annual	3600.00	NA	3300.00	Annual	3600.00	Annual	No	
Lakeview	Yes	500.00	NA	0.00	NA	250.00	NA	50.00	Per Meeting	0.00	NA	No	
Lakeville Area	Yes	50.00	NA	0.00	NA	0.00	NA	6750.00	Annual	0.00	NA	Yes	Mileage Reimbursement for activities and events attended as a board representative.
Lancaster	Yes	20.00	NA	0.00	NA	5.00	NA	80.00	Per Meeting	0.00	NA	No	
Lanesboro	Yes	500.00	NA	0.00	NA	200.00	NA	1000.00	Annual	200.00	Annual	No	
Laporte	Yes	550.00	NA	0.00	NA	500.00	NA	45.00	Per Meeting	500.00	Annual	No	
Le Sueur-Henderson	Yes	500.00	NA	125.00	Annual	250.00	NA	1750.00	Annual	250.00	Annual	No	
LeRoy-Ostrander	Yes	400.00	NA	0.00	NA	0.00	NA	35.00	Per Meeting	0.00	NA	No	
Lester Prairie	No	15.00	NA	0.00	NA	30.00	NA	40.00	Per Meeting	15.00	Per Meeting	No	
Lewiston-Altura	Yes	15.00	NA	0.00	NA	0.00	NA	65.00	Per Meeting	0.00	NA	No	
Litchfield	Yes	5.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	
													-\$50,000 term life insurance policy; -A \$100.00 per day stipend for any Board Member required to perform official business for the District for a full day of at least six (6) hours; -A \$50.00 stipend for any Board Member required to perform official business for the District for at least three (3) hours and less than six (6) hours;-The establishment of a development fund for mileage, other District-related travel costs, registrations, etc. with an annual cap of \$2,500.00 per Board Member
Little Falls	Yes	300.00	NA	0.00	NA	0.00	NA	300.00	Per Month	0.00	NA	Yes	
Littlefork-Big Falls	Yes	0.00	NA	0.00	NA	0.00	NA	40.00	Per Meeting	0.00	NA	No	
Long Prairie-Grey Eagle	Yes	300.00	NA	0.00	NA	0.00	NA	325.00	Per Month	0.00	NA	No	
Luverne	Yes	0.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	
Lyle	Yes	0.00	NA	0.00	NA	0.00	NA	830.00	Annual	0.00	NA	No	
Lynd	Yes	100.00	NA	100.00	Annual	100.00	NA	60.00	Per Meeting	100.00	Annual	No	
Mabel-Canton	Yes	20.00	NA	10.00	Per Meeting	10.00	NA	70.00	Per Meeting	10.00	Per Meeting	No	
MACCRAY	Yes	500.00	NA	0.00	NA	100.00	NA	100.00	Per Meeting	100.00	Annual	No	
Madelia	Yes	200.00	NA	0.00	Annual	0.00	NA	1000.00	Annual	0.00	Annual	No	
Mahnomen	Yes	625.00	NA	0.00	NA	400.00	NA	1400.00	Annual	225.00	Annual	No	
Mahtomedi	Yes	5986.00	NA	5513.00	Annual	0.00	NA	5356.00	Annual	5458.00	Annual	Yes	Fees & Mileage for Workshops/Events
Mankato Area	Yes	600.00	NA	0.00	NA	200.00	NA	3400.00	Annual	200.00	Annual	No	
Maple Lake	Yes	110.00	NA	55.00	Annual	110.00	NA	50.00	Per Meeting	55.00	Annual	No	
Maple River	Yes	500.00	NA	150.00	Annual	150.00	NA	50.00	Per Meeting	150.00	Annual	No	
Marshall	Yes	25.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Marshall County Central	Yes	60.00	NA	0.00	Per Meeting	40.00	NA	50.00	Per Meeting	0.00	Per Meeting	No	
Martin County West	Yes	750.00	NA	0.00	NA	600.00	NA	2000.00	Annual	100.00	Annual	No	
McGregor	Yes	450.00	NA	100.00	Annual	100.00	NA	55.00	Per Meeting	55.00	Per Month	Yes	Life insurance, single dental insurance, 15% off the premium for single Health Insurance
Medford	Yes	100.00	NA	0.00	NA	60.00	NA	600.00	Annual	60.00	Annual	No	
Melrose Area	Yes	350.00	NA	300.00	Annual	275.00	NA	65.00	Per Meeting	275.00	Annual	No	
Menahga	Yes	150.00	NA	250.00	Annual	250.00	NA	75.00	Per Meeting	250.00	Annual	No	
Mesabi East	Yes	0.00	NA	0.00	NA	0.00	NA	3000.00	Annual	0.00	NA	Yes	\$35,000 life insurance
Milaca	Yes	0.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	
Milroy	Yes	40.00	NA	0.00	NA	0.00	NA	25.00	Per Meeting	0.00	NA	No	
Minneapolis	Yes	22000.00	NA	22000.00	Annual	20000.00	NA	20000.00	Annual	20000.00	Annual	No	
Minneota	Yes	600.00	NA	0.00	NA	350.00	NA	75.00	Per Meeting	0.00	NA	No	
Minnetonka	Yes	1500.00	NA	750.00	NA	0.00	NA	4500.00	Annual	0.00	NA	No	
Minnewaska Area	Yes	500.00	NA	0.00	NA	150.00	NA	50.00	Per Meeting	150.00	NA	No	
Montevideo	Yes	20.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	
Monticello	Yes	0.00	NA	0.00	NA	0.00	NA	320.49	Per Month	0.00	NA	No	

