

Education Minnesota Cloquet Executive Board

President: Collette Lenarz
Vice President: Lisa Hietala
Treasurer: Steve Rickstrom
Secretary: Kim Peddle

Committee Chairpersons

Benefits: Cameron Lindner
LCAT: Angela Garbett
Member Rights: Katy Buytaert
Membership: Michell Kilroy
Negotiations: Cheyenne Deters, Lisa Hietala
School Board: Ashlee Lennartson
School Board: Regina Roemhildt
SDM (DAC): Ashlee Lennartson



Building Representatives

CAAEP: Cheyenne Deters
Churchill Elementary: Phillip Beadle
Middle School: Mike Bushey
Senior High School: Amy Hexum
Washington Elementary: Jolene Aho

Agenda

Education Minnesota Cloquet –Executive Board Meeting

Date and Location: November 17, 4:00 pm CMS Room A114-Mr. Bushey's Room

1. Welcome & Opening Thoughts

2. Executive Reports

a. President:

Where do we stand with Covid/testing/masks collectively?

Should we survey staff (see communications meeting notes)-yes. Cheyenne and Michelle are creating a short survey to members. Questions will include opinions on masking, in person conferences and rapid COVID testing Raising the amount of pay when certified staff cover each other-Dr. Carey afraid of burnout, possible MOU for one year to raise the pay. If you do cover-please fill out the paperwork. Don't do it for free.

Questions: What is the threshold of staff that can be out in a building before we can't function (percentage)

Is there a threshold for students having COVID policies? (examples from nearby districts-. 5% of the student population has COVID so we mask, 10% has COVID so we go virtual). Does ADMIN have a plan?

Communication session with Dr. Carey-November 10

EMC Talking Points

Transferring a day at the end of the school year to the beginning of the school year to add another "uninterrupted" work day.

**Will push it back to the principals.

**Get an idea on how membership feels (survey) **shorten time of the week with conferences **have a PD day on the week of conferences

Building Agendas at the beginning of year (consistency and clarity)-A Hexum **Digitally **Clear communication w/early communication

Staggering open house to make it more equitable for families to go across the district/CAAEP at different time to accommodate learners, creating schedules and IEP's -C Deters

Stagger daysWashington/Churchill on one day Middle/High on another day

**CAAEP Open House the week prior

Will we be going in the direction of staff mandates for the vaccine? Number of cases on the rise, we are well over the 100 employees.

**Waiting on MSDA/Legalities/to collect vaccine data right now to get ahead of the game. If we do a blanket mandate, will we have people that quit on us? If they choose to not vaccinate masking and testing will be required

Sarah is looking to have testing availability

What would the criteria be if we shift to no masks:

Waiting 8 weeks

Availability to vaccine clinics for ages 5-11?

This will be on board agenda Nov 22-Optional masking at semester time

Exit meeting for retirees: is this a possibility. Should we do it on EMC end or benefits person at district level? Check list of what to expect (email shut off date, final check, etc)-C Lenarz

Advice:

**start on unit end

**fall meeting and mid-year meeting offered

**work with Candace & Andrea

Teacher subbing-problem solving/creative solutions-L Hietala

Brainstorming:

Advertising for substitutes. Is there money for PR?

Increased sub-pay

Getting creative

Putting it on Indeed

Free lunches for subs?

Free Activities Pass?

Invite them To Gathering of Great Minds for free/in service PD days for free CEU's

Incentivize Monday's/Fridays extra pay, bonuses

Staff day?

Asynchronous day

Any others??

**Sick Bank-MOU will be ready for Nov 22 Board Meeting-Discussion about how the days will be distributed following the same protocol as the contract.

Celebrations/Good News 📄: Rickstrom sent an email from text!

Students are leading their own IEP's at the high school 👍👍

b. Vice President:

Nothing to report

c. Treasurer:

Budget is balanced and EMC approved

d. Secretary:

Hosting student teachers-will discuss at our next communications meeting with Dr. Cary

School board meeting minutes-Ashley and Regina will type a blurb from each meeting that has pertinent information for our bargaining unit. Secretary will add items discussed during the EMC meeting.

3. Committees

a. Negotiations Report:

Nothing to report

b. Member Rights:

Question about outside paras hired for 1-1 autism students

c. Membership:

47 people at the new teacher/2nd year teacher dinner- great turn out! Pedro's was awesome! Currently updating membership.

d. Benefits:

Video to describe the new HSA/old HSA will be going out to members. There are forms to fill out but it's easiest to call compensation consultants-the number on the back of your HSA card

e. School Board:

School Board Meeting Monday, October 25, 2021 attended by Regina Roemhildt

[Link to school board meeting agenda](#)

- Presentation of 2021 Fiscal Audit – As with many smaller districts, the audit reveals our district is not in compliance with the state statute in the “lack of segregation of duties” in the business office. Ted Lammi asked, “What do we need to do to be in compliance?” Mr. Dustin ____ of Bergan KDV said hire additional staff in the business office. Most districts our size don't meet the “segregation of duties”.
- Live Stream discussion produced and motion to extent the live stream through the end of the school year, June 30, 2022. It can be revisited.
- There is a slight monetary gain from open enrollment,
- Dr. Cary reiterated the imbalance throughout the state for property tax base supporting public schools.

[School Board meeting, November 8 link to agenda](#) attended by Ashlee Lennartson

- School board to start talking about removing the mask mandate at school. One parent spoke against masking. Parent did not want district to mandate vaccines for students.
- OSHA-**please continue to watch for updates/emails from Dr. Cary regarding OSHA laws and vaccinations.**

Reports:

f. LCAT:

Nothing to report

g. SDM (DAC):

DAC did not meet as planned for a formal meeting due to many people being out. The new meeting date is December 6th. The notes/agenda will be used on December 6th.

4. Building Reports

Cloquet Area Alternative Education Programs:

Paras are covering for classroom teachers with no attempt to find certified staff to cover

Churchill Elementary School:

Discussion about having virtual conferences since COVID is rampant

Washington Elementary School:

Can the district provide rapid home COVID testing for teachers
How many staff can be out before we change our learning model
Worries about making masks optional

Middle School:

Nothing to report

Senior High School

Student needs online upper level courses-info came from guidance office that staff should provide. Admin states teachers do not have to provide services. Admin advises the student enroll in online school or online PSEO class. Contractually teachers do not have to provide this service.

5. Old Business:

6. New Business:

7. Next Meeting Date-Time-Location:

December 15, 4:00 pm CMS Room A114-Mr. Bushey's Room

Meeting adjourned at 5:27