MSBA Leadership Conference –
At-Home Edition

January 14, January 21, and January 28, 2021
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CALENDAR

JANUARY 2021
1.........New Year’s Day (No Meetings)
4.........Terms Begin for Newly Elected School Board Members
5.........Legislative Session Begins
14 ...... MSBA Leadership Conference (Virtual)
18 ...... Dr. Martin Luther King Jr. Day (No Meetings)
21 ........ MSBA Leadership Conference (Virtual)
28 ...... MSBA Leadership Conference (Virtual)

FEBRUARY 2021
3.........Negotiations Seminar – Part 1 (Virtual)
5.........Coffee & Conversation (Virtual – Southern Minnesota)
9.........MSDLA+ Board of Trustees Meeting
10 .......Officers’ Workshop – Part 1 (Virtual)
11 ........ MSBA Insurance Trust Board of Trustees Meeting
11 ........ Negotiations Seminar – Part 1 (Virtual)
13 ........ Negotiations Seminar – Part 1 (Virtual)
15 ........ Presidents’ Day (No Meetings)
18 ........ Officers’ Workshop – Part 1 (Virtual)
18 ........ MSBA Webinar: Interview with K-12 Education Committee Chairs
19 ........ Coffee & Conversation (Virtual – Central and Northern Minnesota)
20 ........ Officers’ Workshop – Part 1 (Virtual)
22–27.... School Board Recognition Week
24 ........ Officers’ Workshop – Part 2 (Virtual)
25 ........ Negotiations Seminar – Part 2 (Virtual)
27 ........ Negotiations Seminar – Part 2 (Virtual)

MARCH 2021
3.........Negotiations Seminar – Part 2 (Virtual)
4.........Officers’ Workshop – Part 2 (Virtual)
5.........Coffee & Conversation (Virtual – Metro Minnesota)
6.........Officers’ Workshop – Part 2 (Virtual)
18 ........ MSBA Webinar: The MSBA Insurance Trust
19 ........ Coffee & Conversation (Virtual – Southern Minnesota)

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MEMBERSHIP LETTER

To the Membership:

I have checked the records of the Minnesota School Boards Association for the year beginning July 1, 2020. The membership of the Association consists of 328 Independent School Districts and four Intermediate Districts entitled to 2,156 ballots for the 2021 Leadership Conference.

The 2020 Leadership Conference consisted of 329 Independent School Districts and four Intermediate Districts entitled to 2,158 ballots.

I respectfully submit this report to the membership and certify that, to the best of my knowledge, the report is true and correct.

Kirk Schneidawind
MSBA Executive Director
On behalf of Team Nexus, we want to thank Minnesota School Districts for the countless hours you’ve dedicated to keeping our kids learning during this challenging time.

You make healthy learning environments a priority.

We do too.

TALK TO US ABOUT HOW TO ENSURE YOUR:

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▷ Classroom lighting and temperatures increase comfort and concentration
▷ Facilities provide safe, secure and inclusive environments for all, inside and out

LEARN MORE:

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Our team helps K-12 public schools:

PLAN & FUND realistic facility improvements
DESIGN & BUILD safe, healthy and modern learning environments
REDUCE project and operational costs
COMMUNICATE facility needs
Welcome to a Challenging and Rewarding Job: Helping 850,000 Public School Students Achieve

By Kirk Schroedawind, MSBA Executive Director

MSBA would like to welcome our 2,156 public school board members (including the more than 375 new school board members) to MSBA’s Leadership Conference!

We had hoped to meet you in person and network with veteran board members across the state at our 100th Leadership Conference, but just as your schools needed to pivot to new learning models, your Association had to show the same flexibility by offering you a virtual Leadership Conference.

This year, your push for in-person learning to enhance the student experience has faced many challenges. Your MSBA staff has helped, and will continue to help, you over these hurdles. We are a phone call, text, or email away.

Each year, our outstanding staff answer more than 15,000 phone call and email inquiries from school board teams across the state – board members, superintendents, and school district staff. Understanding the additional challenges that are in front of you, we have done more to reach out to you, as well. Our bi-weekly regional Coffee and Conversations, monthly Third Thursday sessions, and key training sessions, all held virtually, are increasing our engagement among our members.

MSBA has a long and strong tradition as a training organization, offering our Learning to Lead workshops (Phases 1-4) that will help you to understand your role as a board member, approve budgets, and, most importantly, help set the vision for the district. Research confirms that strong and visionary public school board teams, working together, can help your district thrive and students achieve.

An equally strong tradition is bringing your voice to the Minnesota State Capitol. Our government relations team brings your voice to the key funding and policy issues during each and every legislative session. We are expecting a bruising 2021 budget-setting legislative session that will, more than likely, be done in a virtual format. Policy and funding issues that are important to your independent district are also important to our other 331 member districts. The collective power of each individual advocacy effort can be powerful. Step forward and lean in to stay informed while advocating for our state’s most precious resources – Minnesota’s public school students.

The 2021 Leadership Conference

Your Association has been around for 100 years, helping support, promote, and strengthen the work of school boards. A benefit of your membership is our free Leadership Conference. Though this year it will feel and look a little different and be offered virtually, it is recognized as one of the premier conferences and the ideal way for board members to learn about a wide variety of topics, hear from our motivational keynote speakers, and have opportunities to talk with other board members from around the state from the comfort of your own home, RV, cabin, or coffee shop. Check out our program for January 14, 21, and 28 inside.

Our public schools have always risen to the challenge of whatever society needs: offering education beyond eighth grade (1920s), lunch in school (1940s), integration (1960s), special education (1970s), and during the past year, schools have had to offer several different learning models and pivot to whatever model keeps staff and students safe while learning. We
know it has been a challenging year. It will take every board member, working with their superintendent, to keep the main thing the main thing – outstanding student learning opportunities. It will take every board member supporting each other and supporting the work of the superintendent. Our presenters at this conference will help you model the standards for board excellence – vision, ethics, structure, accountability, advocacy, and communication.

Have Your Voice Heard
This year, a big part of our conference during our business meeting is updating our Articles of Incorporation and Bylaws. Another part is meeting with your District Directors – school board members who serve on MSBA’s Board representing 13 different regions in the state. Some meetings will have elections in their caucuses. Other meetings may simply open up to talk about any challenges or issues you would like to discuss with fellow board members from your area. We encourage you to participate in your regional discussion groups and vote for your MSBA Board members at those meetings.

We Are Here for You Throughout the Year
When the Leadership Conference is over, MSBA will remain available to help you advocate for improvements in public education and make available outstanding training opportunities like our Learn to Lead series. In February, we will present Negotiations Workshops to offer advice on managing teacher contracts and Officers’ Workshops to help you lead your board, learn various responsibilities, and understand important elements of Parliamentary Procedure. Keep an eye on MSBA’s Leader newsletter, Journal magazine, Advocate newsletter, and email news blasts to keep you and your board team at your best.

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Kirk Schneidawind is the Executive Director of the Minnesota School Boards Association. To reach him about this article, email him at kschneidawind@mnmsba.org.
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We will miss seeing everyone in the Exhibit Hall this year. MSBA would like to thank all our exhibitors who have supported us in the past, and we hope to see you in 2022!

CONFERENCE AT A GLANCE

Access the MSBA Leadership Conference – At Home Edition via HTTPS://LC2021.MNMSBA.ORG

During our virtual Leadership Conference, various segments will be recorded. By attending these sessions, you are giving permission for the recording to be used and/or shared by MSBA.