Account Name	Board Compensation	Chair Amount	Chair Frequency	Vice Chair Amount	Vice Chair Frequency	Clerk Amount	Clerk Frequency	Member Amount	Member Frequency	Treasurer Amount	Treasurer Frequency	Fringe Benefits	Fringe Benefit List
Moorhead Area	Yes	0.00	NA	0.00	NA	0.00	NA	9600.00	Annual	0.00	NA	No	
Moose Lake	Yes	1200.00	Annual	0.00	NA	300.00	Annual	1500.00	Annual	0.00	NA	No	
Mora	Yes	500.00	NA	0.00	NA	0.00	NA	3500.00	Annual	0.00	NA	No	
Morris Area	Yes	800.00	NA	0.00	NA	0.00	NA	1800.00	Annual	0.00	NA	No	
Mounds View	Yes	500.00	NA	300.00	NA	0.00	NA	6500.00	Annual	0.00	NA	No	
Mountain Iron-Buhl	Yes	75.00	NA	25.00	Per Month	25.00	NA	225.00	Per Month	25.00	Per Month	Yes	Committee Meeting Compensation: Under 2-hours - \$25.00 per meeting Over 2-hours - \$50.00 per meeting
Mountain Lake	Yes	200.00	NA	100.00	Annual	100.00	NA	3000.00	Annual	100.00	Annual	No	
Murray County Central	Yes	500.00	NA	0.00	NA	250.00	NA	70.00	Per Meeting	0.00	NA	No	
Nashwauk-Keewatin	Yes	50.00	NA	0.00	NA	0.00	NA	175.00	Per Month	0.00	Per Month	No	
Nebraska Association of School Boards	No		NA		NA		NA		NA			No	
Nett Lake	Yes	130.00	NA	100.00	Annual	100.00	NA	250.00	Per Meeting	100.00	Annual	No	
Nevis	Yes	400.00	NA	0.00	NA	175.00	NA	1000.00	Annual	150.00	Annual	No	
New London-Spicer	Yes	230.00	NA	130.00	NA	90.00	NA	2700.00	Annual	90.00	Annual	Yes	MSBA/NSBA Conference mileage and room expenses covered.
New Prague Area	Yes	500.00	NA	0.00	NA	300.00	NA	3300.00	Annual	300.00	Annual	No	
New Ulm	Yes	300.00	NA	0.00	NA	100.00	NA	3000.00	Annual	0.00	NA	Yes	Single annual pass for activities. \$250 value.
New York Mills	Yes	600.00	NA	400.00	Annual	400.00	NA	100.00	Per Meeting	400.00	Annual	No	
Nicollet	Yes	1000.00	NA	0.00	NA	700.00	NA	50.00	Per Meeting	100.00	Annual	No	
Norman County East	Yes	0.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
North Branch Area	Yes	800.00	NA	500.00	Annual	500.00	NA	60.00	Per Meeting	300.00	Annual	No	
North St. Paul-Maplewood-Oakdale	Yes	500.00	NA	0.00	NA	0.00	NA	5900.00	Annual	0.00	NA	No	
Northfield	Yes	50.00	NA	0.00	NA	0.00	NA	275.00	Per Month	0.00	NA	No	
Northland Community Schools	Yes	350.00	NA	35.00	NA	300.00	NA	55.00	Per Meeting	300.00	Annual	No	Board members are reimbursed the federal rate for mileage
