



**MINUTES OF THE REGULAR MEETING OF THE SCHOOL BOARD
INDEPENDENT SCHOOL DISTRICT 271
Bloomington, Minnesota**

February 26, 2024

I. ROLL CALL

Pursuant to due call and notice thereof, and there being a quorum present, the School Board meeting of Independent School District 271 was called to order by Vice Chair, Matt Dymoke at 7:00 p.m. on February 22, 2024, in the Arlene Bush Board Room at the Educational Services Center, 1350 West 106th Street Bloomington, Minnesota.

Vice Chair Dymoke acknowledged that Bloomington Public Schools rests on the traditional, ancestral and contemporary land of the Dakota. The name of our state is Mni Sota Makoce, Land where the waters reflect the skies or clouds. Mni means water; Sota means clear, but not perfectly so, cloudy. Makoce means a place, land, or country. Recognizing the land is an expression of gratitude and appreciation to those whose territory we reside on and a way of honoring the Indigenous people.

Members Present: Matt Dymoke, Vice Chair; Beth Beebe, Clerk; Tom Bennett, Treasurer; Heather Starks; Mia Olson; and Nelly Korman. Student Representatives Dhruvika Uppal, Jefferon and Kenneth Adah, Kennedy.

Members Absent: Dawn Steigauf, Chair.

Attorney Present: David Holman.

Administration Present: Eric Melbye, Jenna Mitchler, Rod Zivkovich, Mary Burroughs, Julio Caesar, John Weisser, Andy Kubas

II. PLEDGE OF ALLEGIANCE

Recited

III. APPROVAL OF THE AGENDA

Tom Bennett moved, Nelly Korman seconded, to approve the agenda. Motion carried unanimously.

IV. RECOGNITIONS

National Merit Finalist

The School Board recognized the National Merit Finalist. Jefferson High School Principal, Dr. Jaysen Anderson introduced 12th grade student, Johnny Kerwin. Dr. Anderson highlighted the student's accomplishments. Johnny shared his plans for the future. The National Merit Scholarship Program is one of the most well-known organizations in academic excellence. The students rank among the most successful students in the country. They represent the academic top one percent (1%) of all high school students in the country.

Public Schools Week Proclamation	Heather Starks moved, Tom Bennett seconded, that the School Board of Independent School District 271 honors the proclamation from the Governor of the State of Minnesota declaring February 26 - March 1, 2024 as Public Schools Week. Motion carried unanimously.
Career and Technical Education Month	Tom Bennett moved, Heather Starks seconded, that the School Board of Independent School District 271 honors the proclamation from the Governor of the State of Minnesota declaring February 2024 as Career and Technical Education Month. Motion carried unanimously.
CHOICE Program	Principal of CHOICE Academy and Bloomington Career and College Academy, Mr. Gary Kressin wanted to share a couple of students' experiences. Both are housed in the Community Education Campus. CHOICE is an alternative learning program to help students to recover credits to graduate. BCCA allows students to transcript college credits and high school credits at the same time. Senior at CHOICE Academy, Ki Gomez provided a statement on his experience presented by Mr. Kressin. Senior at CHOICE Academy, Cesar Gracia shared his successful experience leading his future into law enforcement.
Student School Board Representative	Dhruvika Uppal reported that students from Jefferson have concerns about the recent announcements of budget cuts. Bloomington School Advocacy Council met on February 7th. On February 19th senior Weemon Yeakeshon testified at the capitol. JIVE show choir placed 2nd in the prep division performing Flower Power. JHS Cheer Team won 7th national championship in game day division. South Suburban Jets won the playoffs and will be competing at the state tournament in adapted floor hockey
	Kenneth Adah reported that the Superintendent Advisory Council recently met discussing topics of start times and student to teacher ratios. Collaboration with Principal Hollebeck to discuss Bloomington Strategic Plan covering graduate portraits and snack shack. On the week of February 23rd Kennedy hosted "Kennedy Got Talent" also celebrating spirit week and a pepfest. Senior Sam Nicholson qualified for the State Diving Meet at the U of M. JFK Wrestling team, Vinny Sheild-Gore, Tommaso Constantini, Kelsey Cruz Rojas and Noelia Fierro qualified for state at the Xcel Energy Center on March 1st and 2nd. Kenneth also had the opportunity to testify at the Minnesota Senate Building on February 19th.
V. Superintendent's Report	Superintendent Eric Melbye reported that the Governor proclaimed February 21st School Bus Driver Appreciation Day. Grateful for all the Bloomington Public Schools' bus drivers and aids that go above and beyond everyday. They are the first and last district employees our students see on a daily basis.
	February 5 - 9th School Counseling Week. School Counselors play a crucial role in development of students, helps students explore their abilities, strengths, interests, and talents with a focus on career awareness and development. Bloomington concluded, I LOVE to READ month with many promotions of reading. February is also School Board recognition month in Minnesota. Thanking the board members for the knowledge, time and effort.

