

District Status Report

26 April 2019

2018-2019 Report #39

The purpose for the weekly Status Report is to communicate to members of the School Board important and meaningful information relevant to the business of the school district. The Report is available to the public on the school district's website. Please contact me at 417-2602 if you have any questions regarding information contained in the Status Report. I would also appreciate hearing from you on ways I can improve the Report and make it more meaningful and informative for you.

Dale

Our Mission

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

Our Vision

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

Information – Communication -- Correspondence

1. **Paraprofessional Association Negotiations** – The first negotiations meeting with the Paraprofessional Association is planned for Thursday, May 9, beginning at 7:00 pm in the Board Room. Board team members include: Luke Routh, Travis Routh, Rick Schultz, Karla Christopherson and Dale Carlson.
2. **Teacher Association Negotiations** – The second meeting was held this week on Wednesday. The Board team provided a response to the Association’s initial proposal from the April 1 meeting including:
 - Language revisions reflecting changes in the Fair Share payroll process which the Board team agreed to contingent upon a legal review.
 - Moving to a different compensation model (salary grid) described as a “single step” schedule. The Board team expressed a willingness to explore further.
 - Moving from a “one pay period per month” to a “two pay period per month.” The Board team indicated the District was exploring this possibility. Workability and cost to implement and sustain are the potential barriers.
 - Group Health Insurance was suggested by the Association to come back to at a later date contingent upon potential changes in plans. The Board team indicated it had some interests in generalizing or simplifying the Insurance language.
 - Move to a Professional Leave (or Paid Time Off) model where teachers would receive 12 Professional Days per year and the ability to determine how to use. The Board team responded that it had no interest in considering the Professional Leave model at this time. The Association shared that this interest was identified as most important to the membership.
 - Establishing an “Emergency Leave Bank” for teachers. The Board team indicated a willingness to discuss further but that implementing such a system would require a process that is fair and workable.
 - Unrequested Leave of Absence (ULA) is an interest by both the Association and District, but the proposals are different in several areas.
 - The Association is asking to include language referencing Flexible Learning Days in the Agreement and the Board team responded it did not have interest in doing so.
 - Association asked for revising the pay rate for Early Childhood Family Education teachers. The Board team indicated a willingness to examine the pay rate but not willing to associate the rate of pay with the Association’s salary schedule.

The Board team shared its initial proposal and interests including:

- ULA language revisions attempting to retain high performing teachers; teachers who are certified to teach specific courses; and teachers who are in a specialized position.
- Health Insurance language revisions focusing on reducing the claim risk for any retirees on the District plan; preventing having to do an annual Memorandum of Understanding; and moving to monthly contributions into health saving accounts.
- Establishing a defined number of hours equaling a workday to apply when compensating teachers outside the normal work year and/or workday.
- Establishing an alternative work year calendar for teachers in specialized positions that do not have direct instruction of students.
- Introducing a monetary incentive for teachers to submit their retirement notice by a specified date in order for the District to move forward with recruitment.

The next meeting is scheduled for May 15 beginning at 6:00 pm in the Secondary Medial Center. Board team members include: Rich Mueller, Neil Schlaak, Dan Schmidt, Karla Christopherson and Dale Carlson.

School Board Calendar of Events

May 9, 2019	7:00 pm	Paraprofessional Negotiations – Board Room
May 15, 2019	6:00 pm	Teacher Association Negotiations – Secondary School Media Center
May 19, 2019	7:00 pm	Baccalaureate – High School Gymnasium
May 20, 2019	6:30 pm	School Board meeting – Elementary School Media Center
May 30, 2019	6:00 pm	Teacher Association Negotiations – Secondary Media Center
June 2, 2019	2:00 pm	Graduation – High School Gymnasium
June 4, 2019	2:45 pm	Staff Recognition Program – Secondary School Cafeteria
June 17, 2019	6:30 pm	School Board Meeting – Secondary School Media Center

Dale's Calendar for April 29 – May 3 (As of 4-26-19)

Monday	10:00 am	Check in with Terri
	10:30 am	Check in with Doug
	1:30 pm	Check in with Dave
	2:00 pm	Check in with Karla
	2:30 pm	Check in with Sue
	5:00 pm	BB
Tuesday	9:00 am	Principal Evaluation Conference
	1:00 pm	Nokomis Phone Conference
	2:00 pm	Administrative Team Meeting
	4:30 pm	SB
Wednesday	8:30 am	Region Supt. Professional Development Committee Meeting in Mankato
	9:30 am	Region Supt. Meeting in Mankato
	3:00 pm	Intermediate 288 Meeting in Waseca
Thursday	7:30 am	Safety Meeting
	9:00 am	Principal Evaluation Conference
	2:30 pm	Administrative Team Meeting with Terri
	5:00 pm	SB
Friday	1:00 pm	Prairie Fire Theater

Thank you for all you do!