NRHEG	Yes	200.00	NA	0.00	NA	150.00	NA	75.00	Per Meeting	100.00	Annual	No	
Ogilvie	Yes	400.00	NA	100.00	Annual	250.00	NA	350.00	Per Month	150.00	Annual	Yes	\$10,000 life insurance
Onamia	Yes	500.00	NA	0.00	NA	175.00	NA	4500.00	Annual	175.00	Annual	No	
Orono	No	0.00	NA	0.00	NA	0.00	NA	0.00	NA	0.00	NA	No	
Ortonville Public Schools	Yes	10.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	Yes	PERA DCP
Osakis	Yes	250.00	NA	0.00	NA	200.00	NA	65.00	Per Meeting	0.00	NA	No	
Osseo Area Schools	Yes	100.00	NA	0.00	NA	25.00	NA	750.00	Per Month	0.00	NA	No	
Owatonna	Yes	600.00	NA	0.00	NA	0.00	NA	3500.00	Annual	0.00	NA	No	
Park Rapids Area	Yes	0.00	NA	0.00	NA	0.00	NA	3900.00	Annual	0.00	NA	No	
Parkers Prairie	Yes	245.00	NA	0.00	Annual	245.00	NA	1600.00	Annual	245.00	Annual	No	
Paynesville Area	Yes	300.00	NA	0.00	NA	200.00	NA	100.00	Per Month	200.00	Annual	No	
Pelican Rapids	Yes	300.00	NA	0.00	NA	100.00	NA	75.00	Per Meeting	0.00	NA	No	
Pequot Lakes	Yes	100.00	NA	0.00	NA	50.00	NA	250.00	Per Month	50.00	Per Month	No	
Perham-Dent	Yes	0.00	NA	0.00	NA	0.00	NA	1848.00	Annual	0.00	NA	No	
Pierz	Yes	20.00	NA	0.00	NA	20.00	NA	120.00	Per Meeting	0.00	NA	No	
Pillager	Yes	300.00	NA	0.00	NA	0.00	NA	2400.00	Annual	0.00	NA	Yes	PERA
Pine City	Yes	620.00	NA	0.00	NA	600.00	NA	90.00	Per Meeting	520.00	Annual	No	
Pine Island	Yes	1500.00	NA	0.00	NA	0.00	NA	1250.00	Annual	0.00	NA	No	
Pine Point	Yes	0.00	NA	0.00	NA	0.00	NA	150.00	Per Meeting	0.00	NA	No	
Pine River-Backus	Yes	25.00	NA	0.00	NA	25.00	NA	175.00	Per Meeting	25.00	Per Month	Yes	\$20,000 life insurance
Pipestone Area Schools	Yes	400.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	
Plainview-Elgin-Millville Community Schools	Yes	250.00	NA	75.00	Annual	100.00	NA	100.00	Per Meeting	100.00	Annual	Yes	Free entry to all sporting events.
Princeton	Yes	100.00	NA	0.00	NA	0.00	NA	500.00	Per Month	0.00	NA	No	
Prior Lake-Savage Area Schools	Yes	500.00	NA	300.00	Annual	0.00	NA	6000.00	Annual	300.00	Annual	No	
Proctor	Yes	100.00	NA	0.00	Per Month	60.00	NA	50.00	Per Meeting	0.00	NA	No	
Randolph	No	145.00	NA	0.00	NA	145.00	NA	60.00	Per Meeting	145.00	Annual	No	
Red Lake	Yes	0.00	NA	0.00	NA	0.00	NA	16000.00	Annual	0.00	NA	Yes	Health, dental, life insurance, mileage



