MSBA members can now nominate one of their school board colleagues for the 2024 MSBA All-State School Board. Nominated school board members must be serving on a school board which is a current member of MSBA. Only one nomination is allowed per school district. Any nominee must have a Leadership Development Certificate (completing the Phase I-IV workshops in the MSBA Learning to Lead Series) and have attended at least two Leadership Conferences.

Visit the MSBA website to access a copy of the All-State School Board nomination form and full criteria.

The nomination application must be postmarked by Saturday, October 14, 2023. Applications may also be emailed by noon Monday, October 16, 2023.

Members of the 2024 MSBA All-State School Board will be honored on Thursday, January 11, during the Leadership Conference Awards Luncheon at the Minneapolis Convention Center.

Please direct questions about the All-State School Board to MSBA’s Greg Abbott at gabbott@mnmsba.org.

Look for Leadership Conference participation forms on MSBA website

In addition to the All-State School Board nomination form, many other Leadership Conference-related forms are available on the MSBA website: the Call for Presentations application (for presenting workshops and/or roundtable sessions at the conference), nomination forms for the MSBA Rising Star Award, an application for bands or choirs seeking to perform at the Leadership Conference, and more. Visit the Leadership Conference webpage for information.
Webinars

State demographics is topic of next MSBA Third Thursday Webinar on August 17

The MSBA Third Thursday Webinar Series resumes 1 p.m. Thursday, August 17, with a “Minnesota State Demographics” webinar.

The next few years will bring big changes to the Land of 10,000 Lakes. Megan Dayton, Minnesota’s senior demographer, will detail changing demographic patterns in Minnesota and explain how these shifts are likely to play out in the coming years. Megan will discuss emerging trends in aging, racial and ethnic diversity, and population shifts within the state, and explain how these new demographic realities may impact the future of Minnesota’s schools.

Look for an invitation in your email inbox next week with more information.

The MSBA Third Thursday Webinar Series is sponsored by:

![Sponsors Logos]

Register for Odd-Year Election Training through September 1

MSBA and the Secretary of State’s office will offer its Odd-Year Election Training for school election officers, administrative assistants, and superintendents if your district has school board member elections this year, special board elections, or operating levy, bond or capital project levy referendums.

By law, county auditors offer training to school election officials in the even year. However, there is no training mandated in odd-year elections, so MSBA has teamed up with the Secretary of State’s office to offer training specific to schools having an election or referendum this year. Tuition is $99.

Registration is open through the MSBA website through September 1. After registering, participants will receive a link to the training webinar and a certificate to fill out that you can turn into your local county auditor to receive state election training credits. Visit https://mnmsba.org/workshops-events/odd-year-election-training for registration and more information. If you have any questions, contact MSBA’s Greg Abbott at 507-420-1881 or email at gabbott@mnmsba.org.

Referendums

Districts going for referendums need to make a decision, inform counties by August 25

School districts considering an operating levy, bond or capital project levy will need to approve their resolution and notify the county auditor by Friday, August 25.

Districts with school board elections should also know that the filing period ends Tuesday, August 15. Candidates then have two days to withdraw from the race if they wish. After the withdrawal date ends, districts can start putting together their sample ballots and coordinate with the county auditors.
**Webinars**

**MinnSPRA hosting free webinar on August 23: “Communicating the 2023 Legislative Session”**

The 2023 Minnesota legislative session was a whirlwind of change many of us are still trying to unpack. The Minnesota School Public Relations Association (MinnSPRA) is hosting a lunchtime Zoom webinar, “From Windfall to Minefield: Navigating the Tricky Task of Communicating the 2023 Minnesota Legislative Session,” from noon to 1 p.m. Wednesday, August 23.

Leaders from AMSD and MSBA will discuss the big-ticket items and ways for school districts to successfully communicate a session that delivered lots of mixed messages school communicators are scrambling to unravel.

We’ll strategize about the challenge of increased funding tied to new mandates and how to communicate continued financial need to communities that may only have seen news coverage suggesting a massive infusion of cash to our general funds. Send questions you want to submit ahead of time to celi.haga@district112.org.