Reschedule March 25, 2024 School Board Business Meeting to March 18, 2024 at 7pm due to spring break. Reschedule April 8, 2024 Study Session to April 1, 2024 at 6pm due to a school board conference. Tom Bennett moved, Heather Starks seconded. Motion carried unanimously.

VI. PART A

1. Board Business
Minutes Notes

- a. Minutes of the School Board Business Meeting January 22, 2024.
- b. Listening Session Notes February 12, 2024

Personnel Actions

- c. Licensed Personnel: Resignations, Employments, Change of Status.
Independent Personnel: Resignations, Position Elimination.
Classified Personnel: Terminations, Retirements, Resignations,
Employments, Change of Status.

2. Field Trips

RESOLVED, that the School Board of Independent School District 271 approves field trips per the attached list (on file).

3. Contracts/Agreements
Hilton Catering
Agreement

- a. RESOLVED, that the School Board of Independent School District 271 approves the Catering Agreement with Hilton Minneapolis St. Paul Airport at a cost of \$11,486. The Catering Agreement is for one event on April 15, 2024.

Contract for Professional
Development Services

- b. RESOLVED, that the School Board of Independent School District 271 approves the contract for professional development services with Cornelius Minor. This order is effective June 11, 2024.

Amendment to
Minimum Assessment
Agreement

- c. RESOLVED, that the School Board of Independent School District 271 approves the attached amendment resolution extending the City of Bloomington and its Port Authority on the Minimum Assessment Agreement for the affordable housing project.

Blue Bird Body
Company Agreement

- d. RESOLVED, that the School Board of Independent School District 271 accepts and approves the proposed Memorandum of Understanding with Blue Bird Body Company to purchase electric buses as awarded to and accepted by the District under the EPA program.

4. Finance
Finance Reports
Receipts &
Disbursements

- a. Statements of Revenues and Expenditures November and December 2023.
- b. Receipts and Disbursements November and December 2022. Disbursements

Tom Bennett moved, Beth Beebe seconded, to approve Part A items in accordance with all of the written material submitted to the School Board. Motion carried unanimously.

VII. PART B
American Indian
Education

Nelly Korman moved, Tom Bennett seconded, that the School Board of Independent School District 271 accepts the Resolution of Concurrence by the American Indian Parent Advisory Committee for the 2023-24 year. Motion carried unanimously.

Executive director of Learning and Teaching, Andy Kubas as a liaison between the AIPAC and school district; Jennifer Tangness, AIPAC Secretary; and Louis Garrett AIPAC Chair.

We, the American Indian Parent Advisory Committee (AIPAC), voted to submit a resolution of concurrence on February 1, 2024, affirming Bloomington Public School's efforts to address the needs of our American Indian students. We commend the progress achieved over the past year and wish to highlight some notable observations:

- Enhanced collaborative partnerships with the Curriculum and Instruction department and the American Indian Education program (AIE)
- Increased participation of District teachers in professional development workshops pertaining to the Dakota and Ojibwe of MN
- Expansion of American Indian literature being taught across K-12 classrooms
- School Board reviewed and Revised Policy 419 to address student use of traditional tobacco
- Addition of the Minnesota Tribal Nations Flags in the School Board room

In addition to our vote of concurrence, we recommend the following:

1. School Board professional development to include expanding awareness and knowledge of MN's Tribal Nations utilizing State-sponsored online modules as well as facilitation by community members.
2. Increased visual representation of the American Indian community using language and art. For example, hallway signage with Ojibwe and Dakota language, art, and murals.
3. Introduction of high school class focusing on the Tribal Nations of MN.