Account Name	Board Compensation	Chair Amount	Chair Frequency	Vice Chair Amount	Vice Chair Frequency	Clerk Amount	Clerk Frequency	Member Amount	Member Frequency	Treasurer Amount	Treasurer Frequency	Fringe Benefits	Fringe Benefit List
Red Lake County Central	Yes	300.00	NA	0.00	NA	0.00	NA	1500.00	Annual	0.00	NA	No	
Red Lake Falls	Yes	200.00	NA	175.00	Per Month	175.00	NA	200.00	Per Month	175.00	Per Month	No	
Red Rock Central	Yes	400.00	NA	0.00	NA	300.00	NA	50.00	Per Meeting	200.00	Annual	No	
Red Wing	Yes	700.00	NA	0.00	Annual	500.00	NA	3200.00	Annual	0.00	Annual	No	
Redwood Area	Yes	300.00	NA	0.00	NA	0.00	NA	600.00	Annual	0.00	NA	No	
Renville County West	Yes	300.00	NA	0.00	NA	0.00	NA	1800.00	Annual	0.00	NA	No	
Richfield	Yes	600.00	NA	0.00	NA	300.00	NA	500.00	Per Month	0.00	NA	No	
Robbinsdale Area	Yes	9000.00	NA	8400.00	Annual	7800.00	NA	7800.00	Annual	7800.00	Annual	No	
Rochester	Yes	0.00	NA	0.00	NA	0.00	NA	7200.00	Annual	0.00	NA	No	
Rock Ridge Public Schools	No	50.00	NA	25.00	Per Month	0.00	NA	250.00	Per Month	0.00	NA	Yes	They have the option to elect DCP PERA coverage.
Rockford Area Schools	Yes	500.00	NA	0.00	NA	0.00	NA	100.00	Per Meeting	0.00	NA	No	
ROCORI	Yes	51.00	NA	0.00	NA	0.00	NA	262.00	Per Month	25.00	Per Meeting	Yes	Board Negotiators additional \$1,435 annually
													Members of the Board of Education are entitled to enroll in the school district's group insurance program. The school district's contribution toward the cost of participation shall be equivalent to that received by an employee having a 0.35 full-time equivalent status with the school district. A board member shall be entitled to continue participation in any group insurance program after leaving the Board of Education by paying the full cost of such continuation.
Roseau	Yes	1666.00	NA	0.00	NA	663.00	NA	91.00	Per Meeting	663.00	Annual	Yes	
Rosemount-Apple Valley-Eagan	Yes	900.00	NA	0.00	NA	0.00	NA	9000.00	Annual	0.00	NA	No	
Roseville Area	Yes	1280.00	NA	0.00	NA	0.00	NA	4960.00	Annual	0.00	NA	No	
Rothsay	No	0.00	NA	0.00	NA	0.00	NA	0.00	NA	0.00	NA	No	
Round Lake-Brewster	No	300.00	NA	0.00	Annual	300.00	NA	60.00	Per Meeting	200.00	Annual	No	
Royalton	Yes	500.00	NA	0.00	NA	0.00	NA	2500.00	Annual	0.00	NA	No	
RTR Public Schools	Yes	25.00	NA	10.00	Per Meeting	25.00	NA	50.00	Per Meeting	10.00	Per Meeting	No	
Rush City	Yes	0.00	NA	0.00	NA	0.00	NA	50.00	Per Meeting	0.00	NA	No	
Rushford-Peterson	Yes	300.00	NA	50.00	Annual	50.00	NA	700.00	Annual	50.00	Annual	No	
Sartell-St. Stephen	Yes	400.00	NA	0.00	NA	0.00	NA	3000.00	Annual	400.00	Annual	No	
Sauk Centre	Yes	400.00	NA	100.00	Annual	250.00	NA	60.00	Per Meeting	250.00	NA	No	
Sauk Rapids-Rice	Yes	0.00	NA	0.00	NA	0.00	NA	175.00	Per Meeting	0.00	NA	No	
Sebeka	Yes	700.00	NA	125.00	Annual	300.00	NA	70.00	Per Meeting	125.00	Annual	No	
Shakopee	Yes	500.00	NA	500.00	Annual	0.00	NA	4500.00	Annual	0.00	NA	No	
Sibley East	Yes	500.00	NA	125.00	Annual	125.00	NA	1500.00	Annual	125.00	Annual	No	
Sleepy Eye	Yes	450.00	NA	0.00	NA	300.00	NA	125.00	Per Meeting	0.00	NA	No	
South Koochiching-Rainy River	Yes	120.00	NA	0.00	NA	95.00	NA	50.00	Per Meeting	120.00	Per Month	Yes	\$30,000 life insurance
South St. Paul	Yes	500.00	NA	0.00	NA	0.00	NA	4900.00	Annual	0.00	NA	Yes	School Board members may elect to participate in PERA.
South Washington County	Yes	0.00	NA	0.00	NA	0.00	NA	5700.00	Annual	0.00	NA	No	
Southland	Yes	500.00	NA	250.00	Annual	100.00	NA	50.00	Per Meeting	100.00	Annual	No	
SouthWest Metro Intermediate D	No		NA		NA		NA		NA		NA	No	
Spring Grove	Yes	300.00	NA	0.00	NA	0.00	NA	700.00	Annual	0.00	NA	No	
Spring Lake Park	Yes	600.00	NA	100.00	NA	100.00	NA	5350.00	Annual	100.00	Annual	No	
Springfield	Yes	500.00	NA	0.00	NA	0.00	NA	1000.00	Annual	0.00	NA	No	
St. Anthony-New Brighton	Yes	1073.00	NA	536.00	NA	0.00	NA	5364.00	Annual	536.00	NA	No	
St. Charles	Yes	878.00	NA	250.00	Annual	250.00	NA	1225.00	Annual	250.00	Annual	No	
St. Clair	Yes	500.00	NA	0.00	NA	300.00	NA	50.00	Per Meeting	400.00	Annual	No	
St. Cloud	Yes	806.38	NA	701.65	Per Month	701.65	NA	701.65	Per Month	701.65	Per Month	No	
St. Francis	Yes	6450.00	NA	5794.00	Annual	5794.00	NA	5794.00	Annual	5794.00	Annual	Yes	\$50,000 life insurance
St. James	Yes	250.00	NA	0.00	NA	250.00	NA	50.00	Per Meeting	0.00	NA	No	
St. Louis County	Yes	0.00	NA	0.00	NA	0.00	NA	400.00	Per Month	0.00	NA	No	

