

**LABOR / MANAGEMENT COMMITTEE  
HEALTH AND SAFETY  
MEETING  
Monday, September 16, 2019  
3:30 p.m. in the Board Room**

**Minutes**

In Attendance: Dan Adams, Nancy Mann, Sean Martinson, Pat Medure, Tom Peltier, Pat Goggin, Kasie VanQuekelberg, Clayton Lindner, Gwen McLaughlin, Darin Cherne, Jeanne Ryan, Jenny Lund, Lyn Rajala, Jessica Setness, Julie Rasmussen  
Unable to attend: Lori VanZinderen, Esther Hoganson, Jay Bowers

1. Welcomed new LMC members Clayton Linder replacing Jill Wheelock and Superintendent Sean Martinson.
2. Additions/Corrections to the agenda: none
3. The 5/14/18 minutes were agreed upon by consensus of members present.
4. Superintendent's Report – Sean Martinson  
The teachers' unit has completed negotiations. The ESP unit negotiations are currently in progress, and the principals' unit will follow.  
The district has partnered with ISD 317 Deer River on an Achievement & Integration grant. The Achievement and Integration for Minnesota program is designed to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools. A shared coordinator position has been posted to oversee the Achievement and Integration Program and AVID framework with Deer River from each district's program revenues. The Coordinator will work on multi-district initiatives related to diversity and equity, collaborate with other districts and community organizations on educational equity issues, collaborate with Teaching and Learning staff to provide cultural inclusion in curriculum materials, and implement and supervise the Advancement, Via Individual Determination (AVID) program into GRHS and Bigfork High School. Diversity and inclusion training will be provided to staff.
5. Safe Environment
  - a. Health and Safety Report – Darin Cherne
    - IEA completed the following during their site visit:
    - Annual notification for asbestos, lead-in-water, indoor air quality, and integrated pest management

- Health and safety training for all maintenance and custodial staff
- Monitored asbestos at Murphy, Southwest, Admin building, Forest Lake, Cohasset, Grand Rapids High School; update indoor air quality
- Aerial lift and hoist inventory
- Automotive lift inventory
- Fall hazard assessment and rooftop maps

## 6. Topic of Month

### a. Elementary Facilities Design update – Sean M.

Working on Cohasset school renovation in conjunction with road work being done by the county.

East site is 2 weeks behind the west site by design for scheduling of work. The School Boundaries Committee has been examining options to create school boundaries that account for balance in demographic groups, socio-economic status, and future growth. The next meeting will be held in November and will include choosing the best option for boundaries and examining ways to communicate the decision-making process with our community.

The Furniture Design Committee has toured schools and explored options for furnishing the new schools. The top priority for furnishing is to provide furniture for those spaces we haven't had in our elementary schools, such as the flex areas, hands-on labs, and maker spaces. Next month, the committee will host a furniture showroom at RJEMS for staff and community members to explore options.

The Facilities Plan tab on the district website provides complete information and photos of the progress made with the new elementary facilities. The opening dates will be determined by November 2019.

### 7. Employee Engagement Committee update – Kasie & Jessica

No update. The next meeting date will be shared with staff. Diamond drops are available from Kasie.

### 8. Budget Forecast and Discussion – Pat G.

The district is currently closing out the 2018/19 school year and revising the 2019/20 budget. The 2020/21 SY proposed budget is in the works. The current budget is balanced, but there is still deficit spending.

### 9. Legislative Review and Discussion – Pat G.

We are not anticipating a lot of impact on the school district. The district is waiting to hear if we will receive Safe School dollars for this school year. It was expected to be announced by October 1, but there have been no updates from the State yet.

Student activity accounts must now be controlled by the school board. Advisors have been notified to run their funds through the business office.

10. Labor-Related Comments/Updates – Kasie V.

Staffing plans for the new buildings will start as early as November. Principals assignments are slotted for November and teachers in March. ESP's and bus drivers will be placed over the summer 2020.

Medure made the recommendation that employee concerns should be brought to supervisors/administration prior to bringing to negotiations. This may resolve issues more quickly and efficiently.

11. Schedule Topic of the Month for 12/9/19

- Elementary facilities update