

**BOARD OF EDUCATION
SPECIAL SCHOOL DISTRICT NO. 1
Regular Meeting**

June 28, 2005

1. REGULAR MEETING of the Board of Education—Pursuant to due notice mailed to each member of the Board of Education not less than three days prior to the time of such meeting, the Board members met in a regular meeting at the John B. Davis Educational Services Center on Tuesday, June 28, 2005, commencing at 4:00 p.m.

Present: Directors Joseph Erickson, Peggy Flanagan, Sharon Henry-Blythe, Lydia Lee and Colleen Moriarty - 5

Absent: - Directors Judith Farmer and Audrey Johnson - 2

Superintendent Thandiwe M.C. Peebles was present.

2. APPROVAL OF AGENDA – MOTION – Director Moriarty moved, seconded by Director Flanagan, that the Board of Education, Special School District No. 1, approve the agenda as presented. Director Moriarty moved, seconded by Director Henry-Blythe, to move items VII. a. through jj., executive contracts, from the consent agenda to the discussion and policy portion of the agenda. Director Flanagan moved, seconded by Director Henry-Blythe, to move item D. a., the MUID resolution, from the consent agenda to the policy portion of the agenda.

The motion to amend the agenda was put to a vote and carried unanimously.

The motion to approve the agenda as amended was put to a vote and carried unanimously.

3. APPROVAL OF MINUTES – none

4. THE REPORTS AND PRESENTATIONS FROM SUPERINTENDENT OF SCHOOLS

Washburn State Track Champions –

Superintendent Peebles called track coach Kenan Moore and athletic director Dan Pratt to the podium to recognize the four girls, who are the first to have represented MPS every year. Not only are they the state champions in the 4 x 100 meter relay, the 4 x 200 relay and the 100 meter dash, but they set new state records in the 4 x 100 and 4 x 200 meter relays. The relay team placed 7th in the nation, and 3rd in another relay.

Kadeshia Fortune ran the 4 x 200 meter relay, the 100 meter dash and the 4 x 100 relay. She will be attending the University of Mississippi in the fall.

Elizabeth Govrik ran the 4 x 100 and 4 x 200 relays. She will study at South Carolina State.

Tereza Govrik ran the 4 x 100 and 4 x 200 relays. She will also attend South Carolina State.

Rachel Lee raced in the relays and will study at the University of Wisconsin – Milwaukee next year.

Director Lee presented the state champions with Certificates of Excellence.

2005-2006 Budget – Marj Rolland, Chief Financial Officer, reviewed where the district stands financially, what the challenges are, and which investments will assure success. The total budget for next school year is \$629.5 million. The operating budget portion is \$416.9 million, which is a 9.7% drop from the operating budget of this current school year.

Over the last five years we have had cuts of over \$130 million. The funding gap for fiscal year 2005-2006 is \$24 million. Causes for the gap include stagnant state funding, increased operating costs, declining enrollment and mandates that are not fully funded. For example, the district receives state and federal funds for the special education mandate, but spends \$21 to 26 million more than it receives. Another shortfall of funding occurs with the mandate that the district provide transportation and special education services for charter school students within the city. \$1.6 million of district costs is not reimbursed by the state.

The proposed budget includes an assumption of a 2.5% formula increase in revenues received from the state, which would result in \$4.8 million in additional revenue. Possibly the amount could be greater, and if the formula increase ends up to 4.5%, there would be another \$4 million.

The closing or merging of twelve schools will result in the reduction of fourteen janitor engineer positions and nine principals, assistant principals and interns. There will also be savings in transportation costs.

\$2 million will be saved in the district office by redirecting money to the Strategic Plan, reducing staff in the area offices, and assigning fewer principals, assistant principals and interns to schools. There will be savings from benefits that had been projected to increase 17%. Savings will be realized when there is a true-up of actual sabbaticals funded rather than the larger estimated number that had been budgeted.

Fifty-five teacher positions will be cut due to declining enrollment, 245 will be cut due to class size increases, and 246 will be cut as a result of funding changes and choices made at the school sites. The net result of the 546 teacher cuts and the effect on other, non-licensed staffing is still being studied.

