



Approved December 11, 2021

Education Minnesota Governing Board Hybrid Meeting Minutes of October 2, 2021

Members present (v = Virtual): Amy Aho (v), Jamie Alsleben, Todd Andrix, Jerry Bellefeuille (v), Bernie Burnham, Monica Byron, Greta Callahan (v), , Annette Davis, Michelle Dennard, Geneva Dorsey, Wendy Drugge-Wuensch, Michelle Farnum (v), Ryan Fiereck, Marty Fridgen, Sara Gjerdrum, Jodi Hansen, Jana Hedlund, Al Helgerson, Janelle Hart, Jessie Holm (v), Linda Howe-Wensel (v), Cindy Kluempke (v), Tammy Knapper (v), Joan Lancour, Gretchen Long, Maureen Morrow, Yasmin Muridi, Ellen Olsen, Anna Panek (v), Bety Rios-Christensen (v), Judy Rohde, Ryan Roseen, Rodney Rowe, Kate Schmidt, Marty Scofield (v), Jared Simpson (v), Denise Specht, Kim Thole, Stacey Vanderport, Kelly Wilson

Members absent: Heather Bakke, Valerie Holthus, Julie Jagusch, Tammy Roth, Ben Schwanke, Mark Swenson, Leah VanDassor, Matthew Wilmes

Staff present: David Aron, Janel Engesser, Lisa Enwright, Rob Gardner, Allison LaBree, Carrie Lucking, Shelley MacDonald, Kathi Micheletti, Bridget Moore (v), Shane Patrick, Dan Rivera, Mike Roehl

Guests:

PRELIMINARY MATTERS:

Call to order: President Denise Specht called the meeting of the Education Minnesota Governing Board to order at 9:01 a.m.

Roll call: Recorded by Secretary-Treasurer Rodney Rowe as noted above.

M-1 Moved, using unanimous consent, without objection, to certify the election results in Election Districts B and Election District S.

M-2 Moved, using unanimous consent, without objection, to seat the following new board members:

Election District B	Janelle Hart
Election District S	Kim Thole
Election District Z	Gretchen Long

M-3 Moved, using unanimous consent, without objection, to approve the agenda as presented with flexibility.

Consent agenda:

M-4 Moved, using unanimous consent, without objection, to approve the following items on the consent agenda as presented:

- **Minutes of July 19-21, 2021 Governing Board Meeting**
- **Elections Committee Timeline Recommendation for Zone 5**

President’s Report: President Denise Specht presented on the following (full report on file):

- Following each meeting a Local Presidents Insider will go out informing local presidents of the action of the board.
- If the Executive Committee takes action we will email you to let you know of the actions and from time-to-time send you Governing Board Updates.

Vice President’s Report: Vice President Bernie Burnham sought approval on behalf of the Organizing for Settlement Fund Committee on several loans:

M-5 Bernie Burnham moved with a second from Todd Andrix to approve the Organizing for Settlement Fund items as presented:

Loans

- 1. Approval of a loan in the amount of \$16,895.00 to Education Minnesota – Greenway for unusual negotiation expenses.**
- 2. Approval of a loan in the amount of \$20,880.00 to Education Minnesota – Intermediate District 917 Local 3904 for unusual negotiation expenses.**
- 3. Approval of a loan in the amount of \$22,120.00 to Education Lakeville for unusual negotiation expenses.**
- 4. Approval of a loan in the amount of \$45,000 to Mounds View Education Association for unusual negotiation expenses.**
- 5. Approval of a loan in the amount of \$20,300 to Shakopee Education Association for unusual negotiation expenses.**
- 6. Approval of a loan in the amount of \$100,000.00 to Saint Paul Federation of Educators for unusual negotiation expenses.**

Motion carried.

Secretary-Treasurer’s Report: Secretary-Treasurer Rodney Rowe reported on the following (full report on file):

- Rodney Rowe presented the Conflict of Interest Policy and board members were asked to fill out and return the Conflict of Interest Questionnaire.
- Chief Financial Officer Mike Roehl walked the board through the Financial Dashboard.