We believe these measures will help support the unique educational and cultural needs of our American Indian students.

Bloomington Principal
2023-2025 Contract

Beth Beebe moved, Tom Bennett seconded, that the School Board of Independent School District 271 approves and ratifies the 2023-2025 Master Contract between Independent Schools District 271- Bloomington, Minnesota, and the Bloomington Principals' Association as attached and authorizes the Chair and Clerk to sign the Agreement. Motion carried unanimously.

The Bloomington Principals' Association ratified the tentative agreement for the 2023-2025 Master Contract on February 20, 2024. The tentative agreement includes salary schedule improvements of 2.5% to the PEG (base) salary for 2023-2024 and 5.0% to the PEG (base) salary for 2024-2025. In addition, the tentative agreement includes the following: Increase to District Health Insurance Contribution both years of the contract (7.2). Deductible/Out-of-pocket in-network maximum (7.2.1.b) = per IRS. Out-of-pocket out-of-network maximum (7.2.1.d) = per IRS. District contribution to HSA (7.3.1) = per IRS & contract. Adjustments to educational factors (Schedule A). "Housekeeping". The tentative agreement is within the allocations for contract settlements approved by the Board.

Clerical Resolution
2023-2025 Contract

Mia Olson moved, Tom Bennett seconded, that the School Board of Independent School District No. 271 approve the following addition to the 2023-2025 Master Contract between Independent School District 271 – Bloomington, Minnesota, and the Association of Bloomington Clerical; and authorizes its Chair and Clerk to sign the agreement. Motion carried unanimously.

The District and the Association of Bloomington Clerical reached a tentative agreement for the 2023-2025 Master Contract on December 19, 2023 and the clerical employees ratified the tentative agreement on January 12, 2024. On February 20, 2024, it was agreed to change to agreement as follows: An additional 1% to salary schedule for 23-24, and an additional 2% to schedule 24-25. The tentative agreement is within the allocations approved by the Board for contract.

Community Education
Independent Hourly
2023-2025 Contract

Tom Bennett moved, Heather Starks seconded, that the School Board of Independent School District No. 271 approves the 2023-2025 Community Education Independent Hourly Employee Wage and Benefit Plan as attached, and authorizes the Chair and Clerk to sign the agreement. Motion carried unanimously.

This resolution updates the Community Education Independent Hourly Employees Wage and Benefit Plan for the 2023-2025 school years. The tentative agreement includes salary improvements of 4% for 2023-24 and 5% for 2024-25, including longevity steps. In addition, the tentative agreement includes the following: Here are the highlights of the proposed plan: Deductible/Out-of-pocket in-network maximum = per IRS. Out-of-pocket out-of-network maximum = per IRS. District contribution to health insurance = per LMC recommendation and prior Board approval. District contribution to HSA = per IRS & contract. Moved District 403b match from after five years of service to after three years of service. “Housekeeping”. The proposed plan is within the allocations for contract settlements approved by the Board.

Community Education
Salaried Employees
2023-2025 Contract

Tom Bennett moved, Heather Starks seconded, that the School Board of Independent School District No. 271 approves the 2023-2025 Salary & Benefit Plan for Community Education Salaried Employees as attached; and authorizes the Chair and Clerk to sign the agreement. Motion carried unanimously.

This resolution updates the Independent Salaried Employees Plan for the 2023-2025 school years. The proposed plan includes salary schedule improvements of 4% to the PEG (base) salary for 2023-2024 and 5% to the PEG (base) salary for 2024-2025. In addition, the tentative agreement includes the following: Deductible/Out-of-pocket in-network maximum = per IRS. Out-of-pocket out-of-network maximum = per IRS. District contribution to health insurance = per LMC recommendation and Board approval. District contribution to HSA = per IRS & contract. Lowering years of service for 403b match from after 5 years of service to after 3 years. “Housekeeping”. The proposed plan is within the allocations for contract settlements approved by the Board.