Ongoing challenges include increasing student needs, inadequate state and federal funding, and enrollment that is expected to decline for another three to four years. Our commitment is to meet the challenges, raise achievement for all students and

close the achievement gap. The district will meet the challenges through strategic investments. Title I funds, also known as NCLB funds, will be allocated to schools with 40% or more students participating in the free and reduced lunch program. MPS will budget money for an upgrade in reading materials and will continue with the Arts for Academic Achievement program. Funds will be allocated for early childhood services, including continuing all-day programs for 78% of the Kindergarten classes and continuing 18 pre-Kindergarten classrooms. Thirty principals and district leaders will participate in the Instructional Leadership Institute at the University of Pittsburgh, where participants will develop skills to support quality instruction and student learning in their schools and throughout the district. The Curriculum and Instruction department will be restructured to assure continuity of best practices across the district. There will be a shift from Academic Offices to Area Offices. A Deputy Superintendent, Family Liaison and Chief of Communications will be hired, and there will be upgrades and additions to Finance staff. There also will be additional support to Indian Education, English Language Learners and Student Services.

Director Lee asked where funding would come from for the Instructional Leadership Institute, and Ms. Rolland responded that funds would come from a combination of Title I and Title II funds and the MacArthur grant. Director Lee asked about the cost to the district if the State of Minnesota shuts down on July 1. Ms. Rolland replied that there is a plan in place. The district has enough cash, but by mid-August the district would have to apply for an emergency line-of-credit from one of its lending institutions. Even if funds technically continued to flow to the district, staff at the State would not be there to transfer the money.

Employee Compensation And Benefits – The administrator contracts up for discussion and approval are as follows:

a. Terms and Conditions of Employment: Manager of Payroll/HRIS – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Manager of Payroll/HRIS for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

b. Terms and Conditions of Employment: Director of Math, Science and Technology – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Assistant Director of Math, Science and Technology for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

c. Terms and Conditions of Employment: Communications and Public Affairs Associate – Recommendations that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Communications and Public Affairs Associate for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

d. Terms and Conditions of Employment: Administrative Manager of Employee Relations – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Administrative Manager of Employee Relations for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

e. Terms and Conditions of Employment: Associate Superintendent of Area B – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Associate Superintendent of Area B for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

f. Terms and Conditions of Employment: Assistant Director of Communications and Public Affairs – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Assistant Director of Communications and Public Affairs for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

g. Terms and Conditions of Employment: Director of Literacy, Language Arts and Social Studies – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Director of Literacy, Language Arts and Social Studies for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

h. Terms and Conditions of Employment: Communications and Public Affairs Associate – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Communications and Public Affairs Associate for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

i. Terms and Conditions of Employment: Deputy Superintendent – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Deputy Superintendent for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

j. Terms and Conditions of Employment: District General Counsel – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the District General Counsel for the period commencing July 1, 2005 and ending June 30, 2007, and further authorizes payment of salary and benefits contained therein.

k. Terms and Conditions of Employment: District Lobbyist – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the District Lobbyist for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

l. Terms and Conditions of Employment: Chief Operating Officer – Recommendation that the Board of

Education, Special School District No. 1, adopt and ratify the employment contract for the Chief Operating Officer for the period commencing July 1, 2005 and ending June 30, 2007, and further authorizes payment of salary and benefits contained therein.

m. Terms and Conditions of Employment: Executive Director of Special Education – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Executive Director of Special Education for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

n. Terms and Conditions of Employment: Chief, Research, Evaluation and Assessment – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Chief of Research, Evaluation and Assessment for the period commencing July 1, 2005 and ending June 30, 2007, and further authorizes payment of salary and benefits contained therein.

o. Terms and Conditions of Employment: Executive Director of Employee Relations – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Executive Director of Employee Relations for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

p. Terms and Conditions of Employment: Project Manager for Enterprise Resource Planning Project – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Project Manager for Enterprise Resource Planning Project for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

q. Terms and Conditions of Employment: Associate Superintendent for Support Services – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Associate Superintendent for Support Services for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

r. Terms and Conditions of Employment: Executive Director, Student Engagement – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Executive Director, Student Engagement for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

s. Terms and Conditions of Employment: Deputy Director of Employee Relations – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Deputy Director of Employee Relations for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

t. Terms and Conditions of Employment: Assistant to the Deputy Superintendent – Recommendation that the Board of Education, Special

School District No. 1, adopt and ratify the employment contract for the Assistant to the Deputy Superintendent for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

u. Terms and Conditions of Employment: Assistant General Counsel – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Assistant General Counsel for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

v. Terms and Conditions of Employment: Director of Staffing – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Director of Staffing for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

w. Terms and Conditions of Employment: Executive Director, Multicultural and Multilingual Education – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Executive Director, Multicultural and Multilingual Education for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

x. Terms and Conditions of Employment: Coordinator of Employee Benefits – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Coordinator of Employee Benefits for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

y. Terms and Conditions of Employment: Chief Financial Officer – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Chief Financial Officer for the period commencing July 1, 2005 and ending June 30, 2007, and further authorizes payment of salary and benefits contained therein.