Thursday, January 14
8:30 a.m.  Aitkin High School Choral and Handbell Department, featuring the Fists of Fury Handbell Choir
9:00 a.m.  Welcome, MSBA Business Meeting, and
Opening Keynote Speaker Phyllis Braxton-Frierson, LG SW
10:40 a.m. Board Members of Color Session
10:40 a.m. Round Table Sessions
11:15 a.m. Round Table Sessions
Noon       Lunch & Learn: Mary Cathryn Ricker, Minnesota Education Commissioner

Thursday, January 21
9:00 a.m.  Round Table Sessions
9:35 a.m.  Round Table Sessions
10:05 a.m. MSBA Director District Caucus Elections and Discussions
10:50 a.m. Workshops
Noon       Lunch & Learn: Erich Martens, Executive Director, Minnesota State High School League (MSHSL)

Thursday, January 28
8:00 a.m.  Skills Sessions
9:05 a.m.  Workshops
10:10 a.m. Passing of the Gavel: Michael Domin becomes MSBA President and Closing Keynote Speaker Dr. Phil Gore
Noon       Lunch & Learn: MSBA Member Meet & Greet

The opinions of the speakers are informational only. They do not necessarily reflect the opinions of MSBA.
Welcome to the MSBA 2021 Virtual Leadership Conference!

We know many parts of this year’s conference will be different than when we gather in person in Minneapolis, but rest assured your MSBA staff is here to ensure that your virtual conference experience goes as smoothly as possible. Please mark this page as your “one-stop shop” that you can refer to with any questions on how to participate and make the most of your time at the conference.

Make Sure You Are Registered!

All participants must be pre-registered before they can access the Leadership Conference website. All registrations must go through your school district's office. Once you are registered, you will receive your password that is required to access the Leadership Conference website.

Please note: During our virtual Leadership Conference, various segments will be recorded. By attending these sessions, you are giving permission for the recording to be used and/or shared by MSBA.

Join the Conference Here!

Visit HTTPS://LC2021.MNMSBA.ORG to find the 2021 Virtual Leadership Conference homepage. You will use this link each week to access all of the Round Tables, Workshops, Keynotes, Director District Meetings and Caucus Elections, Lunch and Learns, and more!

Log in Early to Hear Student Performances!

Week One: We invite you to log in at 8:30 a.m. to enjoy the musical performances of the Aitkin High School Choral and Handbell Department, featuring the Fists of Fury Handbell Choir who will perform the National Anthem. Our opening session will begin promptly at 9:00 a.m.

Week Two: After a morning of Round Tables and Workshops, please join us at 11:40 a.m. to enjoy the musical performances of the Becker High School Choirs before the Lunch and Learn session at 12:00 p.m.

Week Three: After a morning of Skills Sessions and Workshops, please join us at 11:40 a.m. to enjoy the musical performances of the Spring Grove High School Band before the Lunch and Learn session at 12:00 p.m.

Help!

Your MSBA Staff are here to help you every step of the way.

Registration Support: Jennifer Ebert at jebert@mnmsba.org
Zoom Technology Support: Jaymyson Stillman at jsillman@mnmsba.org
Round Table and Workshop Presentation Support: Jackie Fahey jfahey@mnmsba.org
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Access the MSBA Leadership Conference – At Home Edition via HTTPS://LC2021.MNMSBA.ORG

During our virtual Leadership Conference, various segments will be recorded. By attending these sessions, you are giving permission for the recording to be used and/or shared by MSBA.

8:30 a.m. Aitkin High School Choral and Handbell Department, featuring the Fists of Fury Handbell Choir, under the direction of Music Director Kelly Blake.

9:00 a.m. Welcome Kirk Schneidawind, Executive Director, Minnesota School Boards Association
Remarks Deborah Pauly, MSBA President
Business Meeting: Bylaws updates
Keynote Speaker Phyllis Braxton-Frierson, LGSW, Leading as Your Best Self with a Trauma-Informed Lens: How to Stay Grounded and Lead Equitably Through a Pandemic and Social Unrest.

(Note: The opinions of the speakers are informational only. They do not necessarily reflect the opinions of MSBA.)

Thank you Ehlers for sponsoring the opening keynote speaker.

10:40 a.m. AND 11:15 a.m. Round Tables These 20-minute sessions will be offered twice during the morning, allowing participants the opportunity to attend two topics. (pg. 22)

12:00 p.m. Lunch & Learn This special session provides our members the opportunity to hear the latest updates from Mary Cathryn Ricker, Minnesota Education Commissioner.

Speaker Phyllis Braxton-Frierson, LGSW

Entertainment Fists of Fury Handbell Choir

Minnesota Education Commissioner Mary Cathryn Ricker

MSBA Executive Director
Kirk Schneidawind

MSBA President 2019–2020 Deborah Pauly
Phyllis Braxton-Frierson has worked in the diversity and inclusion field for nearly 20 years. She is MSBA's featured opening keynote speaker for this year's Leadership Conference. MSBA asked Phyllis to give board members a little glimpse into her upcoming January presentation:

MSBA: If you had to choose one message, what do you want school board members to take with them after your presentation?

Phyllis Braxton-Frierson, LGSW

Leading as Your Best Self with a Trauma-Informed Lens:
How to Stay Grounded and Lead Equitably through a Pandemic and Social Unrest

By Greg Abbott, MSBA Director of Communications and Marketing

This work is developmental! Your education level, social-economic status, age, gender nor race is the indicator for effectiveness across cultural differences. Meeting people where they are requires understanding the different stages of intercultural competence as measured by the Intercultural Development Inventory.

First, we do not get in any stage by osmosis. Becoming more interculturally competent requires the same behaviors we would take to become educated in any subject matter expertise. Becoming more interculturally competent requires three things. First, self-awareness is key. Start learning about your own culture, values, and behavior in both homogeneous and multicultural settings.

Second, it is important to learn culturally specific information about others that are different from you. Discovering this information about others with whom you rarely have interactions is imperative versus assuming it.

Third, focus on building skills to accurately shift and adapt to cultural commonalities and differences in order to accomplish your goals. Whenever talking about the topic of diversity, equity, and inclusion, you must clearly articulate your goals. Without transparent goals and a transparent process, good intentions often get us bad results.

MSBA: What is one of the most important things that school boards could do to help all students achieve during this time of pandemic and distance learning?

The most important thing school boards can do to ensure all students achieve during this time of pandemic and distance learning is to NOT assume commonality. That means -- do not assume that others are experiencing their experience like you are. This time in our society requires granting grace and effective curiosity. Asking questions will ensure we are connecting with our students and families in ways that are meaningful to them versus what is important to
board members. More specifically, in the U.S. many people practice The Golden Rule - treat others as you would treat yourself. At face value, the Golden Rule often works for us. However, the Golden Rule assumes that others want what we want. In any intercultural interactions [which I would argue, we are always in] it is imperative to practice the Platinum Rule -- do unto others as THEY want to be done unto.

To find out what others want requires being curious and the willingness to make mistakes. All families are not experiencing the pandemic and distance learning the same. Moreover, learning differences, social-economic status, and racial disparities have become more prevalent during this time of the pandemic and will have a lasting impact on all of our students and families.

**MSBA:** With pressure from parents, limited financial resources, and making sure students are all doing well, how does a school board member find the time to help themselves and to give others on their school board team encouragement? What are some specific examples of how board members can exercise self-care and care for one another?

With competing priorities, self-care is needed to ensure that we are managing our personal and professional lives in some kind of balance. For board members, I strongly suggest doing your own work. What does that mean Phyllis? That means first, understanding your own life experiences and how they impact the decision you make for the prosperity of others. This awareness leads to a variety of right responses versus reacting in ways that are ineffective and outside of your values.