Independent
2023-2025 Contract

Mia Olson moved, Tom Bennett seconded, that the School Board of Independent School District No. 271 approves the 2023-25 Salary & Benefit Plan for Independent Employees as attached; and authorizes the Chair and Clerk to sign the agreement. Motion carried unanimously.

This resolution updates the Independent Employees Plan for the 2023-25 school years. The proposed plan includes salary schedule improvements of 4% to the PEG (base) salary for 2023-2025 and 5% to the PEG (base) salary for 2024-2025. In addition, the tentative agreement includes the following:

Deductible/Out-of-pocket in-network maximum = per IRS. Out-of-pocket out-of-network maximum = per IRS. District contribution to health insurance = per LMC recommendation and Board approval. District contribution to HSA = per IRS & contract. Lowering years of service from after 5 years of service to after 3 years of service for 3% 403b match. Removal of Severance section from contract as it only applies to a few individuals. "Housekeeping". The proposed plan is within the allocations for contract settlements approved by the Board.

Teachers
2023-2025 Contract

Heather Starks moved, Tom Bennett seconded, that the School Board of Independent School District No. 271 approves and ratifies the 2023-2025 Negotiated Contract between the School District and the Bloomington Federation of Teachers as attached, and authorizes its Chair and Clerk to sign the agreement. Director Nelly Korman will abstain from voting due to husband being a teacher in the school district. On roll call vote, all directors voted aye.

The Bloomington Federation of Teachers ratified the tentative agreement for the 2023-2025 Master Contract on February 13, 2024. The tentative agreement includes salary schedule improvements of 4% for 2023-2024 and 5% for 2024-2025. In addition, the tentative agreement includes the following: Increase to Schedules C, D, E & F. Previously agreed to out-of-network out-of pocket maximums for health insurance (7.2). Increase to the District health insurance contribution year two of contract (7.2). Added Catastrophic leave (8.4). PD pay for new teacher orientation (9.1.1). Lowered years of service from 5 to 3 to receive 3% 403b match (10.1.1). Addition or modification of Memorandums of Understanding, including: Payout of earned personal leave if no carry over possible. Catastrophic Illness Pay. Staffing discussions. "Housekeeping" changes.

Bid Award
Olson Elementary
School Asbestos
Abatement

Beth Beebe moved, Heather Starks seconded, that the School Board of Independent School District 271 accepts the bid from Environmental Plant Services (EPS) for asbestos abatement services at Olson Elementary School in conjunction with planned construction and mechanical improvement scheduled for this school. Motion carried unanimously.

Asbestos abatement services are required at Olson Elementary School in conjunction with the construction and mechanical upgrades scheduled at this school. EPS will provide labor, materials, tools, equipment to remove asbestos in floor tile, chalkboard/tag board, roofing, fire door, coated sink areas which contain mastic. Services will be performed in two phases and will be completed by December of 2025. The A101 2017 AIA agreement will be used for this contract which has been approved by legal counsel.

Donations

Mia Olson moved, Heather Starks seconded, that the School Board of Independent School District 271 accepts donations, as indicated in the background, in the amount of \$75,836.17. Motion carried unanimously.

MONETARY - Donation of \$4,000.00 to Indian Mounds Elementary School from Hometown Church to be used for students in need. Included items are winter gear, school supplies and backpacks. Donation of 809.50 to Poplar Bridge Elementary School from the PTSA for field trip transportation reimbursement and supplement the supply budget. Donation of \$1,127.13 to Ridgeview Elementary School from the PTA to pay for the Family Breakfast and the student pizza party. Donation of \$4,000.00 to Valley View Elementary School from Hometown Church to be used for various needs for students, families and staff. Donation of \$11,407.28 to Jefferson High School from the Girls Hockey Booster Club to help with coaches' salaries and the annual Hudl software fee. Donation of \$2,500.00 to Jefferson High School from Jefferson Boys Basketball for coaching salary. Donation of \$15,000.00 to Jefferson High School from Jefferson Athletic Foundation for a swim scoreboard. Donation of \$5,892.26 to Jefferson High School from Jefferson Girls Basketball Boosters for supplies, table worker fees and coaching salary. Donation of \$14,100.00 to Jefferson High School from JHS Boys Hockey Booster Club for supplies, coach's salaries, and the annual Hudl software fee. Donation of \$15,000.00 to Jefferson High School from JHS Boys Swim/Dive Booster Club to help pay for the swim scoreboard. Donation of \$2,000.00 to Kennedy High School from Charles Schwab on behalf of Dr. Janet Pladson for KCA, earmarked for Kennedy Show Choirs.