z. Terms and Conditions of Employment: Director of Grants Funded Programs and Special Projects – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Director of Grants Funded Programs and Special Projects for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

aa. Terms and Conditions of Employment: Employee Relation Associate – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Employee Relations Associate for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

bb. Terms and Conditions of Employment: Director of Diversity and Equal Opportunity – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment

contract for the Director of Diversity and Equal Opportunity for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

cc. (removed from agenda)

dd. Terms and Conditions of Employment: Associate Superintendent for Additional Educational Programs – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Associate Superintendent for Additional Educational Programs for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

ee. Terms and Conditions of Employment: Assistant General Counsel – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Assistant General Counsel for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

ff. Terms and Conditions of Employment: Deputy Director, Early Childhood Education, PK3 – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Deputy Director, Early Childhood Education, PK3 for the period commencing July 1, 2005 and ending June 30, 2007, and further authorizes payment of salary and benefits contained therein.

gg. Terms and Conditions of Employment: Deputy Chief Financial Officer – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Deputy Chief Financial Officer for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

hh. Terms and Conditions of Employment: Director of Planning and Development, Human Resources – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Director of Planning and Development, Human Resources, for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

ii. Terms and Conditions of Employment: Assistant to the Superintendent for Academic Support: – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Assistant to the Superintendent for Academic Support for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

jj. Terms and Conditions of Employment: Employee Relations Associate: – Recommendation that the Board of Education, Special School District No. 1, adopt and ratify the employment contract for the Employee Relations Associate for the period commencing July 1, 2005 and ending June 30, 2006, and further authorizes payment of salary and benefits contained therein.

Director Moriarty raised some issues of concern about the administrator contracts submitted for approval. She calculated that the contracts cover a group of professionals with a combined length of service of over 200 years, and the newly added element of at-will termination is disrespectful to the employees of this district. It would be irresponsible to the employees and citizens of Minneapolis to vote on these contracts containing major changes to the termination clause after just receiving them, along with an organization plan, just a few days ago and with no chance to discuss them as a Board.

Director Henry-Blythe commented that the Board should have discussed the change to the administrator contracts before being asked to approve them. Director Flanagan asked about the severance package provided in the contract for those employees who decide to leave employment, which amounts to compensation for unused sick and vacation days.

Director Lee asked about the next step, in light of the opposition to the at-will language in the contracts. The current contracts will roll over until new contracts are approved. Superintendent Peebles explained that the at-will clause can be removed from the contracts, since it was an attempt to align contracts with surrounding Cities of the First Class. Some contracts contain a for-cause termination clause and are for different contractual periods to provide stability to the district and ensure longevity of key employees. Director Henry-Blythe emphasized that the Board might not change the termination provisions in the contracts, but should have an opportunity for a discussion.

MUID Minneapolis Public Schools Board Resolution – Chairperson Erickson asked Director Flanagan to highlight the features of the resolution regarding the district's partnership with the Minneapolis American Indian community through the Metropolitan Urban Indian Directors organization. Director Flanagan called this an historic date, when things are going to start getting better for American Indian students. For decades American Indians have experienced the lowest graduation rates, attendance rates and standardized test scores in MPS. MPS and MUID will work together in partnership to create a special committee whose function is to examine and explore future options regarding funding, assessment and best practices. To the group that worked to put this together she said in Ojibwe, "*Chi-miigwech*" (thank you very much in English).

REPORTS AND COMMENTS FROM BOARD OF EDUCATION DIRECTORS – Director Moriarty expressed appreciation to Dr. Bob McCauley, retiring Academic Superintendent for High Schools, for his years of service.

Director Lee, who is the Board representative to the Neighborhood Revitalization Project, is heartened that so many communities are working to make neighborhoods safer and cleaner and that they include schools in their discussions. Chairperson Erickson explained that Board members represent MPS on other boards and commissions, and this portion of the

agenda is a good venue for reporting on those activities.

Director Flanagan asked the staff and public to contact the Governor and legislators, calling on them to properly fund our schools.

Chairperson Erickson said that an email that was prematurely sent to staff announcing the freeze of teacher step increases has been rescinded. The Board has not made that decision and will discuss it at a future meeting.

