- 1. Call to Order
- 2. Board Roll Call
- 3. Review and Approve Agenda: (Action)

#### 4. Consent Agenda

- A. Regular Meeting Minutes: October 23, 2024
- B. LOS: Heartland Hub/OCED Green Iron Plant Project

#### 5. Finance Committee Report (Action)

- A. Finance Committee Meeting held November 20, 2024
  - i. Expenditures (October 23 November 19, 2024)
  - ii. Profit & Loss Budget vs Actual
  - iii. Balance Sheet

## 6. Appearance

- A. Simon Charter, New Range
- B. Char Conger, MN Discovery Center

### 7. Executive Director Report

#### 8. Old Business

A. Resolution #24-01: Approving support for Duluth Medical School Site (Action)

#### 9. New Business

- A. RAMS 2025 Budget Presentation (Action)
- B. 2025 Consultant Agreement: Costin Group (Action)
- C. LOS: Mr. Barrett Ziemer, Intermediate Airport Systems Rep, Metropolitan Airports Commission (Action)
- D. RAMS website redevelopment (Action)
- D1. Board Training Choices (Action)
- E. RAMS Personnel Policies (Action)
- F. RAMS 2025 Legislative Priorities (Action)
- G. Executive Director performance review (Action)
- H. Closed Session for Negotiations (Action)
- I. New labor agreement for Executive Director (Action)
- J. New labor agreement for Administrative Assistant (Action)

# 10. Board Member Updates: Around the Table; Member Floor Privileges

#### 11. Future Meetings

- A. December 19 Annual Dinner (ITMEC, Virginia)
- B. January 23 (Reorganizational meeting, NESC)
- 12. Other
- 13. Adjourn