When we take responsibility to learn about our own culture, tendencies, root causes of our thinking and behavior, we are able to better connect and treat others with dignity. The things that all people most want is to be heard and feel valued. When we can show value to multiple perspectives, lived experiences, and not judge them against our own, we actually get to a place of encouragement, healing, and greater understanding. Specifically, using the terms, intent versus impact, can lead us to the meaningful conversations we all desire.

For example, when we find ourselves in a misunderstanding, instead of trying to defend, justify, or explain ourselves, first, PAUSE, and try to connect with the unintended impact. Second, do not rush to apologize! Name what you are observing and articulate you are wanting to more deeply understand your impact, intended or unintended. Third, give pause time for the other party to respond to the notice of your impact on them. Last, once you understand the impact, apologize in a way that is sincere to you, and then express your intention.

Most importantly, allow yourself to stand in and hold the impact of your intentions. When we rush to defend our intentions, we often add insult to injury with the very relationships that are important to us.

Phyllis is MSBA’s opening keynote speaker. She is the President and Founder of PINK Consulting, LLC, and has been in the diversity and inclusion field for nearly 20 years.
Your Minnesota School Boards Association Board of Directors has undertaken a review of the Association’s Articles of Incorporation and Bylaws over the last year. Each nonprofit in the state of Minnesota is required to adopt Articles and Bylaws to establish their core purpose, governance structure, and membership. In short, our Articles of Incorporation establish the blueprint for the organization, while the Bylaws help shape and define what the structure of the organization will look like.

The goal of the Ad Hoc Bylaws and Policy Committee was to review each of the documents, the Articles of Incorporation and the Bylaws, with the goal of preparing MSBA for today and the future. Before the MSBA Board acted on the changes, they sought legal review of both documents.

Because MSBA is an Association whose authority comes from and through its members and Board of Directors, it is important that we inform you of these changes. Not only is this a good thing to do, but an essential thing to do since you, as a representative of the Association, will vote on the proposed changes at the MSBA Business Meeting, which will be held during the 2021 Leadership Conference. Like any vote that you take, you should be informed of the topics and issues.

A summary of the changes accompanies this article, including a number of amendments to the language. Some sections have simply been moved to enhance the flow of each document. We have included a link to the redlined version of the documents so that the membership can view the changes that have been approved by the committee and MSBA Board of Directors. In addition, a link is provided to the final draft, absent the red lined changes. Each of these documents will remain on the MSBA website for your viewing at www.mnmsba.org/AboutMSBA.

Some of the highlights:

**Articles of Incorporation**

- Expanded and clarified the purpose of the Corporation, the Minnesota School Boards Association.
- Changed the registered office of the Corporation to 1900 West Jefferson Avenue, St. Peter, Minnesota from St. Paul, Minnesota.
- Authorizes that the Board of Directors may amend, restate, or repeal parts of the Articles of Incorporation upon the affirmative vote of two thirds (2/3) of all Directors of the Corporation.

**Bylaws**

- Clarified that members are any school board of any dues-paying public school district in the state of Minnesota.
- Clarified that the elected or appointed individuals serving on each member school board shall be deemed representatives of the school board, but no member school board may have more than seven (7) representatives when voting on questions coming before such meetings, including the selection of the District Director.
- Moved the due date for payment of membership dues from November 15 to August 15 of each year.
- Increased the quorum from 50 to 100 representatives for the transaction of business at the Business Meeting of the Association.
- Clarified the difference between immediate past-president and past-president. The immediate past-president serves one year on the MSBA Board after serving a two-year term as president.
- Detailed that the Board of Directors shall hold regular meetings at least four (4) times each year; more frequently, if needed.
- Added new language that allows meetings of the membership, the Board of Directors, or the Delegate Assembly to be held electronically.
- Clarified the process for removing an officer.
- Moved the duties and responsibilities of the Executive Director to a separate, stand-alone Article.
- Moved the duties and responsibilities of the treasurer to a new section under "Officers."
- Clarified that Bylaws may be amended, repealed, or adopted by a vote of a simple majority of the representatives. All proposed amendments must be submitted for review and approval by the Board of Directors at least sixty (60) days prior to the annual meeting.

View the redlined version of the proposed amendments to the Articles of Incorporation and Bylaws at http://www.mnmsba.org/Portals/0/ProposedArticlesBylawsRedlined2021.pdf.

View a clean version of the proposed amendments to the Articles of Incorporation and Bylaws at http://www.mnmsba.org/Portals/0/ProposedArticlesBylaws2021.pdf.

*Kirk Schneidawind is the MSBA Executive Director. Kirk can be contacted at kschneidawind@mnmsba.org.*
### Articles of Incorporation

<table>
<thead>
<tr>
<th>Whole Document</th>
<th>Titles added to the individual Articles. Document formatted as a basic constitution and duplication between Articles of Incorporation and Bylaws removed.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title Page</td>
<td>Restated to reflect amendments.</td>
</tr>
<tr>
<td>Article I – NAME</td>
<td>Establishes the name of the Corporation.</td>
</tr>
<tr>
<td>Article II – PURPOSE</td>
<td>First paragraph contains content from IRS code 501(c)(4). Following points (a)-(i) further lay out the purpose.</td>
</tr>
<tr>
<td>Article III – TAX EXEMPT STATUS</td>
<td>This new language is required by IRS to maintain our tax exempt status.</td>
</tr>
<tr>
<td>Article IV – DURATION</td>
<td>States the existence of the Corporation shall be perpetual.</td>
</tr>
<tr>
<td>Article V – REGISTERED OFFICE</td>
<td>Establishes the current address as 1900 West Jefferson Avenue, St. Peter, Minnesota.</td>
</tr>
<tr>
<td>Article VI – SHARES</td>
<td>States that the Corporation is not authorized to issue shares.</td>
</tr>
<tr>
<td>Article VII – MEMBERS</td>
<td>Establishes that the Corporation shall have members with voting rights. New language moves the rules of membership to the Bylaws – Article II.</td>
</tr>
<tr>
<td>Article VIII – BOARD OF DIRECTORS</td>
<td>States that the property, affairs, and business of the Corporation shall be managed by its Board of Directors. New language deletes specific term language and moves the rules of the Board of Directors to the Bylaws – Article V.</td>
</tr>
<tr>
<td>ORIGINAL Articles IX &amp; X</td>
<td>Original Article IX, Area Groups and Director Districts, has been moved to Bylaws - Article V-Section 3, and Article VIII. Original Article X, Delegate Assembly, has been moved to Bylaws - Article IX.</td>
</tr>
<tr>
<td>Article IX – PERSONAL LIABILITY</td>
<td>This new language states that no officer, director, or member of this Corporation shall be personally liable for the debts of obligations of this Corporation.</td>
</tr>
<tr>
<td>Article X – DISSOLUTION</td>
<td>This new language is required for any tax exempt Corporation and establishes the process to be followed if the Corporation is dissolved.</td>
</tr>
<tr>
<td>Article XI – AMENDMENT OF THE ARTICLES OF INCORPORATION</td>
<td>This new language gives the authority to amend the Articles of Incorporation to the Board by a 2/3 vote. Among other associations, this is a common practice.</td>
</tr>
</tbody>
</table>