6. RECOMMENDATIONS FROM THE SUPERINTENDENT OF SCHOOLS

2005-2006 Expenditure Budget – MOTION –
Director Moriarty Moved, seconded by Director Flanagan to approve the recommendation that the Board of Education, Special School District No. 1, adopt the 2005-2006 expenditure budgets as shown below:

Consolidated Gen'l Operating Fund	\$375,099,576
Referendum Fund	41,582,582
Food Service Fund	15,717,539
Community Services Fund	18,807,797
Capital Projects Fund	34,536,028
Debt Service Fund	71,294,957
Reemployment Fund	2,300,000
Non-Public School Fund	1,107,022
Grant Funds	69,117,545
TOTAL	\$629,563,046

The Board also concurs to continue the budget plan that includes using five percent or approximately \$3.0 million of compensatory revenue in the Consolidated General Operating Fund to assist in paying for our special education citywide programs and all-day kindergarten classrooms.

After clarifying that amendments can be made to the budget in the future and that the budget includes amounts for compensation of the administrators but are not affected by the termination specifics in their contracts, a vote was taken to approve the budget as presented and carried unanimously.

Employee Compensation And Benefits –
MOTION – Director Henry-Blythe moved, seconded by Director Lee, that the Board of Education, Special School District No. 1, approve the administrator employment contracts. Director Moriarty moved, seconded by Director Flanagan, that the Board table the vote until after a Board discussion.

The motion to table the vote on the administrator employment contracts was voted on and carried unanimously.

Metropolitan Urban Indian Directors Minneapolis Public Schools Board Resolution – MOTION – Director Moriarty moved, seconded by Director Henry-Blythe, that the Board of Education, Special School District No. 1, approve the Resolution Related to Metropolitan Urban Indian Directors:

Whereas, for decades American Indians have experienced the lowest graduation rates, attendance

rates and standardized test scores in the Minneapolis Public Schools, Special School District No. 1; and

Whereas, numerous strategies and other remedies have been attempted by the Minneapolis Public Schools, Special School District No. 1, with limited or short-term results; and

Whereas, the Metropolitan Urban Indian Directors (MUID) now find that a sustained cooperative effort is needed between the American Indian community and the Minneapolis Public Schools, Special School District No. 1, to address the academic and cultural learning needs of American Indian students enrolled in public schools; and

Whereas, the Minneapolis Public Schools, Special School District No. 1, recognizes the cultural variations of American Indian learners along with their unique historical and legal status; and

Whereas, the Minneapolis Public Schools, Special School District No. 1, along with MUID find that a partnership to accomplish this assessment will serve both the community and all students well; and

Whereas, the Minneapolis Public Schools, Special School District No. 1, and MUID will work together in partnership to create a special committee whose function is to examine and explore future options regarding funding, assessment and best practices regarding American Indian students; and

Whereas, the special committee shall be comprised of a cross-section of the American Indian community, parents and guardians, Minneapolis Public Schools leadership, Special School District No. 1 School Board members and personnel; and

Whereas, the special committee will report its findings in a series of preliminary, ongoing and summary reports to MUID and the Minneapolis Public Schools, Special School District No. 1 Board of Education;

Therefore be it resolved: that the Minneapolis Public Schools, Special School District No. 1, Board of Education develop a partnership with the Minneapolis American Indian community through MUID to create an initial workgroup as suggested in the proposed Memorandum of Agreement (MOA); and

Be it further resolved; that MUID working with the Minneapolis Public Schools, Special School District No. 1 Office of Indian Education submits the names and titles of proposed workgroup members within 30 days of this resolution. In addition, this workgroup shall submit an interim report of its responsibilities, schedule, and work plan within six months of this agreement.

The motion to approve the resolution was voted on and carried unanimously.

CONSENT AGENDA – MOTION – Director Lee moved, seconded by Director Moriarty, that the Board of Education, Special School District No. 1, approve the consent agenda and adopt the recommendations as presented by the Superintendent.

The motion to approve the consent agenda was put to a vote and carried unanimously.

A-1. PERSONNEL LIST A – Recommendation that the Board of Education, Special School District No. 1, approve Personnel List A.

A-2. SUSPENSION OF CLASSIFIED EMPLOYEE – (Executive Session) Recommendation that the Board of Education, Special School District No. 1, approve the recommendation to suspend a Special Education Assistant with pay effective June 6, 2005, pending the outcome of an investigation.

A-3. SUSPENSION OF CLASSIFIED EMPLOYEE – (Executive Session) Recommendation that the Board of Education, Special School District No. 1, approve the recommendation to suspend a Janitor Engineer in Charge with pay effective June 17, 2005, pending the outcome of an investigation.

