

District Status Report

31 May 2019

2018-2019 Report #44

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. News From Around the State and Beyond

Funding: [Signing \\$20 billion education budget, Gov. Walz praises bipartisan compromise](#)

Survey: [Parents say bullying is widespread](#)

2. Paraprofessional Association Negotiations – The second meeting was held on Wednesday, May 29. The Board team provided a response to the Association’s initial proposal from the May 9 meeting including:

- Moving from a “one pay period per month” to a “two pay period per month.” The Board team agreed to concept and provided proposed language to move to a two-pay-period-per month model beginning July 1, 2020.
- Move to a Paid Time Off (PTO) model where paraprofessionals would receive a certain number of PTO days per year and the ability to determine how to use. The Board team rejected this request.
- Clarify the process for requesting Personal Leave which the District provided draft language.
- Provide Special Education paraprofessionals option to work remotely on Flexible Learning Days assisting students online. The Board team was not interested in looking at this request.
- Provide paraprofessionals opportunity to complete professional development programs online during Flexible Learning Days and/or days which students do not make up. The Board team indicated its willingness to explore further.
- Clarify with language that paraprofessionals may use a person day on school days are held but the paraprofessionals is unable to travel to work due to weather. The Board team tentatively agreed to this.
- Paraprofessionals requested differential pay for those paraprofessionals who are reassigned on any given day by the Principal. The Board team rejected this request.
- Separate from the negotiated agreement, the Paraprofessional bargaining team shared a request for consideration in allowing part-time paraprofessionals who are part of an approved “job-share” team be able to substitute at a higher rate than other “non-staff” substitutes. The District is exploring further.

The Board team shared its initial proposal and interests that included revising language to reflect the change in Fair Share. No other items were proposed. The Union tentatively agreed to the proposal. The next meeting is scheduled for Wednesday, June 13, beginning at 7:00 am in the Secondary Medial Center. Board team members include: Luke Routh, Travis Routh, Rick Schultz, Karla Christopherson and Dale Carlson.

3. Teacher Association Negotiations –Meeting #4 was held Thursday, May 30. Below is an update on progress made since negotiations started on April 1.

- Language revisions reflecting changes in the Fair Share payroll process which the Board team tentatively agreed to.
- 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 provided draft language that would put a two-pay-period-per-month system in place beginning July 1, 2020.
- Group Health Insurance language revisions has been tentatively agreed on.
- 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 has rejected this request.
- Establishing an “Emergency Leave Bank” for teachers. The Board team indicated a willingness to discuss further but has found the implementation of such a benefit is problematic. The Board team also clarified that any form of a Leave Bank would not be part of the negotiated agreement.
- Unrequested Leave of Absence (ULA) is an interest by both the Association and District. Progress has been made but no tentative agreement at this time.
- Association asked for revising the pay rate for Early Childhood Family Education teachers. The Board team has examined the rate and proposed a dollar amount which has tentatively been agreed on.

From the Board team's initial proposal, progress has included:

- ULA language revisions . . . progress referenced above.
- 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. Tentative agreement reached.
- Establishing a defined number of hours equaling a workday to apply when compensating teachers outside the normal work year and/or workday. Tentative agreement reached.
- Establishing an alternative work year calendar for teachers in specialized positions that do not have direct instruction of students. Tentative agreement reached.
- 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. Tentative agreement reached.

The next meeting is scheduled for June 6 beginning at 5:00 pm in the Secondary Medial Center. Board team members include: Rich Mueller, Neil Schlaak, Dan Schmidt, Karla Christopherson and Dale Carlson.

4. **Graduation 2019** – Board members are invited to attend Graduation on Sunday, June 2, beginning at 2:00 pm in the gymnasium. This is an exciting time for our seniors and their families. Come and celebrate with our students, families, staff, and those throughout the community! Karen Flatness and Rick Schultz have volunteered to represent the Board on stage.
5. **Years of Service and Retirement Recognition** – Please save the date of Tuesday, June 4, at 2:30 pm in the Secondary School Commons where all staff will gather to celebrate those achieving significant milestones in their service to the school district and to education. We will also be recognizing staff members who are retiring from the school district.
6. **Design and Build Update** – The Building and Grounds Committee has set Construction Manager interviews for Monday, June 10, and will have a recommendation for Board consideration ready for the June 17 Board meeting. The Committee will be interviewing three companies. Please call with questions!
7. **Quarterly Check ins** – Sue Kulseth is in the process of scheduling your quarterly check-in. Dates are targeted for June 12 (8 am – 7 pm), and June 13 (8 am – 4 pm). If these dates and times don't work for you, we will find a time that does.
8. **Summer Board Work Sessions** – As shared at the Board meeting, I encourage the Board to schedule a Budget work session this summer. We have targeted the weeks of July 8 or July 15 as potential times to hold a work session. The July regular School Board meeting is July 15 so we may want to first look at Monday, July 8, or Tuesday, July 9. We will follow-up with Board members to see what the best dates would be.

The Board also meets annually in July/August to conduct a self-evaluation of the Board's work over the past year and then sets goals for the coming year. That Board has also set the Superintendent's work goals for the upcoming school year at this time as well. If not in July, we will need to set a work session in early August for the purpose of the Board's self-evaluation and goal setting.

9. **IEA Lead-in Water Testing** – IEA collected a total of 44 water samples from identified potable water sources on April 18, 2019 for lead analyses. Results showed the sampled fixtures showed lead levels below the EPA action level. Based on the sample results, no further action is required at this time.

School Board Calendar of Events

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| June 2, 2019 | 2:00 pm | Graduation – High School Gymnasium |
| June 4, 2019 | 2:45 pm | Staff Recognition Program – Secondary School Cafeteria |
| June 6, 2019 | 5:00 pm | Teacher Negotiations – Secondary School Media Center |
| June 10, 2019 | 2:45 pm | Building and Grounds Committee Meeting – Board Room |
| June 12, 2019 | 7:00 am | Paraprofessional Negotiations – Board Room |
| June 17, 2019 | 6:30 pm | School Board Meeting – Secondary School Media Center |
| July 15, 2019 | 6:30 pm | School Board Meeting – Elementary School Media Center |

Dale's Calendar for June 3 - 7 (As of 5-31-19)

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| Monday | | Out of the District |
| Tuesday | 9:00 am 2:15 pm | Check in with Sue Staff Recognition Social with program at 2:45 pm |
| Wednesday | 8:00 am 9:00 am 1:00 pm 3:30 pm | Teacher staff development Meeting with Wright Specialty Phone Conference with Northland Administrative Team Meeting |
| Thursday | 8:00 am 2:30 pm 5:00 pm | Board Meeting Agenda Planning with Board Chair Administrative Team Meeting with Terri Teacher Negotiations |
| Friday | | Out of the District |

Thank you for all you do!