### Bylaws

| Article I – OFFICES; CORPORATE SEAL | Section 1. The registered office of the Corporation is as stated in the Articles of Incorporation.  
Section 2. The Corporation may have other such offices, as determined by the Board of Directors.  
Section 3. The Corporation shall not have a corporate seal. |
| Articles II – MEMBERS | Section 1. Any school board of any public school district in Minnesota may become a member by payment of annual membership dues.  
Section 2. Establishes the difference between “member” (dues-paying school board) and “representative” (individual on the school board who has voting rights). States that a “member” shall be entitled to no more than seven (7) representatives at meetings of the Corporation and no “representative” shall have more than one vote.  
Section 3. Officers and Directors of the Corporation no longer on their local school boards shall continue on the MSBA Board until replaced as provided in the Bylaws. |
| Article III – FISCAL YEAR; DUES AND OTHER FEES; AUDIT | Section 1. The fiscal year of the Corporation shall begin on July 1 and end on June 30 of the following year.  
Section 2. The amount of membership dues shall be set by the Board of Directors, which may also establish other annual or periodic fees to be charged to individuals, entities, or organizations.  
Section 3. Any school board which fails to pay its membership dues by August 15 of any year shall immediately cease to be a member of the Corporation and shall lose its rights and powers as a member.  
Section 4. The records and books of account of the Corporation shall be audited at least once in each fiscal year. The audit shall be furnished to members at each annual meeting. |
| Article IV – MEETINGS OF MEMBERS | Section 1. The annual meeting of the members of the corporation shall be held at a time and place designated by the Board of Directors. Notice shall be delivered at least 30 days in advance of the meeting.  
Section 2. Establishes rules for calling and giving notice of special meetings.  
Section 3. Requires no less than 100 representatives to constitute a quorum for the transaction of any Corporation business and establishes procedure if a quorum is not met.  
Section 4. New language allows meetings to be held electronically. |
### Bylaws

| Article V – BOARD OF DIRECTORS | Section 1. Defines the composition of the Board of Directors.  
Section 2. Establishes the manner of election and term of office for each District Director.  
Section 3. Specifies the Area composition of each Director District.  
Section 4. Details the procedure for Director District elections.  
Section 5. States that the property, affairs, and business of the Corporation shall be managed by the Board of Directors.  
Section 6. The Board of Directors shall hold regular meetings at least four times per year, and eight directors present shall constitute a quorum.  
Section 7. Details rules for calling special meetings.  
Section 8. Specifies who shall chair meetings and who shall be Secretary.  
Section 9. Any Director may be removed, with or without cause, by an affirmative vote of at least two-thirds of the Directors not subject to the removal vote at a meeting called for that purpose.  
Section 10. A Director may resign at any time by giving written notice to the President.  
Section 11. Establishes rules for filling vacancies.  
Section 12. Directors who are present at a meeting are deemed to have received notice.  
Section 13. Addresses the creation of Board committees.  
Section 14. New language allows meetings to be held electronically. |
| --- | --- |
| Article VI – OFFICERS | Section 1. Details the election of officers and their terms of office.  
Section 1a. Specifies the procedure for election of the President-Elect.  
Section 2. Duties of the President are identified.  
Section 3. Duties of the President-Elect or Immediate Past President are identified.  
Section 4. Duties of the Treasurer are identified.  
Section 5. Any officer may be removed, with or without cause, by an affirmative vote of at least two-thirds of the Board of Directors at a meeting called for that purpose.  
Section 6. Any officer may resign at any time by giving written notice, and the resignation shall take effect either when specified or upon receipt by the President.  
Section 7. Details the filling of vacancies.  
Section 8. All Past Presidents and other designees become honorary members of the Corporation without voting rights. |
| Article VII – EXECUTIVE DIRECTOR | Details the term of appointment and responsibilities of the Executive Director. |
| Article VIII – AREA GROUPS | Section 1. Lists the configuration of districts within each Area Group.  
Section 1a. A member school district may change Area Group (within its Director District) and the Bylaws shall be amended upon Board approval.  
Section 2. District Directors shall be the Chairs of the Area Groups within their Director Districts at meetings held at places and times designated by the Board of Directors.  
Section 3. Representatives of each member school district may attend meetings of their respective Area Groups and are entitled to one vote on each question coming before the meeting. |
| Article IX – DELEGATE ASSEMBLY | Section 1. Subd. 1. The Corporation shall have an annual Delegate Assembly and delegates shall be representatives of a member district.  
Section 1. Subd. 2. Language clarifies the assignment of delegates to each Area Group.  
Section 1. Subd. 3. In each odd year, delegates shall be assigned to Area Groups using enrollment information available from the Minnesota Department of Education.  
Section 2. Subd. 1. Each Area Group shall elect delegates for two-year terms in the odd year by mail or internet ballot.  
Section 2. Subd. 2. Clarifies election/selection of alternates.  
Section 2. Subd. 3. The Executive Director shall prepare procedures for election of delegates and alternates.  
Section 3. The Delegate Assembly shall meet once a year and notice of time and place shall be sent to each member at least 10 days in advance of the meeting.  
Section 4. The Corporation shall reimburse reasonable expenses to Delegate Assembly members for meeting attendance.  
Section 5. Fifty delegates present shall constitute a quorum.  
Section 6. The Delegate Assembly shall study, formulate, and adopt proposals for consideration and enactment.  
Section 7. New language allows the Delegate Assembly to be held electronically. |
| Article X – FINANCIAL MATTERS | Section 1. Specifies execution of contracts.  
Section 2. No loans shall be contracted on behalf of the Corporation and no negotiable paper shall be issued in its name unless authorized by the Board of Directors.  
Section 3. Checks, drafts, or other orders for payment shall be signed by such person or persons designated by the Board of Directors.  
Section 4. Funds to the credit of the Corporation shall be deposited in banks, trust companies, or other depositories by a designated Corporation officer or employee. |
| Article XI – AMENDMENT OF BYLAWS | Bylaws may be amended, repealed, or adopted by the vote of a simple majority of the representatives of the Corporation. All proposed amendments must be submitted for review and approval at least 60 days prior to the annual meeting and take effect upon adoption by the representatives at the annual meeting. |
THURSDAY, JANUARY 14, 2021

WEEK 1

ROUND TABLES

10:40 a.m. – 11:00 a.m. AND 11:15 a.m. – 11:35 a.m.

1. PARLIAMENTARY PROCEDURE BASICS
   Minnesota School Boards Association
   Learn the basics of Robert’s Rules, including some best practices on conducting a meeting virtually.

2. SLIPPING, TRIPPING, AND FALLING INCIDENTS
   CRIPPLING SCHOOL STAFF: A PRACTICAL APPROACH TO PREVENTION AND MANAGEMENT
   Risk Administration Services
   This workshop will include a general overview of slip, trip, and fall (STF) hazards in school settings and their attendant risks; a description of statistics and loss trend analysis in relation to STF injuries in schools; and a practical, inter-disciplinary approach to combating the menace of STF injuries in schools.

3. HIDDEN EXPENSES WITHIN SCHOOL CONSTRUCTION MANAGEMENT
   Zumbrota-Mazeppa School District; Nexus Solutions
   Construction Managers (CMs) promise low fees during selection. Once the project is underway the fees typically start adding up. What you should know before selection to ensure more of every taxpayer dollar goes into your buildings, not fees, and questions you might want to ask to avoid issues after commitments are made.

4. TIPS FOR A SUCCESSFUL SUPERINTENDENT SEARCH
   Minnesota School Boards Association
   Come learn the key issues to consider in conducting a successful superintendent search.