A-4. SUSPENSION OF TENURED TEACHER – (Executive Session) Recommendation that the Board of Education, Special School District No. 1, approve the recommendation to suspend a Tenured Teacher with pay effective June 2, 2005, pending the outcome of an investigation.

A-5. SUSPENSION OF NON-LICENSED EMPLOYEE – Recommendation that the Board of Education, Special School District No. 1, approve the recommendation to suspend a Human Resources Staffing Specialist II without pay for one day, effective date to be determined by the supervisor.

A-6. DISCHARGE OF CLASSIFIED EMPLOYEE – Recommendation that the Board of Education, Special School District No. 1, approve the recommendation to discharge a Special Education Assistant effective June 29, 2005 for conduct unbecoming a school district employee.

A-7. SUSPENSION OF TENURED TEACHER – Recommendation that the Board of Education, Special School District No. 1, approve the recommendation to suspend a Tenured Teacher without pay for two (2) days, effective dates to be determined by the supervisor.

A-8. SUSPENSION OF TENURED TEACHER – Recommendation that the Board of Education, Special School District No. 1, approve the recommendation to suspend a Tenured Teacher without pay for three (3) days, effective dates to be determined by the supervisor.

A-9. SUSPENSION OF CLASSIFIED EMPLOYEE – Recommendation that the Board of Education, Special School District No. 1, approve the recommendation to suspend a School Bus Driver without pay, effective June 20, 2005, pending the outcome of an investigation.

A-4. RESOLUTION RELATED TO TENURED TEACHERS – Recommendation that the Board of Education, Special School District No. 1, adopt the following resolution:

Whereas, enrollment in the School District is declining;

Whereas, during the 2005-2006 school year, the District will lack a sufficient number of pupils to support all tenured teachers currently employed by the District;

Whereas, the School Board has found it necessary to discontinue certain positions;

Now, therefore, be it resolved by the School Board of Special School District No. 1, Minneapolis Public Schools, as follows:

The Board proposes that the employment of the following tenured teachers be terminated effective June 29, 2005 due to discontinuance of position and lack of pupils: (names of three (3) tenured teachers followed).

The School Board shall notify the above-named teachers in writing of the proposed layoff, the grounds for the proposed layoff, and the right to request a hearing within ten (10) calendar days after receiving said notice. The Executive Director, Employee Relations, shall also notify such teacher that if he fails to request a hearing within ten (10) days he will be deemed to have acquiesced in the Board's action.

B-1. FINANCIAL TRANSACTIONS

a. ELECTRONIC FUND TRANSFERS – Recommendation that the Board of Education, Special School District No. 1, will approve the Electronic Fund(s) Transfers and authorize the proper officers to sign the respective warrants.

B-2. PURCHASES – Recommendation that the Board of Education, Special School District No. 1, authorize acceptance of the following bids:

- a. Official Publication No. 2204 Parking Lot Improvements
- b. OP No. 2081 – Transportation for Early Childhood Special Education
- c. Maintenance Inventory
- d. Graduation Dinner

B-3. LEGAL FEES AND COSTS – none

B-4. FACILITIES AND PROPERTY

a. Lease: Children's Home Society and Family Services – Recommendation that the Board of Education, Special School District No. 1, approve the intent to enter into a lease agreement with Children's Home Society and Family Services for use of space at the Whittier Community School for the Arts NELC and authorize the Director of Planning and Facilities to negotiate and execute appropriate documents. This lease is for a two-year term that will begin July 1, 2005 and will end on June 30, 2007. Children's Home Society and Family Services will pay monthly rent in the amount of \$2,720.66 for the first six months of the lease, with a district subsidy of \$1,166.00 per month. There will be an incremental increase during each six months of the lease term, which results in a decreasing amount of subsidy for the district. Children's Home will pay monthly rent of \$3,595.17 during the final six months of the lease, with a district subsidy of \$291.50 per month.

b. Lease: University of Minnesota –

Recommendation that the Board of Education, Special School District No. 1, approve the intent to enter into a lease agreement with the University of Minnesota for space in the Whittier Neighborhood Early Learning Center and authorize the Director of Planning and Facilities to negotiate and execute appropriate documents. This lease term is July 1, 2005 through June 30, 2006. Rent for the entire leased premises is based on true costs of ownership, which is approximately \$33,373.00. This total rent will include cash rent paid by the tenants and a rent subsidy from MPS. The cash rent will total approximately \$27,373 for the one-year term of the lease. The school district will subsidize this program during this term with a rent reduction of approximately \$6,000 based on the area occupied by U of M.