Executive Director’s Report: Executive Director Sara Gjerdrum reported on the following (full report on file):

- Anti-CRT disruptions over the summer will likely continue through November elections and will pick up other topics through the mid-terms.
- A joint equity statement was signed by 8 organizations, moving to an op-ed phase
- An updated on Educators Leading the Profession mentorship program
- Staff will return to offices on October 4 with safety protocols:
 - Vaccinations required; bi-weekly testing for religious or medical exemptions
 - 3-foot minimum distancing
 - Masks are required

- Will also be enforced for EFS, local leaders in offices and guests
 - Some Professional Staff will office primarily out of their home; Office Professional Staff may work up to 16 hours per week from home
- Education Minnesota All Staff Retreat October 11-12 focusing on relationships and racial justice training. Will recognize retirements and new staff at this event.

Unfinished Business:

Priority Updates:

Governing Board 2021-22 goals for priority areas: Director of Policy and Public Affairs Carrie Lucking and Director of Field Services Rob Gardner reviewed the work done by the board on this during the July Board meeting. Key points included:

- Themes from the July activities.
- For each goal area, key indicators from July were presented and the board was asked what considerations are missing.
- Goal 1: Co-create equitable schools and anti-racist unions that welcome all people, no matter their color, orientation, economic status, or zip code.
 - Religion, ability, and language barriers were requested to be added to the list
- Goal 2: Establish full and permanent funding for our schools to have the resources they need to deliver the education our students deserve from early childhood to post-secondary.
- Goal 3: Grow the voice of educators at the local and state level to be a powerful & trusted advocate for public education.
- Make adjustments to the organizational goals, indicators and considerations and a point to discuss the large goals at each meeting and report out after each meeting.

M-6 Moved, using unanimous consent, without objection, to incorporate the suggested edits into the priority areas of the 2021-2022 Governing Board Goals

Recess: The board recessed for lunch 11:56 a.m.

At 1:02 p.m. the board reconvened.

New Business:

Committee Reports:

At 1:10 p.m., using unanimous consent, without objection, the board moved into executive session.

At 1:56 p.m., using unanimous consent, without objection, the board moved to rise and report from executive session.

Personnel Committee:

M-7 Moved by Todd Andrix, with second committee second, to approve the negotiated tentative agreement between Education Minnesota and the United Staff of Minnesota (USM) for September 1, 2021 – August 31, 2023, retroactive to September 1, 2021.

Motion carried, unanimously.

M-8 Moved by Todd Andrix, with second committee second, to approve the Associate Executive Staff (AES) proposed 2.0% salary schedule improvement and annual step increases for FY22, retroactive to September 1, 2021.

Motion carried, unanimously.

M-9 Moved by Todd Andrix, with second committee second, to approve the Executive Staff (ES) proposed 1.5% salary schedule improvement and annual step increases for FY22, retroactive to September 1, 2021.

Motion carried.

M-10 Moved by Todd Andrix, with second committee second, to approve the hire of Katy Tharaldson as Field Staff in the SW Metro office at Step 1 of the FY22 TEMPO salary schedule, with an annualized salary of \$94,068, with a start date to be determined.

Motion carried.

M-11 Moved by Todd Andrix, with second committee second, to approve the hire of Brian Triplett as Field Staff in the Mankato office at Step 1 of the FY22 TEMPO salary schedule, with an annualized salary of with an annualized salary of \$94,068, with a start date to be determined.

Motion carried.

M-12 Moved by Todd Andrix, with second committee second, to approve the hire of Sarah Derdoski as Manager of Field and Organizing at the second step of Grade 4 Step 2 of the FY22 Executive Staff salary schedule, with an annualized salary of \$135,856, with an anticipated start date of October 11, 2021.

Motion carried.

M-13 Moved by Todd Andrix, with second committee second, to approve the hire of Carrie Lucking as Executive Director, with a salary of \$189,236, (lane 1 step 7) based on the FY22 Executive Staff salary schedule, with an anticipated start date of November 22, 2021.

Motion carried.

Adjourn: The board adjourned at 1:57 p.m.