Visit the MinnSPRA website at https://minnspra.org/event/from-windfall-to-minefield-navigating-the-tricky-task-of-communicating-the-2023-mn-legislative-session to RSVP for this webinar.

**Learn about BARR grant opportunity available for Minnesota schools through webinar on August 9**

Funding of $5 million has enabled the BARR Center to deliver — through grants — their “evidence-based, research-validated system” that provides school coaching support, professional development, and curriculum and resources over a three-year period to qualifying school sites. The BARR Center will select at least 18 schools to participate in this opportunity.

Join the BARR Center at 1 p.m. Wednesday, August 9, for an informational webinar.

Visit the BARR Center website at https://barrcenter.org/minnesotagrant to register for the webinar and to download a grant application form.

According to the BARR Center website, BARR (Building Assets, Reducing Risks) is a proven model that improves the education system predicated on two pillars — relationships and data. The model is designed to create strong schools and communities by empowering students, teachers, and families with data, so that schools can re-align existing resources to nurture a unified and personalized culture of support and success for every student, both inside and outside of the classroom.

**Getting Out the Vote Workshop scheduled for September 13**

MSBA members are invited to attend a Getting Out the Vote Workshop at 10:30 a.m. Wednesday, September 13. Hosted by Dr. Don Lifto (from School Election Strategies), this session will provide school leaders with research and strategies to improve their desired voter turnout in a school referendum.

GOTV (getting out the vote) is the last of the “Big Three” of campaign strategies (canvassing, communications, and GOTV). The success (or lack thereof) of a school district’s GOTV efforts is often the difference between winning and losing. This workshop will focus on research and best practices associated with successful GOTV execution and is intended for school leaders, board members, and community leaders working on a campaign.

Lifto has written three books on school tax elections, has been published in national journals more than 20 times, and is a frequent presenter at national conferences.

Visit the MASA website at https://www.mnasa.org/gotv-workshop.html for more information and to access registration. Registration fee options are $105 (includes a copy of Dr. Lifto’s book) and $60 (does not include a copy of the book).
Learn about how the legislative session will impact your schools

Learn how your schools were impacted by the 2023 legislative session via MSBA's Impact of the 2023 Legislative Session webpage. Read MSBA's guidance on updates to curriculum, employment, funding, policy, and much more. Click here to access MSBA's Impact of the 2023 Legislative Session webpage (you will be required to log in).

U.S. Environmental Protection Agency

Clean School Bus Program Grants funding opportunity available

The U.S. Environmental Protection Agency (EPA) anticipates awarding approximately $400 million in competitive grant funding under the Clean School Bus (CSB) Grants Program Notice of Funding Opportunity (NOFO). The program is soliciting applications nationwide for a grant competition to fund the replacement of existing school buses with clean and zero-emission (ZE) school buses.

All application packages need to be submitted electronically to EPA through Grants.gov no later than Tuesday, August 22, 2023, at 10:59 p.m. (Central time) to be considered for funding.

Note to potential applicants: Potential applicants without a Grants.gov account are encouraged to initiate the Grants.gov registration process well ahead of the deadline for funding since the registration process can take a month or more.

Visit https://www.epa.gov/cleanschoolbus/clean-school-bus-program-grants for more information.

U.S. Citizenship and Immigration Services

Form I-9 Employment Eligibility Verification is getting revised

The U.S. Citizenship and Immigration Services (USCIS) recently announced it will publish a revised Form I-9 Employment Eligibility Verification. According to USCIS, employers may use the current Form I-9 (edition date 10/21/19) through October 31, 2023. However, starting November 1, 2023, all employers must use the new Form I-9.

In addition, the Department of Homeland Security (DHS) has provided information regarding E-Verify and the option for employers to remotely examine employee’s identity and employment authorization documents.