c. Extension of Lease Agreement with Minneapolis Urban League – Recommendation that the Board of Education, Special School District No. 1, extend the current contract with Minneapolis Urban League for use by the Fresh Start Academy, a contract alternative school, for elementary instruction at Broadway School and authorize the Director of Planning and Facilities to negotiate and execute this extension. Minneapolis Public Schools contracts with the Minneapolis Urban League to provide instructional services via the Fresh Start Academy, a contract alternative school for students from High-5 to grade 5. The MPS Facilities Department has negotiated an extension of the current contract with the Urban League commencing July 1, 2005 and expiring on August 12, 2005. This extension is due to the Student Placement Center being moved to the Broadway complex and the Urban League's move to Gordon Center as part of the Facilities Utilization Plan. A new lease will be negotiated with the Urban League at the Gordon Center.

d. Lease: Northrop King Warehouse – Recommendation that the Board of Education, Special School District No. 1, approve an amendment to extend the lease with Shamrock Properties (Northrop King Warehouse) to provide storage space for the Minneapolis Public Schools for a term of July 1, 2005 through June 30, 2006 at a rate of \$11,900 per month for a total expenditure of \$142,800 and authorize the Director of Planning and Facilities to sign the agreement.

B-5. TRANSPORTATION – none

B-6. FOOD SERVICE – none

B-7. EMPLOYEE COMPENSATION AND BENEFITS

(Items a. through jj. were moved to the discussion and policy portions of the agenda.)

B-8. CONTRIBUTIONS – none

C. CONTRACTS – Recommendation that the Board of Education, Special School District No. 1, approve the contracts listed and described in Attachment A, and authorize the appropriate administrative officer to sign the contracts.

D. RESOLUTIONS

E. OTHER

a. Renewal of Property Insurance Policy with Allianz Insurance – Recommendation that the Board of Education, Special School District No. 1, approve the renewal of the current property insurance policy with Allianz Insurance with a \$50,000 deductible and a \$100,000,000 per occurrence limit and authorize the Director of Risk Management to bind and purchase this property policy.

7. DELEGATIONS – Steven Belton who spoke as a delegation in opposition to the at-will standard in the administrator contracts. He cited seven reasons for his opposition:

1) The decision to change contracts to an at-will standard is a Board policy responsibility, not management's. Termination for just-cause has been the traditional contractual standard. The Board recently learned of the change, and has neither discussed the merits or demerits nor approved it.

2) All or most of the staff covered by the contracts has not yet seen them in their final form.

3) Although none of the executive cabinet members that he has spoken to privately will say publicly that they do not support the change to at-will terminations, they express opposition when they are in an environment that is not intimidating.

4) The Board and the community have expressed concerns over the turnover rate and loss of key administrators, which will be affected adversely by the contract provisions. The Superintendent's mercurial behavior and temper have to be factored in to the decision to give her unilateral authority to terminate executives.

5) At-will contracts are a solution to a problem that no longer exists. The original issue was that the Superintendent was unable to fire key staff people when she first came here. That is no longer a problem, as she very shortly will have the administrators of her choice in the organization.

6) The Superintendent's contract does not have the at-will termination provision, and it is duplicitous and inequitable for other executive contracts to have it.

7) District bargaining units get an average of 60 days notice of termination, so they are not at-will employees.

A very small group of the administrator contracts have been changed to include for-cause termination clauses, which is another example of inequity.

8. UNFINISHED BUSINESS – none

9. NEW BUSINESS – none

10. ADJOURNMENT – The meeting was adjourned at 4:50 p.m.

Copies of materials related to individual agenda items are on file in the Superintendent's office and are available upon request.

Audrey Johnson, Clerk

Attachment A

Contract Description		Cost	Funding	Site/Department
C-1	La Creche Early Childhood Center, Inc., a community-based organization, to provide summer educational services to children for the period of June 20, 2005, through July 22, 2005.	\$14,784	Special School District No. 1	Area Superintendent for Contract Alternative Programs
C-2	Tibetan American Foundation of Minnesota, a community-based organization, to provide summer educational services to children for the period of June 20, 2005, through July 22, 2005.	\$6,336	Special School District No. 1	Area Superintendent for Contract Alternative Programs
C-3	Amended contract with Children Circle Continuous Learning Program, a community-based organization, to provide summer educational services to children for the period of June 20, 2005, through July 22, 2005. The amended contract changes the contractual amount from \$21,862 to \$32,422.	\$32,422	Special School District No. 1	Area Superintendent for Contract Alternative Programs
C-4	Communication Services for the Deaf of MN (CSD) to provide appropriate adult education services to the deaf students in Minneapolis for the period of July 1, 2005 through June 30, 2006.	\$33,156	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-5	Urban Communities Association of Minneapolis (UCAM) to provide appropriate adult basic education services to the significant immigrant and refugee population in its identified service area of Minneapolis for the period of July 1, 2005, through June 30, 2006.	\$95,000	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-6	English Learning Center to provide appropriate adult basic education services to the significant immigrant and refugee population in its identified service area of Minneapolis for the period of July 1, 2005, through June 30, 2006.	\$90,000	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-7	Twin Cities Rise! To provide adult basic education services in support of its long-term skills development program that teaches marketable life and job skills leading to a livable wage for the period of July 1, 2005, through June 30, 2006.	\$150,000	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education