Account Name	Board Compensation	Chair Amount	Chair Frequency	Vice Chair Amount	Vice Chair Frequency	Clerk Amount	Clerk Frequency	Member Amount	Member Frequency	Treasurer Amount	Treasurer Frequency	Fringe Benefits	Fringe Benefit List
St. Louis Park	Yes	6000.00	NA	5500.00	Annual	5500.00	NA	5000.00	Annual	5500.00	Annual	No	
St. Michael-Albertville	Yes	900.00	NA	0.00	NA	700.00	NA	3700.00	Annual	300.00	Annual	Yes	Negotiation committee members \$500 additional per year / per committee member, \$300 for superintendent contract
St. Paul	Yes	2000.00	NA	0.00	NA	0.00	NA	18000.00	Annual	0.00	NA	Yes	Board members are eligible for employer contribution toward a cafeteria benefits plan qualified under the tax codes. The employer contribution shall be equal to 41% of the cost for family coverage premiums in the lowest cost HMO nondeductible plan. Currently the HealthPartners Distinctions Plan is the lowest cost HMO nondeductible plan.
St. Peter	Yes	400.00	NA	200.00	Per Month	250.00	NA	200.00	Per Month	300.00	Per Month	No	
Staples-Motley	Yes	0.00	NA	0.00	NA	0.00	NA	3377.00	Annual	0.00	NA	No	
Stephen-Argyle Central	Yes	25.00	NA	0.00	NA	0.00	NA	100.00	Per Meeting	0.00	NA	No	
Stewartville	Yes	600.00	NA	0.00	NA	0.00	NA	1900.00	Annual	0.00	NA	No	
Stillwater Area	Yes	500.00	NA	0.00	NA	0.00	NA	4750.00	Annual	0.00	NA	No	
Swanville	Yes	150.00	NA	50.00	Annual	250.00	NA	50.00	Per Meeting	10.00	Annual	No	
Test Organization	Yes	25.00	NA	45.00	Annual	55.00	NA	20.00	Annual	65.00	NA	No	Test
Thief River Falls	Yes	4636.00	NA	4030.00	Annual	3753.00	NA	3532.00	Annual	3753.00	Annual	No	
Tracy Area Public Schools	Yes	300.00	NA	0.00	NA	0.00	NA	900.00	Annual	100.00	Annual	No	
Tri-City United	Yes	600.00	NA	300.00	Annual	400.00	NA	55.00	Per Meeting	0.00	NA	No	
Tri-County	Yes	0.00	NA	0.00	NA	0.00	NA	100.00	Per Meeting	0.00	NA	No	
Triton	Yes	250.00	NA	0.00	NA	0.00	NA	40.00	Per Meeting	0.00	NA	No	
Truman	No	500.00	NA	0.00	NA	325.00	NA	50.00	Per Meeting	325.00	Annual	Yes	Health Insurance if they choose but at full cost to them
Ulen-Hitterdal	Yes	65.00	NA	60.00	Per Meeting	60.00	NA	50.00	Per Meeting	60.00	Per Meeting	No	
Underwood	Yes	10.00	NA	0.00	Per Meeting	0.00	NA	80.00	Per Meeting	0.00	Per Meeting	No	