Right Sizing the Budget 2024-25

Tom Bennett moved, Mia Olson seconded, that the School Board of Independent School District 271 approves the Right Sizing the Budget List of Budgets Adjustments of \$4.4 million as listed below, and directs administration to develop the 2024-25 budget using these adjustments. Area Amount: Elementary \$1.4 million, Middle School \$0.9 million, High School \$1.1 million, Education Service Center (ESC) \$1.0 million. Total \$4.4 million. Motion carried unanimously.

Bloomington Public Schools and school districts across Minnesota are facing challenging fiscal environments due to a number of factors, including decreasing enrollment and the sunset of federal pandemic relief funds. BPS is facing a budget shortfall for the 2024-25 school year and the foreseeable future. The District projected in December 2023 an initial \$4 million budget adjustment for next school year as part of a multi-year Right Sizing the Budget (RSB) process. After multiple meetings with staff, School Board, public and district administration, Cabinet is recommending a \$4.4 million adjustment for 2024-25 school year. In addition to these adjustments, the loss of pandemic relief (ESSER), Title I and Integration funds and projected enrollment declines result in significant financial impacts of \$3.0-\$4.0 million.

High School Graduation Fee 2024

Nelly Korman moved, Tom Bennett seconded, that the School Board of Independent School District 271 approves the graduation fee of \$60.00 per student for Kennedy High School and Jefferson High School for the 2023-2024 school year. Motion carried unanimously.

District administration, in consultation with high school administration, recommends that the current graduation fee for students remain the same for 2023-2024 year. Per MN Statute 123B.37, graduation fees are not charged for graduation caps, gowns and diplomas.

Student Parking
Fees 2024-2025

Heather Starks moved, Tom Bennett seconded, that the School Board of Independent School District 271 approves Student Parking Fees for Kennedy High School and Jefferson High School at the rate of \$270 per year (\$90 per trimester) for the 2024-2025 school year. Motion carried unanimously.

Bloomington high school students are charged a trimester fee of \$90.00 to park their vehicles on school parking lots, or a total of \$270 per year. Administration recommended that the parking fee remain unchanged for the 2024-2025 school year for the following reasons: (1) Since students often pay this fee, there is a large elasticity of demand. As price increases participation decreases. Therefore, there is often a zero sum gain when increasing these prices. (2) More students are taking PSEO and Career & College Courses and there will be more internship opportunities. Often students need to use cars to participate in these programs. Increasing parking fees will counter our encouragement of students to participate in these programs. (3) The fees help to pay for the cost of the parking lot attendant and maintenance. (4) Student financial hardships are considered on an individual basis.

Student Instrument
User Fees 2024-2025

Heather Starks moved, Nelly Korman seconded, that the School Board of Independent School District 271 approves Student Instrument User Fee for the 2024-2025 school year. Motion carried unanimously.

Activities have a strong correlation to academic success. When students are engaged in activities, they have a more positive attitude toward school. Administration recommended that the current Instrument User Fees remain the same for the 2024-2025 school year. Fees are used for high school uniforms and instrument replacement.

Student Athletic
Fees 2024-2025

Heather Starks moved, Tom Bennett seconded, that the School Board of Independent School District 271 approves Student Athletic Fees for 2024-2025 school year. Motion carried unanimously.

The Jefferson and Kennedy Activity Directors and Administration have reviewed student athletic fees and recommend fee increases for the 2024-2025 school year. We have not raised these fees since 2019-20. Increased fees are due to high costs of bussing/officials/stipends and other operating expenses. Fees have been increased in tiers by either \$5/\$10/\$15/\$20/\$25, meaning that the largest increase is \$25.

