

Dale's School Board Meeting Recap

January 19, 2021, School Board Meeting

Our Mission Together

**Empowering students with
knowledge and skills to succeed.**

Our Vision

**To be the school district of choice, inspiring
excellence in academics, arts, and activities.**

NOTE: This review is authored by the Superintendent, intended as information for the District employees, to keep them informed of the important decisions made by the School Board. This review includes selected items as determined by the Superintendent, and does not include all items of business conducted by the Board. This review is not intended to replace the official minutes of the School Board. Additional information can always be obtained from the official Board minutes or by contacting Dale.

Student Achievement and Support

Student Learning Interventions: Principals Anderson and Bunn provided updates on interventions in place and/or are being planned and researched for potential implementation to assist students in response to increasing learning gaps due to hybrid and distance learning.

Secondary In-Person Transition Process: An update was provided on the process to be followed in determining when consideration may be given to transition some or all Secondary School grade levels to *in-person learning*. Mr. Bunn presented on a proposal to move Grade 6 to *in-person learning* at a date TBD contingent upon Regional Support Team review. Plans to move Grade 12 to *in-person learning* under *hybrid learning* mitigation strategies was presented.

School Learning Model Update: The School Board approved moving forward with transitioning Grade 6 to *in-person learning* as soon as possible contingent upon consultation with the Regional Support Team. The Board also approved moving forward as soon as possible with putting plans in place to move Grade 12 to *in-person learning* within *hybrid learning* mitigation strategies.

School Activities Update: A brief update was provided to the Board including the start of Community Education activities in the two school buildings.

Facility Use Update: Updates regarding the use of facilities by Community Education activities and by other community organizations was shared.

Workforce

Winter Coaching Contracts: The Board approved the following coaching contracts.

- a) Shawn Larson—Head Wrestling Coach
- b) Nate Jensen—Assistant Wrestling Coach
- c) Hunter Eustice—Boys JV Basketball Coach
- d) Tyler Schlaak—Boys C-Squad Basketball Coach
- e) Marc Kruger—Boys JH Basketball Coach
- f) Aaron Gilliland—Boys JH Basketball Coach
- g) John Schultz—Girls JV Basketball Coach
- h) Miles Otstot—Girls C-Squad Basketball Coach
- i) Jake Stork – Girls JH Basketball Coach
- j) Joni Churchill—Cheerleading Advisor

Pay Equity Implementation Report: The Board approved the Pay Equity Implementation Report that is approved every three years. The Board last approved the report in 2018. Pay equity is designed to address the problem of a wage structure in which there is one pay pattern for jobs performed mostly by men and another pay pattern for jobs performed mostly by women. Pay equity primarily affects pay structure, not pay level or pay method. An employer can still have a pay level that is different than other employers. The school district can still pay more to recognized individuals' seniority and performance. One way to do this is to establish salary ranges for each job class and reward employees for seniority, performance, or both by moving them through the salary range. The concept of pay equity includes compensation programs having three parts including:

- a) Pay level—the level an employer pays in comparison to other employers.
- b) Pay structure—the relationships among jobs in an organization.
- c) Pay method—the set of policies and procedures for paying individual employees.

Resolution to Extend Deadline for Leaves Granted by the Families First Coronavirus Recovery Act (FFCRA): The Board approved a resolution extending the requirement to provide up to 80 hours of paid emergency sick

leave and up to 12 weeks of partially paid expanded family and medical leave through the FFCRA that ended December 31, 2020. As part of the stimulus package, employers may voluntarily choose to continue offering FFCRA leave through March 31, 2021. Approving the resolution would result in:

- The qualifying reasons for FFCRA leave do not change
- The caps on the amount of FFCRA leave do not change; employees do not receive a new allotment of FFCRA leave days as of January 1. Rather, whatever FFCRA leave days an employee had not used in 2020 would be available for the employee to use during the first quarter of 2021
- The documentation requirements for the FFCRA leave do not change

The employee must first request Short-Term Telework; and if denied, then could complete the FFCRA leave application.

Superintendent Resignation: The Board approved my resignation effective June 30, 2021.

Superintendent Search Process: Barb Dorn from the Minnesota School Board Association presented a superintendent search proposal. Harold Remme and Ed Waltman with South Central Service Cooperative also presented a superintendent search proposal. The Board plans to discuss further at the January 25, 2021, Special School Board meeting.

Finance

Donations -- We are fortunate to have community members, organizations, and businesses who make donations to the school district. Often the donations are designated toward specific programs or activities. The Board approved the following donations.

America's Farmer Grow Communities			\$2,500.00
Lester Kroeger	Wood Lathe		<u>\$ 250.00</u>
		Total	\$2,750.00
		Total to Date	\$47,638.85

Board Governance

2021-2022 School Year Calendar: The Board approved the 2021-2022 school year calendar. A draft of the calendar was presented to the Board at the December 21, 2020, School Board meeting. No revisions have been made since the December 21 draft.

Miscellaneous

Statewide Enrollment Options: The Board approved the following enrollment options:

- Three (3) resident students are open enrolling out of the district for the 2020-2021 school year to attend other school districts including two (2) students on-line and one (1) student moving to our District but continuing to attend their former district.
- Five (5) non-resident students are open enrolling into the school district including one (1) student for 2020-2021 school year and four (4) students for 2021-2022 school year.