Additional information regarding the revised Form I-9 and E-Verify are available through the following weblinks:
- www.uscis.gov/newsroom/alerts/uscis-to-publish-revised-form-i-9
- www.uscis.gov/i-9-central

Minnesota Department of Labor and Industry

Webinar will provide info about laws affecting pregnant, lactating employees

The Minnesota Department of Labor and Industry (DLI) is providing a webinar from 1 p.m. to 2:15 p.m. Wednesday, August 9, to help workers and employers better understand the state’s wage and hour laws.

The webinar will include information about workplace provisions supporting nursing and lactating employees. Presenters and the topics they will be discussing include:
- U.S. Department of Labor’s Wage and Hour Division — federal law provisions, including the recently enacted PUMP Act, covering expressing milk in the workplace and related workplace accommodations.
- DLI — new and existing state law provisions regarding pregnant employee accommodations, expressing milk in the workplace, and other aspects of WESA.
- Minnesota Department of Health — programs to assist employers implement supportive workplace breastfeeding practices, including the Breastfeeding Friendly Recognition program.

Visit https://dli.mn.gov/events for more information and to register for this webinar.
The Consortium of State School Boards Associations (COSSBA) is hosting its 2023 Urban Boards Alliance Symposium on August 24-25 in Chicago. The symposium will be held at the Sheraton Grand Chicago Riverwalk (located at 301 East North Water Street in Chicago).

Author Dr. Douglas Reeves will deliver “Fearless Leadership: Building Trust, Resilience, and Psychological Safety for Every Student and Staff Member” during his Opening Session keynote address on Thursday, August 24.

On Friday, August 25, one of the focus sessions, “Strategic Planning for Equity: Integrating Diverse Stakeholder Voices,” will be presented by two representatives from the North St. Paul-Maplewood-Oakdale School District — Superintendent Christine Tucci Osorio and School Board Member Michelle Yener (who also serves on the MSBA Board of Directors).

Visit the COSSBA website at https://www.cossba.org/uba2023 for registration, hotel information, and to access the symposium agenda.

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MSBA’s Strategic Planning Services gets your school board-superintendent team on the same page!

- Create clear expectations for school district operations.
- Drive your district to continually improve in pursuit of excellence.
- Meet requirements to establish a plan to develop the World’s Best Workforce.

Contact MSBA’s Gail Gilman for more information today!

ggilman@mnmsba.org

800-324-4459

https://mnmsba.org/msba-services/strategic-planning
Electronic surveillance is the most commonly misused security tool by school districts. Schools often install surveillance cameras believing they will prevent crimes. In reality, these systems do not reduce crime. But they can be useful when investigating incidents after they occur. A surveillance system that has been properly installed, used, and maintained can document events and help identify individuals involved.

To be effective, surveillance cameras must be part of a comprehensive security program that includes access control, visitor programs, student and staff policies and procedures, and communication equipment.

- **School surveillance concerns:** Some organizations and individuals have objections to surveillance cameras in any public place. They claim the mere presence of cameras can suggest the school is dangerous, reinforcing fear and undermining the desired climate of the school. While these concerns are important to address within your district, no scientific evidence supports these claims.

- **Camera placement:** If your district decides that surveillance cameras would be a positive addition to your security program, be prepared to spend some time figuring out which system design will best meet your true needs. Consider placing surveillance coverage in these areas:
  - Commons or other large gathering areas
  - Library or media center
  - Cafeteria
  - Administrative offices
  - Building entrances

  • Fixed vs. Pan/Tilt/Zoom Cameras
    Fixed cameras cost less, are easier to maintain and reliably document the areas you position them to cover. Pan/tilt/zoom cameras, which can be moved around remotely, cost more and require more maintenance. Because they can move, they may be pointed away from the area where an incident occurs.

  • Analog vs. Digital
    The newer technology of digital cameras comes with a higher price tag and larger storage requirements. Analog cameras cost less and need less storage than digital models. Hybrid systems are also available. These systems take advantage of the higher resolution of digital cameras where more detail is needed and analog cameras where less detail is required.