Student Activity
Fees 2024-2025

Heather Starks moved, Beth Beebe seconded, that the School Board of Independent School District 271 approves Student Activity Fees for the 2024-2025 school year. Motion carried unanimously.

The Jefferson and Kennedy Activity Directors and Administration have reviewed student athletic fees and recommend fee increases for the 2024-2025 school year. We have not raised these fees since 2019-20. Increased fees are due to higher expenditures.

Student/Adult Admission Fees for Activities 2024-2025

Heather Starks moved, Tom Bennett seconded, that the School Board of Independent School District 271 approves Student/Adult Admission Fees for Activities for the 2023-2024 school year. Motion carried unanimously.

Administration recommends that the current Student/Adult Admission Fees for Activities remain the same for the 2024-2025 school year.

Policy Review

Matt Dymoke, Chair of the Board Policy Committee, provided an overview of the four policies reviewed by the committee on February 14, 2024 and now are being brought to the Board for information and discussion.

Policy 423

Policy 423, Staff-Student Relationships – Mary Burroughs

Recommendation: NO CHANGE

This policy was adopted April 9, 2018, and is being reviewed now as part of the policy review cycle. Policy 423 follows the MSBA model policy. No changes are being recommended.

Policy 515.3

Policy 515.3, Student Research – Julio Caesar

Recommendation: NEW

This policy is to provide guidelines for students who wish to conduct research within the district. This is a new policy suggested by the Board Policy Committee.

Policy 524

Policy 524, Computer System and Internet Acceptable Use – John Weisser

Recommendation: REVISED

This policy was adopted February 9, 2015, and is being reviewed now as part of the policy review cycle. Policy 524 follows the MSBA model policy. No substantive content change. Updated to standard district policy language (preferred words).

Policy 606.5

Policy 606.5, Library Materials – John Weisser

Recommendation: REVISED

This policy is to provide direction and to delegate responsibility for selection and reconsideration of library materials. Policy 606.5 follows the MSBA model policy. The recommended changes to the policy include definitions, responsibility for sections of library materials, selections of library material, individual student access to specific library materials, and reconsideration of specific library material.

Legal counsel, David Holman has advised not to vote due to the objection of Policy 606.5 from director Beth Beebe.

Heather Starks calls a motion to call a question to stop the debate of Library Materials Policy 606.5. On roll call vote, five directors voted yes and one voted no. Motion to move Policy 606.5 forward to the next school board meeting in part a. agenda, five voted aye, and one voted nay.

Heather Starks and Tom Bennett are the other two members of the committee. The policies have been reviewed and approved by legal counsel David Holman. These policies will move forward to the March 18, 2024 School Board meeting for final approval under the Part A consent agenda.

VIII. BOARD MEMBER

Beth Beebe reported her attendance to Valley View Elementary for the Cheetah Rally and I LOVE to READ evening. Southwood hosted a parent learning day; Beth was able to observe a wonderful parent network. Next week Valley View Elementary will host their parent learning day for preschoolers. Beth attended The Show Choir Bash and it was a great event that closed the east and west divide. Nelly Korman reported the two important legislative dates coming up. AMSD Day at the Capitol on Tuesday, March 5th. MSBA Day at the Capitol Monday, March 18th. Tom Bennett reported on the Normandale Hills PTA meeting discussion of Right Sizing the Budget. Normandale Hills will host a Festival Learning, focused on Latin American on Friday, March 1st 5-8:30pm and on Friday, March 15th will be the PTA Game Night. Mia Olson reported that The Bloomington Family Advocacy Council is recruiting PTA members. Early Childhood Council is updating their website so families can register. Heather Starks reported she attended Olson Elementary for some clay projects and also the Show Choir Bash which was amazing. Kennedy and Jefferson Hockey game supported the American Cancer Society. Matt Dymoke reported that the Education Foundation of Bloomington has opened up their Prodigy Award Nomination. Joint Meeting with City of Bloomington Council and School Board meeting on Wednesday, February 28th at 6pm.

X. OTHER

None.

XI. ADJOURNMENT

There being no further business to come before the School Board, Vice Chair Matt Dymoke adjourned the meeting at 8:50 p.m.

Beth Beebe, Clerk