United South Central	Yes	600.00	NA	0.00	NA	200.00	NA	50.00	Per Meeting	200.00	Annual	No	
Upsala	No	0.00	NA	0.00	NA	0.00	NA	0.00	NA	0.00	NA	No	
Verndale	Yes	10.00	NA	0.00	NA	0.00	NA	80.00	Per Meeting	0.00	NA	No	
Wabasha-Kellogg	Yes	300.00	NA	200.00	Annual	200.00	NA	1400.00	Annual	200.00	Annual	No	
Wabasso	Yes	800.00	NA	0.00	NA	800.00	NA	40.00	Per Meeting	400.00	Annual	No	
Waconia	Yes	300.00	NA	0.00	NA	0.00	NA	4300.00	Annual	0.00	NA	No	
Wadena-Deer Creek	Yes	600.00	NA	0.00	NA	135.00	NA	2131.00	Annual	135.00	Annual	No	
Walker-Hackensack-Akeley	Yes	25.00	NA	0.00	NA	0.00	NA	140.00	Per Meeting	0.00	NA	No	
Warren-Alvarado-Oslo	Yes	100.00	NA	0.00	NA	0.00	NA	75.00	Per Meeting	0.00	NA	Yes	Life Insurance of 10,000.00
Warroad	Yes	0.00	NA	0.00	NA	0.00	NA	45.00	Per Meeting	0.00	NA	No	
Waseca	Yes	50.00	NA	25.00	Per Meeting	25.00	NA	100.00	Per Meeting	25.00	Per Meeting	No	
Watertown-Mayer	Yes	3000.00	NA	2600.00	Annual	2600.00	NA	2400.00	Annual	2600.00	Annual	Yes	1 - Free Adult Athletics Pass; If serve on Personnel Committee - receive extra \$250.00
Waterville-Elysian-Morristown	Yes	200.00	NA	200.00	Annual	400.00	NA	60.00	Per Month	200.00	Annual	No	
Waubun-Ogema-White Earth	Yes	150.00	NA	0.00	NA	150.00	NA	50.00	Per Meeting	120.00	Annual	No	
Wayzata	Yes	5500.00	NA	4700.00	Annual	4700.00	NA	4700.00	Annual	4700.00	Annual	Yes	\$50 per extra meeting scheduled beyond 2/mo
West Central Area	Yes	500.00	NA	300.00	Annual	300.00	NA	150.00	Per Month	300.00	Annual	Yes	Social security
West St. Paul-Mendota Heights-E	Yes	500.00	NA	0.00	NA	0.00	NA	4725.00	Annual	0.00	NA	No	
Westbrook-Walnut Grove	Yes	400.00	NA	0.00	NA	400.00	NA	30.00	Per Meeting	400.00	Annual	No	
Westonka	Yes	0.00	NA	0.00	NA	0.00	NA	200.00	Per Month	0.00	NA	Yes	\$50,000 life insurance
Wheaton	Yes	500.00	NA	0.00	NA	400.00	NA	40.00	Per Meeting	400.00	Annual	Yes	Mileage
White Bear Lake Area	Yes	400.00	NA	200.00	Annual	400.00	NA	5050.00	Annual	200.00	Annual	No	
Willmar	Yes	0.00	NA	0.00	NA	0.00	NA	4241.10	Annual	0.00	NA	No	
Willow River	Yes	0.00	NA	0.00	NA	0.00	NA	75.00	Per Month	0.00	NA	No	
Windom Area	Yes	200.00	NA	0.00	NA	100.00	NA	3475.48	Annual	0.00	NA	Yes	Technology stipend bi-annual
Win-E-Mac	Yes	200.00	NA	0.00	NA	0.00	NA	60.00	Per Meeting	0.00	NA	No	