  • VCRs vs. DVRs vs. NVRs
    Recording and storing camera images is essential to investigating incidents. In the past, cameras recorded at a slow speed to a VHS tape in a VCR, resulting in choppy videos that showed just a few frames per second. Now, a digital format is the preferred method, regardless of whether the camera is analog or digital. A digital video recorder (DVR) or network video recorder (NVR) can be used to accomplish this.

    A DVR is a stand-alone device that can have a variety of storage capacities and does not affect district computer network traffic or capacity. However, if surveillance systems are upgraded or requirements change, the existing DVR may not be able to handle the demand.

    On the other hand, NVRs are installed on a district's computer network. They use the storage capacity of the network servers to record surveillance images. Due to the required bandwidth of most surveillance systems, this may affect network capabilities and cause computer problems if the network is not large enough.

- **Avoid fake cameras:** Fake or nonoperational cameras may increase your liability exposure if they mislead people to believe that areas are being supervised when they are not. If your school does not have surveillance cameras, do not post signs indicating that cameras are present.

This information is provided for general education purposes only. For additional risk management and other information, visit the EMC website at www.emcins.com.
Looking for a superintendent?

Executive Search Service

MSBA proudly partners with districts in every aspect of board leadership, including in times of superintendent transition. Due to the trust our members place in MSBA, we are now the leading provider of superintendent search services across Minnesota.

What makes MSBA’s Executive Search Service unique?

**Lens of school board leadership:** Everything MSBA does is grounded in helping school boards support students and public education, including every step of our superintendent search process.

**Transparency and communication:** Unparalleled transparency in MSBA searches ensures public perception matches reality, so your board can rest confidently in the hiring process and candidate selection.

**Post-hiring support:** MSBA’s partnership with MASA (Minnesota Association of School Administrators) helps ensure a strong and successful start for your superintendent’s first year.

Testimonials: What school board members are saying

*Working with MSBA on our superintendent search was an amazing experience. The entire process was completed with professionalism and dedication. Everything from preparing the hiring criteria to the interviewing of candidates was done transparently. MSBA is an industry leader and our search was successful because of them.*

**Board Member, Hastings Public Schools**

*MSBA provides you with all the information you need to make this process easy. I can’t recommend them highly enough!*

**Board Member, Zumbrota-Mazeppa Public Schools**

MSBA’s Executive Search Service can help...

- Strengthen your district’s hiring process
- Ensure adherence to all public meeting laws
- Unite your board in the selection of your new superintendent

Contact MSBA’s Executive Search Service today!

**Barb Dorn**  
Director of Leadership Development and Executive Search  
bdorn@mnmsba.org  
https://mnmsba.org/msba-services/executive-search-service

*MSBA is a proud member of NASS (the National Affiliation of Superintendent Searchers).*
Minnesota Department of Education

Special Education Teacher Pipeline Program Grant information session scheduled for Friday, August 11

The Minnesota Department of Education (MDE) is hosting an information session about the upcoming Special Education Teacher Pipeline Program Grant opportunity.

The 2023 Minnesota Legislature invested $30 million over the biennium in scholarships, stipends, and programmatic assistance to support Tier 1 or 2 special education teachers, paraprofessionals, or other employees to obtain a Tier 3 special education teacher license. Grant applications may not be available before the information session. Despite this, MDE staff are prepared to host the webinar, spread awareness about this grant opportunity and encourage applicants to begin planning.

The session will be held virtually from 11 a.m. to noon on Friday, August 11. Click here to register for this information session. The recording and session materials will be available to everyone who registers.

Contact MDE’s Tyler Livingston at tyler.livingston@state.mn.us or 651-582-8427 if you have any questions or would like to request a reasonable accommodation.

MDE offering virtual sessions for Nonexclusionary Discipline 101 and Working Through the Legal Framework of School Discipline

The Equity, Diversity and Inclusion Center is offering additional Nonexclusionary Discipline 101 sessions for educators on Thursday, August 17 (1 p.m. to 2:30 p.m. via Zoom) and Thursday, August 24 (9 a.m. to 10:30 a.m. via Zoom). Both sessions will cover the same content. Please RSVP if you plan to attend. Direct questions to mde.ned@state.mn.us.