5. INCLUSION IN THE PALM OF YOUR HAND:
   CONSTRUCTION TRADES APP
   Construction Careers Foundation; White Bear Lake Area School District; St. Paul School District
   An interactive session to help you explore our new tool aimed at youth, parents, and schools, which explores construction and building trades apprenticeship -- the original four-year degree. With the focus on equitable access to information and helping create a diversified and increasingly inclusive workforce, the Construction Trades mobile app is how to meet youth where they are on their phones. Barriers of language, visibility, and geographic location evaporate.

6. SCHOOL BOARD SELF-EVALUATION
   Minnesota School Boards Association
   Learn how high performing school boards utilize their annual assessment to set goals and align them with their district and the superintendent’s goals to develop a Strategic Governance Framework.

7. BUILDING QUALITY AGRICULTURE, FOOD AND NATURAL RESOURCES (AFNR) PROGRAMS...AND HOW TO PAY FOR THEM
   Minnesota Department of Education; Sebeka School District
   Whether your school has a strong AFNR Education program or is just starting to consider investing in one, you can play a key role in its future success. Come to this roundtable to learn more about attaining quality programming, as well as the various sources of funding available to support your program. There will be special emphasis on explaining the Career and Technical Education (CTE) levy.

SCHOOL BOARD MEMBERS OF COLOR

10:40 a.m. – 12:00 p.m.

The Minnesota School Board Directors of Color will welcome newly elected school board members to a Social Support Mixer. The Social Support Mixer will be a forum where new school board members are introduced to each other. It will also be the forum where the group will confer the second annual Light House Award. All are welcome to attend this session.

Presenters include host Helen Bassett, Co-Founder, MN School Board Directors of Color and Board Member, Robbinsdale Area School District; Kimberly Cabrini, Board Member, Minneapolis Public School District; Zuki Ellis, Board Member, St. Paul School District; and Laura McClendon, Board Member, St. Louis Park School District.
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9:00 a.m. AND 9:35 a.m.  Round Tables

These 20-minute sessions will be offered twice during the morning, allowing participants the opportunity to attend two topics. (pg. 27)

10:05 a.m.  Director District Caucus Elections and Discussions

Discussions begin at 10:05 a.m. for all MSBA Director Districts. There are elections in Director Districts 1, 3, 6, 9, 12 and 13. Director District Discussions will include any issues members want to discuss.

District 1 – Heidi Jones presiding  (election – open seat)
District 2 – Linda Leiding presiding
District 3 – Jeanna Lilleberg presiding  (election)
District 4 – Cheryl Polzin presiding
District 5 – Suzy Guthmueller presiding
District 6 – Lucy Payne presiding  (election)
District 7 – Joel Albright presiding
District 8 – Zuki Ellis presiding
District 9 – Kirby Ekstrom presiding  (election – open seat)
District 10 – Jon Karger presiding
District 11 – John Berklich presiding
District 12 – James DeVries presiding  (election)
District 13 – Kristi Peterson presiding  (election)

Please visit mnmsba.org/portals/0/MSBA-MemberList-2020.pdf to find which Director District you belong to.

10:50 a.m.  Workshops

Choose one of several 50-minute workshops on various topics. (pg. 28 & 29)

11:40 a.m.  The Becker High School Choirs, under the direction of Choir Director Gretchen Bordson.

12:00 p.m.  Lunch & Learn

This special session provides our members the opportunity to hear the latest updates from Erich Martens, Executive Director of the Minnesota State High School League (MSHSL).

The opinions of the speakers are informational only. They do not necessarily reflect the opinions of MSBA.
ROUND TABLES

THURSDAY, JANUARY 21, 2021

9:00 a.m. – 9:20 a.m. AND 9:35 a.m. – 9:55 a.m.

1. DATA ANALYTICS FROM A FORENSIC PERSPECTIVE
   Eide Bailly, LLP; Moorhead Area School District
   The future economy is all about data, so it is important to make sure your data is working for you! The information that can be found from analyzed data trends can help you determine where your school might be vulnerable or where risks may be hidden.

2. TALES FROM THE SCHOOL DISTRICTS
   Liberty Mutual Insurance
   This round table discussion on emerging issues that school districts have exposure to is an opportunity to bring your questions and concerns for discussion and to gain understanding on how to address and control.

3. GOALS-BASED SUPERINTENDENT EVALUATIONS
   Minnesota School Boards Association
   Learn how effective performance evaluations are essential to strengthening your board/superintendent team.

4. RETURN TO LEARN: STRATEGIC COMMUNICATION AND USE OF SPACE IN A TIME OF COVID
   North Branch Area School District
   Attendees will learn how the North Branch Area School District school board and district leadership prioritized voice and choice, enhanced private/public partnerships, and identified available space on and off campus to provide flexibility and choice to families during this pandemic.

5. STRATEGIC PLANNING DURING CHALLENGING TIMES
   Minnesota School Boards Association
   The school district’s Strategic Plan is the board’s visionary road map for governing while focusing on student achievement for all. To govern successfully, MSBA recommends the school board utilize their district’s Strategic Plan regularly when making decisions, especially during challenging times. Once the strategic direction and goals are in place, the school board can develop its Strategic Governance Framework by aligning district goals with the superintendent goals and board goals.

6. STUDENT SPEECH: KIDS (STILL) SAY THE DARNEST THINGS
   Ratwik, Roszak, and Maloney, P.A.
   What happens when a student wants to wear a Black Lives Matter or All Lives Matter t-shirt (or mask) to school? How, can, and should a school respond to students’ inappropriate social media posts or other “e-speech”? This presentation will provide guidance for districts on how to handle the evolving issues of student First Amendment rights in the school setting.

Join MSBA noon on Saturday, January 30, 2021 in honoring our public school board leaders

MSBA will be honoring its school board members who have received Leadership Development Certificates, President’s Awards and Directors’ Awards.

We will also highlight 2021’s Rising Star winner, Curtis Johnson of Roseville Area schools, along with five All-State winners: Kathryn Green of Austin, Lori Berg of Chisago Lakes, Deb Ulm of Princeton, Andrea Cuene of Wayzata, and Linden Olson of Worthington.

Watch our website for information to virtually attend the awards ceremony!
A. VIRTUAL OPPORTUNITIES FOR TEACHER AND STUDENT GROWTH
Minnesota Agriculture in the Classroom; Murray County Central School District
Discover how agricultural and food-themed professional development for teachers and virtual experiences for students can strengthen your school district and community. In this session, Minnesota Agriculture in the Classroom staff will share the impact of their Virtual Summer Teacher Tours and Virtual Field Trips, as well as free standards-based lessons and curricular resources (based on academic standards) that can be easily integrated into K-12 classrooms in any district in Minnesota. School board members will leave this session with free virtual opportunities and hands-on resources that can positively impact their students, schools, and community.

B. LEAN INTO RACIAL EQUITY WORK WITH GRACE TO INCREASE OUTCOMES FOR BLACK, INDIGENOUS, AND PEOPLE OF COLOR (BIPOC) LEARNERS
Equity Alliance MN; Roseville Area School District
Given that Minnesota already suffers from some of the more pronounced achievement gaps in the US, COVID-19 has significantly exacerbated these circumstances. This roundtable will shed light on our current situation in Minnesota and how we can be more thoughtful about district resources when making decisions on how to remove educational barriers.

C. VOTER FILES AND TARGET STRUCTURES: OVERCOMING CHALLENGING DEMOGRAPHICS IN SCHOOL REFERENDA
Baker Tilly; Shakopee School District; Forecast5
Harnessing public and commercial databases with technology solutions provides school districts with important tools in planning and executing successful school referenda. This session will present strategies to build a voter file, the related campaign target structure, and strategies to map that structure inside a geographic information system (GIS) platform.