Account Name	Board Compensation	Chair Amount	Chair Frequency	Vice Chair Amount	Vice Chair Frequency	Clerk Amount	Clerk Frequency	Member Amount	Member Frequency	Treasurer Amount	Treasurer Frequency	Fringe Benefits	Fringe Benefit List
Winona	Yes	150.00	NA	0.00	NA	0.00	NA	125.00	Per Month	0.00	NA	No	
Worthington	Yes	3850.00	NA	3400.00	Annual	3600.00	NA	3300.00	Annual	3600.00	Annual	Yes	Participation in retirement options.
Wrenshall	Yes	0.00	NA	0.00	NA	0.00	NA	1000.00	Annual	0.00	NA	No	Chromebook if needed
Yellow Medicine East	Yes	100.00	NA	0.00	NA	100.00	NA	40.00	Per Meeting	25.00	Annual	No	
Zumbrota-Mazeppa	Yes	300.00	NA	0.00	NA	0.00	NA	2500.00	Annual	0.00	NA	No	



**Board Meeting Date:** 12/12/22

**TITLE:** Superintendent Mid-year Review Process

**TYPE:** Discussion

**PRESENTER(S):** Board Chair Allenburg

**BACKGROUND:** Edina Public Schools recognizes the importance of educational and operational leadership as a key component of student success within our district. As a Board tasked with the responsibility of managing and working with the Superintendent, a robust performance review process is a key component to ensuring the Superintendent is meeting and exceeding the expectations of the Board and community, with the ultimate shared goal being student success.

Last spring and summer, the School Board along with input from Dr. Stanley, updated our Superintendent Evaluation process to align it with MSBA's recommended processes in order to ensure this process is thorough, repeatable and actionable and to support Strategy D of the Strategic Plan, "Edina Public Schools continuously develops innovative, committed, and exemplary leadership at all levels..."

This agenda item is simply a reminder of the agreed upon process and opportunity to ask questions for Dr. Stanley's mid-year evaluation.

**RECOMMENDATION:** None.

**PRIMARY ISSUE(S) TO CONSIDER:** Reminder of mid-year review process.

**ATTACHMENTS:**

Overview

## Superintendent Performance Review Summary

In July, the School Board approved an updated process for evaluating the district Superintendent. The recommended process that was approved is the following. For the purposes of this limited discussion, the forms are not attached, but are available to reference on the district website under the June, 2022 and July, 2022 regular board meetings.

1. Step One: Utilize Appendix 3, Form 1 at the beginning of the school year as part of the goal setting process to establish standards and goals for the Superintendent Evaluation.

**2. Step Two: Have an informal mid-term evaluation/conversation based on progress towards goals to date. The mid-term evaluation/conversation would not use a formal evaluation form, but would refer to Form 1 for context. This mid-term review takes place in a Board closed session.**

3. Step Three: Utilize Appendix 3, Form 2 for the Superintendent to report back to the Board year-end progress towards goals and standards set at the beginning of the year. This should be provided to the board not less than 10 days prior to the closed session the Superintendent review will be done.

4. Step Four: Each individual Board member will fill out Appendix 3, Form 3 and bring it to the Superintendent evaluation discussion. At this closed session meeting, an appointed Board member will summarize the Board's findings into a final evaluation (Form 3). This will be provided to the Superintendent for their files.

5. Step Five: A year-end verbal summary of the Superintendent evaluation will be provided publicly at an open meeting.

Step Two of this process outlines the board and superintendent having an informal mid-term evaluation/conversation in a closed session. The date for this closed session is scheduled for Tuesday, 1/24 and will be an opportunity for Dr. Stanley to provide the board with progress to date on her Superintendent goals.