MDE is also offering a Working Through the Legal Framework of School Discipline training that provides an overview of upholding students’ due process protections throughout the school discipline process. The training will discuss Minnesota’s Pupil Fair Dismissal Act (PFDA), including 2023 legislative updates and federal laws comprising the legal framework for school discipline. The training will also emphasize the importance of non-exclusionary discipline and using positive behavioral interventions and supports and provide essential information about supporting students with individualized education programs (IEPs).

The sessions will be offered Friday, August 18 (9:30 a.m. to 12:30 p.m. via Zoom) and Friday, August 25 (noon to 3 p.m. via Zoom).

Both sessions will offer the same content. Please RSVP if you plan to attend. Direct questions to Sara Wolf at sara.k.wolf@state.mn.us.

Minnesota Department of Health

Health department providing school indoor air quality training in fall 2023

The Minnesota Department of Health (MDH) is offering school indoor air quality plan trainings in fall 2023 — in-person statewide and a webinar. This training will cover requirements and best practices for school IAQ.

School staff, service providers, health officials, and others are welcome to attend. The training is free, but registration is required. Visit https://www.health.state.mn.us/communities/environment/air/schools/training.html for detail.
Superintendent Evaluation Workshop

Watch recording of virtual MSBA Superintendent Evaluation Workshop


MSBA’s guidance on superintendent evaluation helps member districts build and maintain strong board-superintendent relationships. Clarifying expectations surrounding superintendent priorities and performance is crucial to success, and this workshop will share tips on the why, how, and when of effective evaluation processes. Watch this recording to learn how a well-run performance evaluation is essential to strengthening your board-superintendent team.

Job Openings

Principals

- Elk River Area — Assistant Middle School Principal (Application deadline: Open until filled)
- Jackson County Central — High School Principal (Application deadline: Open until filled)
- Mounds View — Elementary School Principal (Application deadline: Open until filled)
- Pipestone Area — Middle School/High School Principal (Application deadline: Open until filled)
- Sauk Rapids-Rice — Assistant Principal (Application deadline: Open until filled)

Other Administrators

- Bagley — Business Manager (Application deadline: Open until filled)
- Elk River Area — English Learner Program Coordinator (Application deadline: Open until filled)
- Elk River Area — K-12 Literacy Coordinator (Application deadline: Open until filled)
- Lakes Country Service Cooperative — Special Education Site Administrator (Application deadline: Open until filled)
- Minneapolis — Assistant General Counsel (Application deadline: Open until filled)
- Minneapolis — Director of Compliance for Records Management (Application deadline: Open until filled)
- St. Paul — Assistant Facilities Director of Capital Improvement Program (Application deadline: Open until filled)
- Seven Dreams Education Foundation — Executive Director (Application deadline: Open until filled)

Visit https://mnmsba.org/msba-services/jobs for more information.

In Memory

- Don E. Grundmeyer — a former school board member at Sleepy Eye — died July 17, 2023.

MSBA offers its condolences to Don’s respective family, friends, and colleagues.
Minnesota School Boards Association Insurance Trust

Life and Long-Term Disability

MSBAIT endorses National Insurance Services as the preferred provider for life and long-term disability insurance.

Risk Protection Program

The MSBAIT Risk Protection Program — developed in collaboration with the Marsh McLennan Agency — offers property, casualty, and workers’ compensation insurance and risk management products and services to eligible MSBA member school districts through select, participating insurers and other providers.

Property/Casualty Insurers

Worker's Compensation Insurers

Advanced Protection Program

The Advanced Protection Program features insurance coverage enhancements designed specifically to protect schools.

☑️ Builder's Risk ☑️ Cyber/Data Breach ☑️ Drones

☑️ International Travel ☑️ Tenants User Liability Program (TULIP)

Minnesota School Boards Association Insurance Trust
Managing Member Risk Since 1972

Call 800-324-4459 to speak with a MSBAIT representative or visit https://mnmsba.org/msbait.

Tiffany Gustin
tgustin@mnmsba.org