D. MOVING THE STARTING LINE: PROVIDING HEALTH, HUMAN, AND SOCIAL SERVICES FOR STUDENTS IN NEED
Richfield School District; Wold Architects and Engineers
In order for ALL students to have equity in their educational experience, many need additional support just to begin. Health, Human, and Social Services are needed in order to focus on the task of education without distraction. This presentation is intended to discuss possibilities for consideration when planning for additions, renovations, or operational inclusion, as well as potential resources to help make these a reality within your districts and schools.

E. TEN LEGAL LESSONS COVID-19 TAUGHT US
Pemberton Law, PLLP
This session will cover ten different challenges schools faced during the pandemic and lessons we can apply to other times of crisis. Topics include wage and hour, collective bargaining, employee health screenings, truancy, video-conferencing issues, employee misconduct, activity and participation waivers, and employee safety/refusal to work.

F. RACE: STORIES TOLD AND LESSONS LEARNED
Minnesota School Boards Association
Everyone’s life experiences are unique, as are our stories of growing up and aging into adulthood. Join this candid and compelling presentation to hear two MSBA staffers of different races share their stories of awareness built, mistakes made, and lessons learned on the topic of race. Find out what simple acronym now helps both keep their focus in a complex world.
G. IMPLEMENTING A NEW TRANSITION PROGRAM FOR STUDENTS 18-21 YEARS OLD WITH DISABILITIES FROM THE GROUND UP.
Mankato Area School District
Participants will be provided an overview of the development of the program from the vision to completion. This will include staffing, funding, and partnerships.

H. ELECTRONIC MONITORING OF STUDENTS AND STAFF: A REASONABLE EXPECTATION OR A QUAGMIRE OF LEGAL PROBLEMS?
Ratwik, Roszak & Maloney, P.A.
The increased use of remote learning is giving way to even greater concerns of employee and student misconduct through electronic means. Based on these obligations, schools are feeling pressure to implement more monitoring software and implement other measures to catch and address these issues. This presentation will address the obligations, or lack thereof, of schools to implement these programs, the constitutional and data privacy issues that arise, and the practical difficulties that should be considered.

I. RECENT LEGAL DEVELOPMENTS REGARDING TRANSGENDER RIGHTS IN THE SCHOOL SETTING
Knutson, Flynn & Deans, P.A.; Luverne School District
The legal landscape related to LGBTQ issues has changed dramatically in the last decade, particularly regarding the rights of transgender people. This presentation will outline recent developments in federal and state law related to the rights of transgender students and employees and discuss the implications for school districts.

J. BOARD-SUPERINTENDENT RELATIONS: THE THINGS THAT TRIP US UP
Minnesota School Boards Association; Minnesota Association of School Administrators
The foundation for a good board-superintendent relationship includes the superintendent’s employment contract, job description, and performance evaluation. Too often, problems arise when board members and superintendents do not pay attention to these items. Learn what’s tripping up boards and superintendents and what steps can be taken to prevent the fall.

K. EMBEDDING EQUITY IN SOCIAL AND EMOTIONAL PRACTICES
Sourcewell
School systems across the country are implementing practices to address concepts such as desired behaviors, healthy learning environments, and positive relationships. School boards that recognize the impact of policies, procedures, and adult actions are poised to support systems where the whole child will thrive. In this session, we will build understanding around common language and practices that impact policies, procedures, and decision-making.
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History & Heritage Center, Minnesota State Fair Grounds
8:00 a.m. Skills Sessions Choose one from among four different topics presented by your MSBA staff (pg. 39)

9:05 a.m. Workshops Choose one of several 50-minute workshops on various topics. (pg. 40 & 41)

10:10 a.m. Closing Session Director District Election Results:
Kirk Schneidawind, MSBA Executive Director
Passing of the Gavel from Deborah Pauly to Michael Domin
Farewell Address from Deborah Pauly
Closing Keynote Dr. Phil Gore

(Note: The opinions of the speakers are informational only. They do not necessarily reflect the opinions of MSBA.)

Thank you Wold Architects & Engineers for sponsoring the closing keynote speaker.

11:40 a.m. Spring Grove High School Band, under the direction of Band Director Willy Leafblad.

12:00 p.m. Lunch & Learn MSBA Member Meet & Greet. See familiar faces and meet new colleagues! This special session provides the opportunity to connect and socialize with one another in a more informal setting.
Dr. Phil Gore will deliver the 2021 Leadership Conference’s Closing Keynote address, “Navigating the Storms for Student Success,” on Thursday, January 28.

Gore is in his seventh year as Division Director for Board Development Services with the Texas Association of School Boards (TASB). TASB’s Board Development Services provides development and consulting services for more than 7,000 publicly elected school board members in Texas. Gore is a nationally recognized researcher and keynote speaker on school governance. He co-edited a book published by Harvard Education Press entitled, “Improving School Board Effectiveness: A Balanced Governance Approach.”

A former Seattle-area school board member, Gore was Director of Leadership Development Services for the Washington School Directors’ Association and was the Director of State Association Partnerships for NSBA prior to coming to Texas. During his time in Washington, Gore led a statewide initiative to develop multiple approaches and tools for superintendent evaluation in the state.

Gore completed his Ph.D. at the University of Washington in Educational Leadership and Policy Studies. His research focuses on the factors and sources of information that school boards consider when evaluating a superintendent. Gore has a Master’s in Education from the University of Washington and a B.A. in Management from Northwest Christian College in Eugene, Oregon.

Prior to working in school governance, Gore was a pastor and youth minister for 20 years. When he is not assisting school boards and superintendents, Phil enjoys cycling, mountain climbing, kayaking, and long-distance running with his wife and children.

In the following interview, Gore touches on important subjects related to board governance – including balance, communication, the board-superintendent relationship, and more.

**MSBA: Your book — “Improving School Board Effectiveness: A Balanced Governance Approach” — addresses how the role of school boards can impact student learning. Can you share more about what a Balanced Governance Approach is and why it is so important?**

**PHIL GORE:** Twenty-two authors contributed to the book. We reported the latest research available at that time that showed a relationship between school boards and student achievement.
And, along the way, we ended up focusing in on what was this idea of balance. By “balance,” we meant several different things. One is the balance in the board and superintendent relationship – not micromanaging and not rubber-stamping – to promote the idea of an engaged and informed board that understands and works within its role.

Another “balance” example is related, but it is more defined as having a balance between being a “trustee” and a “delegate” mindset. A “delegate” is elected by a group of people to show up and vote the way the people told them. A “trustee” is empowered by the people to exercise their best judgement and act on behalf of the people as the stewards of their trust.

The book also covers balance when engaging the community and supporting the work of the superintendent – while recognizing when it’s time to go out into the community and get their opinion versus when to sit around the table and just hash things out among the board-superintendent team.

MSBA: To say that COVID-19 has put an inordinate amount of stress onto school board teams is a massive understatement. From your perspective, what are the foundational policies and practices that board teams must be following to ensure strong, cohesive leadership for their school communities during these uncertain times?

PG: In a time of crisis, it’s not too late to do the developmental work of building trust and respect among the board team. If they didn’t have trust and respect in place ahead of time, they face an inordinate amount of trouble and will need to put in extra effort to develop respect, build trust, and establish good communication.

When there is a high trust environment, things happen more quickly and with less drama.

If they have low trust, they get slowed down and have more controversy between the board and superintendent.