C-8	Learning in Style to provide appropriate adult basic education services to the significant immigrant and refugee population in the Southwest area of Minneapolis for the period of September 1, 2005, through June 30, 2006.	\$120,000	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-9	Riverside Plaza Tenants' Association to provide appropriate adult basic education services to the significant immigrant and refugee population in the Cedar Riverside neighborhood of Minneapolis for the period of July 1, 2005, through June 30, 2006.	\$250,000	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-10	Somali Success Program to provide appropriate English and job training services for adult learners enrolled in the Somali Success Program for the period of July 1, 2005, through June 30, 2006.	\$200,000	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-11	Employment Action Center (EAC) to provide appropriate adult employment and training services to the adult basic education population of Minneapolis for the period of July 1, 2005, through June 30, 2006.	\$6,000	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-12	Volunteers of America High School (VOA) to provide appropriate adult services to the significant immigrant and refugee population in its identified service area of Minneapolis for the period of July 1, 2005, through June 30, 2006.	\$350,000	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-13	Institute for New Americans to provide appropriate adult diploma services to the significant immigrant and refugee population in Minneapolis for the period of July 1, 2005, through June 30, 2006.	\$30,000	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-14	Somali Education Center to provide appropriate adult basic education services to the significant immigrant and refugee population in the South Minneapolis area for the period of July 1, 2005, through June 30, 2006.	\$50,000	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-15	Affinity Solutions, Inc., to provide online registration and support to the Minneapolis Community Education for the period of July 1, 2005, through June 30, 2006.	\$15,000	Participant User Fees	Director of Community Education

C-16	Family and Children's Services to provide after school and summer programs that promote academic enrichment and monthly family activities at Lucy Craft Laney at Cleveland Park Community Education for the period of July 1, 2005, through June 30, 2006.	\$17,500	Federal Department of Education 21 st Century Community Education Learning Center Grant	Director of Community Education
C-17	Intermedia Arts to develop and implement after school and summer art classes that support arts-based learning with an academic focus at Whittier Community Education for the period of July 1, 2005, through June 30, 2006.	\$17,500	Federal Department of Education 21 st Century Community Education Learning Center Grant	Director of Community Education
C-18	La Creche Early Childhood Center to implement Freedom Express afro-centric literacy curriculum during the summer and on Saturdays during the school year and monthly event parent education groups at W. Harry Davis Academy for the period of July 1, 2005, through June 30, 2006.	\$17,500	Federal Department of Education 21 st Century Community Education Learning Center Grant	Director of Community Education
C-19	La Oportunidad to provide after school programs and support of families to Andersen Community Education for the period of July 1, 2005, through June 30, 2006.	\$12,000	Federal Department of Education 21 st Century Community Education Learning Center Grant	Director of Community Education
C-20	Public Consulting Group, Inc. (PCG) to provide a comprehensive and flexible Internet-based system for Medicaid cost recovery billing services, management of special education student records, forms and compliance requirements using EasyIEP®, and selected health services components for the Department of Special Education for the period of July 1, 2005, through June 30, 2006.	\$109,295	Special Education Medicaid Cost Recovery Funds	Executive Director of Special Education Services
		Under a separate contract with Hennepin County, Hennepin County has agreed to reimburse Special School District No. 1 up to \$45,647. In addition, PCG will provide billing services for Medicaid Cost Recovery at a rate of \$7.80 per paid claims per student, per month at an estimated cost of \$90,000. The total cost of the contract is not to exceed \$199,295.		
C-21	Mental Health Collective to provide community outreach and integration services to the South Area Family Resource Center for the period of July 1, 2005, through June 20, 2006.	\$50,990	Local Collaborative Time Study (LCTS) Funds	Interim Executive Director of Student Support Services