Times of crisis have emphasized the necessity of foundations of trust, respect, and communication. The thing that I have watched boards struggle with is a lack of communication. The more that people can communicate and share ideas, concerns, hopes, and expectations, it provides an opportunity to continue a respectful, trusting relationship.

Transparency is super paramount right now. I think too many school districts are struggling in that area. School districts are struggling with being open because they are afraid to admit what they really don’t know. In this stressful, public environment, it seems like districts are afraid to own the stakes. “Well, we should have opened buildings.” “Well, we should have gone remote.” We didn’t know what the coronavirus was going to do. The more that leaders can own their mistakes – and the more the board and superinten-

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dent team together can collectively own their mistakes and not point fingers at each other – the better the opportunity they are going to have to lead in a cohesive manner.

Board teams must lead with empathy, with care, and with concern for everyone. This is not the time for any brash statements that might suggest they don’t care about staff safety or community concerns. People really need to lead with their heart in this uncertain time. Boards need to express that language: “We understand that this is going to be difficult on staff. We understand this will be difficult on parents. We thought this through – and these are the most important things we need to do right now.”

**MSBA:** What are some of the common pitfalls that may impede a school board’s ability to govern and lead effectively? What can school boards do to overcome them?

**PG:** A lack of role clarity is pervasive among school boards. It takes most of us two to three years to understand what our role is on a school board. We come from a background where we are “do-ers,” we are hands-on, and we are very directive. Most of us come to school board service without a background of working collaboratively on teams. That’s really hard for new board members to understand – that the board only has power and authority in a collective, not in six or seven different directions. Boards must come together as a team with one clear direction.

There’s an old proverb, “No one can serve two masters.” Boards must recognize that the superintendent can’t legitimately report to six or seven different opinions. There has to be a collective sense of “this is what the board wants.” The challenges with COVID-19, and the lack of ability to meet in person, and disruptions to regular routines has made it even more difficult for the school board to speak clearly with one voice – and that’s a pitfall.

Boards have to figure out: what are we going to do to come together, so that we don’t come apart? What are we going to do to come together to speak with one clear voice as a team with the superintendent? Those are common pitfalls and challenges to overcome. What boards can do is simply communicate. Communicate, communicate, communicate – which is a great thing to emphasize. The greater they communicate and share their concerns and perspectives, the more likely they are to overcome fragmentation of ideas and direction.

**MSBA:** For many school boards, conditions caused by the pandemic have made it more challenging to discern between the role of board governance and the management role of administration. What can school board members do to ensure they stay focused on their role of board governance and oversight?

**PG:** School board and superintendents need to have a conversation about where this line is. It’s probably not a hard, fast line. It’s probably a dotted line. Where do the responsibilities and roles of the administrators overlap with and intersect with the governance roles? That needs to be an ongoing conversation.

If a board member doesn’t trust what the superintendent is telling him or her, they are going to dig for more information. There’s a lot of onus on the administration’s part to ensure that they are being forthright, honest, and fully disclosing challenges, ramifications, and concerns – not simply giving the board the information they want the board to know and act upon, but explaining the rationale and the background.

While there may be a clear understanding of the governance role, the community is expecting the board members to know what’s going on in the school district. So that’s the difference between being “fully informed” versus “fully managing.” That’s the conversation and it feels like a dance. It’s like a give-and-take. It’s a call and a response. The administrative staff shares “this is what our thoughts are, this is what our surveys suggest, this is what our parents are asking for, or our staff is needing,” and they are having the conversation with the board, so that the board is fully informed.
Have a healthy conversation. A “that’s none of your business” response won’t work. It doesn’t work in the best of times, and it certainly doesn’t work right now for administrations to withhold information from the board.

**MSBA: What advice do you have for new board members? What advice would you offer to veteran board members?**

**PG:** New school board members should rely upon veteran school board members to help show them the way.

Veteran board members need to pay attention to the needs of their fellow board members – needs for information, needs for understanding, needs for support, and needs for guidance and how to navigate things.

There needs to be an understanding of shared responsibility. “We’re all in this together and how can we help each other along?”

New school board members have to learn how to ask good questions – questions that are open-ended and not accusatory or directing. New members should ask questions that are informed and seek to get information they need to exercise good governance.

Also, the whole board team needs to protect the superintendent. The board needs to be a buffer between the community and the superintendent – who might take tough hits from the community and from staff. The board needs to be able to have the superintendent’s back. Veteran board members should know that. New board members may not.

The more stable and effective the board governance team is, the less drama they are going to experience, and the more likely the district is going to be improving in student achievement.

**MSBA: Any final thoughts on governance?**

**PG:** Good governance is good governance. Good governance is not too different in a time of crisis than it is in the best of times. However, good governance that is built on a foundation of trust and strong, clear communication is super critical in times of crisis. Boards should go to their foundations and look upon their policies for guidance.

We really need to find ourselves relying on foundations of good governance, good communication, and consistent courses of action.
BOARD CHAIR Q & A WITH MSBA
Kirk Schneidawind, Executive Director
School Board chairs from across the state are invited to meet with MSBA’s Executive Director, Kirk Schneidawind, in this question-and-answer session. Let Kirk know what MSBA can do to support, promote, and strengthen the work of public school boards.

CRITICAL CHOICES IN THE SUPERINTENDENT’S CONTRACT: WHAT SHOULD BE IN AND WHAT SHOULD BE OUT?
Barb Dorn, Director of Leadership Development and Executive Search; and Peter Martin, Partner, Knutson, Flynn & Deans, P.A.
This long-standing conference presentation on superintendent contracts provides a valuable resource to MSBA members seeking information on how to design, negotiate, and solidify their contractual obligations with the district’s superintendent. The model contract developed in partnership with Minnesota Association of School Administrators continues to be one of MSBA’s most-requested documents both online and in-district.

THE OPEN MEETING LAW
Terence Morrow, Director of Legal and Policy Services
The Minnesota Open Meeting Law overview is helpful for new board members and offers a good refresher for experienced members. Our discussion will include recent updates and useful closed-meeting materials.

VISION 2021 ON THE POLITICAL HORIZON
Denise Dittrich, Director of Government Relations; and Kimberley Dunn Lewis, Associate Director of Government Relations
Join MSBA’s government relations team as we set our eyes on issues that are on the political horizon, including the state budget, additional education funding, safe schools revenue, changes to tiered licensure, wage theft law, teacher shortages, and paid family leave.
A. ENGAGING ALL STUDENTS THROUGH RELEVANT CURRICULUM
Roseville Area School District
Roseville Area Schools will share its nationally-recognized work striving to engage every student through making curriculum more relevant. This work received a 2020 first place National School Boards Association Magna Award for equity in education. The presentation will cover the Equity Curriculum and Instruction Compass framework used and how it has been implemented to enhance curriculum and student engagement. Application in the new reality of distance and blended learning will be incorporated.

B. MINIMIZING STAFF BURNOUT BY FOCUSING ON MENTAL WELLBEING
Dover-Eyota School District
Teacher burnout of pandemic proportions is covering our nation (Thanks, COVID-19). How do we maintain a healthy staff that wants to return to work each day and continue to inspire students to engage in learning each day? How do we focus on the higher levels of Maslow’s Hierarchy of Needs when the foundation of the pyramid is crumbling? Our thoughts: support the foundation.

C. SUCCESSION PLANNING FOR YOUR DISTRICT LEADERSHIP
New Ulm School District
District school boards can be caught without their superintendent or other district leader due to any number of emergencies. What are options for School Boards should this happen? This presentation will cover the process New Ulm Schools went through to develop a district policy on succession planning.

D. CREATIVE SOLUTIONS IN FINANCING CAPITAL PROJECTS
Ehlers
There are multiple tools available for financing capital projects, including several that do not require voter-approval in an election. We are seeing a growing trend to develop creative solutions by mixing and matching these financing tools. The key to success is using these tools effectively and getting advice early! This presentation will provide an overview for school board members and school administrators of the options and examples of how districts around the state have combined the tools to meet their needs.

E. PROACTIVELY SUPPORTING YOUR SCHOOL AFTER A MAJOR RACE/HATE INCIDENT
Osseo Area School District; Belle Plaine School District
As Minnesota schools continues to grow in diversity, schools have seen an increase of racial incidents. This session will provide proactive starting point strategies for building leaders to prepare and respond to students, staff, and families when race and hate incidents occur.

F. SPECIAL EDUCATION BASICS FOR SCHOOL BOARD MEMBERS
Ratwik, Roszak & Maloney, P.A.
Schools are required under state and federal law to provide a free appropriate public education to students with disabilities. The provision of special education and related services also makes up a significant portion of most school budgets. Having some special education savvy is an increasingly necessary skill for every school board member to possess. Yet, the federal and state laws that govern special education programs, processes, and procedures can be complex and confusing. From Individualized Education Programs to assistive technology to special transportation, learn the basics of special education directly from a practicing special education attorney.
G. CREATING AUTHENTIC ENGAGEMENT WITH STAKEHOLDERS - THE SCHOOL BOARD’S PROMISE TO THE PEOPLE
Rochester School District; Bloomington School District
School board members engage with stakeholders all year long. Learn how to make the most of your interactions with students, families, staff, and community members. True engagement is ongoing, two-way, and focused on the goal of providing an excellent education for all students.

H. POLITICS AND PROTESTS: FIRST AMENDMENT RIGHTS OF STUDENTS AND STAFF MEMBERS IN SCHOOL
Rupp, Anderson, Squires, and Waldspurger, P.A.
The wave of protests during the summer of 2020 and the 2020 election cycle have made it more likely that schools will have protests or political speech in the school environment. These types of protests or displays may lead to disruption in the learning environment. This presentation will outline the rights that students and staff members have under the First Amendment and discuss options for school districts in responding to political speech or protests.

I. CREATING SAFE AND SUPPORTIVE SCHOOLS FOR LGBTQ STUDENTS
OutFront Minnesota; Osseo School District
We hope you can join us for a discussion addressing current barriers LGBTQ youth are experiencing that hinder their ability to thrive in our schools.

J. STUDENT-CENTERED WORKFORCE DEVELOPMENT: BUILDING A CAREER PATHWAYS PROGRAM ACROSS SEVEN SCHOOL DISTRICTS
Itasca Area Schools Collaborative; Greenway School District; Grand Rapids School District
Since 2016, IASC schools have been designing and implementing a multi-school district collaborative Career Pathways program for 9-12th graders. The goal of the program is to provide opportunities for students to explore careers in needed workforce sectors, prepare for those careers, and have hands-on opportunities within the field. The program partners school districts, industry, and community to provide high quality experiences for all students.

K. RESEARCH TO PRACTICE: BRIDGING THE GAP
University of Minnesota
Our presentation distills the research and brings practice implications into focus for school system leaders in two areas that directly impact not only equitable academic outcomes, but the environment in which students learn: literacy and diversification of the teacher workforce.
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Meet MSBA’s New President
Crosby-Ironton School Board Member will serve two years as association’s president

By Bruce Lombard, MSBA Associate Director of Communications and Marketing

On January 28, 2021, Michael Domin will take the next – and biggest step – of his school board career when he succeeds Deborah Pauly as the next president of the Minnesota School Boards Association.

Domin began his board service on the Crosby-Ironton School Board in 1999. He joined the MSBA Board of Directors in 2013, where he represented the west-central Minnesota school districts in MSBA Director District 10.

After completing a one-year term in 2020 as MSBA President-Elect, Domin is slated to serve two years as MSBA President from 2021-2022. After completing his presidential term, he will stay on the MSBA Board for a final year as MSBA’s Past President in 2023.

During his time on the MSBA Board, he has served on the Congressional Delegation Committee, been a part of the Big 4 Collaboration Group, served on MSBA’s Executive Committee, the MSBA Student Scholarship Committee, the MSBA Audit Committee, and has also served as MSBA’s representative on the Minnesota State High School League.

In the interview below, Domin touches on the challenges of operating during a pandemic, the ongoing battle with the achievement gap, and his goals for MSBA.

**MSBA: What does it mean to you to be the new MSBA President?**

**MICHAEL DOMIN:** First, it is an honor and a privilege to be selected as the MSBA President. In addition to leading the MSBA Board and the Association, this means I can continue to learn, grow, and network with my school board colleagues across Minnesota. Together, we can continue to advocate – no matter where in Minnesota you live – for public education. I have repeatedly said that none of us has been through something like we are going through right now. We are all stressed, tired and doing the best we can, day after day. Continuing to communicate and listen to all voices across Minnesota is what will keep MSBA strong. Public education is just too valuable. We cannot stay silent and content. The voice of our school boards must be heard.

**MSBA: What’s been the biggest challenge for you and your school board during the pandemic?**

**DOMIN:** We are in an interesting time, aren’t we? Nearly everything we knew of our public school system has been disrupted. One of the biggest challenges is to keep up with ALL of the information, so we as school board members can make the best decisions for our school district. We all know we need to adapt and pivot, regarding the decisions that have to be made. Even with that said, I did not anticipate the pace and frequency of change that would be required. All of us value certainty and predictability. The virus does not have a timeline to follow. The uncertainty around this pandemic, and when it will end, is certainly creating a great deal of stress on our families and students. Last, I am very concerned about the impact on the learning opportunities of our students. We know getting our students to an in-person setting for five days per week is ideal. Many of us have not been in that situation since March.
MSBA: The statewide achievement gap remains a persistent problem. What ideas do you have to address the achievement gap?

DOMIN: All school districts across the nation are experiencing some form of an achievement gap. While the pandemic has created a set of different issues, the issue around the achievement/opportunity gap will continue to be THE issue into the future. Each district should take a hard look at what achievement gap – or gaps – exists and make this one of their top priorities. Our school boards have a role in focusing on closing our achievement gaps through their vision and policy decisions. The strategic long-term vision of our school boards should include the role of the staff, board, community and others with respect to closing the gap. While each district may have its own unique set of circumstances, this is a statewide issue that all of our public school districts must help solve.

MSBA: What are the main goals you want to accomplish during your two-year term as MSBA President?

DOMIN: One goal for the next two years, would be to keep providing school boards the great service that they have come to expect from MSBA. Maintaining MSBA as the go-to association for training, advocacy, and support is very important. The MSBA staff does such a great job of providing these services. School boards also need to keep equity issues at the forefront so we can keep making the necessary changes needed. With the disruptive change that has been caused as a result of COVID-19, MSBA has adapted very well to serve our members.

MSBA: How has MSBA helped your school district and what can the association do to help school boards across the state, especially during the pandemic.

DOMIN: I could not tell you the number of times that Crosby-Ironton has reached out to MSBA for guidance during this pandemic. These are challenging times and MSBA has provided webinars, chats with the governor, opportunities to connect with other school board members in our region, and opportunities to reach out with questions for MSBA staff. For our district, these are stressful times and by MSBA providing the resources they do, this helps our district to stay focused on our students. My larger point is that MSBA provides this type of outstanding service to all of our school boards and superintendents.
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