C-22	Hmong American Partnership to provide interpretive services to Anwatin Middle School for the period of August 31, 2005, through June 14, 2006.	\$6,290	Compensatory Education	Middle Grades Academic Superintendent
C-23	Amended contract with Public Consulting Group, Inc. (PCG), to provide comprehensive and flexible Internet-based system for Medicaid cost recovery billing services, management of special education student records, forms and compliance requirements using EasyIEP® and selected health services components for the Department of Special Education for the period of July 1, 2004, through June 30. Billing for MA Cost Recovery was delayed due to changes in the State of Minnesota billing process and the regulation that districts can bill for up to one year after the original date of service.	\$103,425	Special Education Medicaid Cost Recovery	Executive Director of Special Education Services
		Under a separate contract with Hennepin County, Hennepin County has agreed to reimburse Special School District No. 1 for half of the base cost of the contract, or up to \$42,463. In addition, PCG will provide billing services for Medicaid Cost Recovery at a rate of \$7.80 per paid claims per student, per month for school years 03-04 and 04-05 in the amount of \$121,805. This is a total not to exceed \$225,230 for EasyIEP® and MA Cost Recovery for school years 03-04 and 04-05.		
C-24	Kevin Barnes to provide underwriting sales and business development to KBEM for the period of July 1, 2005, through June 30, 2006.	\$75,000	KBEM	KBEM General Manager
C-25	Kathy Harris to provide underwriting sales and business development to KBEM for the period of July 1, 2005, through June 20, 2006.	\$40,000	KBEM	KBEM General Manager
C-26	CD design, Ltd., to provide graphic design services for Research, Evaluation and Assessment through the Safe Schools Healthy Students Initiative of Minneapolis Public Schools for the period of July 1, 2005, through July 31, 2005.	\$2,500	Health Related Services	Deputy Director of Early Childhood
C-27	Interagency technical services agreement with the State of Minnesota, acting through its Commissioner of Transportation (Mn/Dot) to continue the services of radio station KBEM, owned and operated by Special School District No. 1, to provide broadcast traffic	\$200,000	KBEM	Director of Information Technology Services

	information. This is a continuation of an existing contract, covering the period of March 1, 2005, through June 30, 2006.			
C-28	Effective Resources Associates, Inc. (ERA) to provide consultation and teacher facilitation to Curriculum and Instruction for the period of July 18, 2005, through August 31, 2005.	\$15,000	National Science Foundation	Chief Academic Officer
C-29	Perpich Center for Arts Education (PCAEE) to provide administrative and consultant services to the Mirrors and Windows: Minneapolis Arts Educator Professional Development Program for the period of September 1, 2005, through June 30, 2006.	\$10,000	Department of Education Mirrors and Windows Grant	Chief Academic Officer
C-30	Teachers' Development Group to provide a one-week workshop to Curriculum and Instruction for the period of August 1, 2005, through August 31, 2005.	\$15,000	National Science Foundation	Chief Academic Officer
C-31	University of Minnesota for Applied Research and Educational Improvement (CAREI) to provide evaluation services to the Arts for Academic Achievement Grant for the period of July 1, 2005, through June 30, 2006.	\$69,500	Arts for Academic Achievement Grant	Chief Academic Officer
C-32	AutoOffice to act as the fiscal agent and employer or record for MIEIC staff positions at Early Childhood Special Education for the period of July 1, 2005, through June 30, 2006.	\$130,000	Special Education Federal Dollars	Executive Director of Special Education Services
C-33	Communication Services for the Deaf of MN (CSD) to provide appropriate adult services to the deaf students in Minneapolis for the period of July 1, 2005, through June 30, 2006.	\$33,156	Funding transferred from the Minnesota Department of Education to the Minneapolis Board of Education	Director of Community Education
C-34	Fred Dietrich of Consult Services to provide consultant services in the form of updating all existing agreements and leases with Special School District No. 1 and establishing new documents where none currently exist.	\$40,000	05 Facilities Lease Account	Director of Planning & Facilities
C-35	Allina Health Systems to provide sixty (60) parking spaces for Andersen School staff in their Abbott Northwestern Hospital ramp located across the street from Andersen School for a one-year term of August 1, 2005, through July 31, 2006 at a rate of \$55.57 per space per month.	\$40,000	05 Facilities Lease Account	Director of Planning & Facilities

C-36	KKE Architects, Inc., to provide the necessary consultant services in preparation of the Facilities Reuse Plan.	\$200,000 and \$25,000 for additional services, not including reimbursable services.	Fund 06	Executive Director of Operations
-------------	--	---	----------------	---