

# *District Status Report*

*28 June 2019*

*2018-2019 Report #47*

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. **Design and Build Update** – Knutson Construction was chosen to serve as Construction Manager. ISG and Knutson will be meeting with our teacher user groups on July 15 to continue with the design discussions.
2. **Summer Board Budget Work Sessions** – Sue Kulseth is in the process of contacting Board members regarding three potential dates including:
  - Wednesday, July 31
  - Monday, August 5
  - Tuesday, August 6
3. **Bond Sale Public Meeting** – Northland Securities will be holding a public meeting regarding the sale of our bonds on Tuesday, July 9, beginning at 6:00 pm in the Secondary School cafeteria.
4. **School Age Care** – As a follow-up to the Board presentation by Macy Whiteside, she is planning to present a recommendation to the Board on July 15 to move forward with a proposal. Please let me know if you have specific questions.
5. **School Board Self-Evaluation and Goal Setting for 2019-2020** – In recent years, the Board has held a work session in July or early August to conduct a self-evaluation of the prior year just ending and then develop Board goals for the coming year. I will work with Chair Rick Schultz to identify some possible dates and then poll the Board.
6. **Teacher Association Negotiations** – Meeting #6 was held Tuesday, June 25. 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 has tentatively agreed to.
  - 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. There is a tentative agreement reached.
  - 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 Association withdrew this request.
  - Increase of annual person days from two to three. The District tentatively agreed to this request keeping a maximum cumulative total to no more than five.
  - Establishing an “Emergency Leave Bank” for teachers. The Association withdrew this request.
  - Unrequested Leave of Absence (ULA) is an interest by both the Association and District. A tentative agreement has been reached.
  - 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.
  - The Association presented an initial financial package costed at about a 6.8% increase over two years. The proposal included a combination of a percent and dollar amount to each member; the additional personal day, a 2% increase in extra curricular advising/coaching; and a \$50 increase in TSA match. On June 6, the Association first proposed a 6.2% total package over two years. Following a counter offer from the District, the Association then proposed a 5.58% total package over two years. No tentative agreement reached.

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 District responded to the Association’s financial proposal with a package costed at about 4.287% over the two years. The proposal included a combination of a percent and dollar amount to each member; the additional personal day, a 2% increase in extra curricular advising/coaching; and a \$50 increase in TSA match. On June 6 following the Association’s first proposal, the District proposed a total package increase over two years of 4.785%. Following a counter by the Association, the District proposed a 5.093% two-year total package. No tentative agreement was reached.

The Association shared it needed to go back to their membership to report. The Board team also shared it would need to meet with the full Board to determine additional strategy. A closed session is planned for July 15. Board team members include: Rich Mueller, Neil Schlaak, Dan Schmidt, Karla Christopherson and Dale Carlson.

## School Board Calendar of Events

|                       |               |   |
|-----------------------|---------------|---|
| July 9, 2019          | 6:00 pm       | Bond Sale Public Meeting by Northland – Secondary School Cafeteria  |
| July 15, 2019         | 6:30 pm       | School Board Meeting – Elementary School Media Center               |
| <b>July TBD, 2019</b> | <b>TBD pm</b> | School Board Budget Work Session                                    |
| August 19, 2019       | 6:30 pm       | School Board Meeting – Secondary School Media Center                |
| August 29, 2019       | 8:00 am       | Staff Breakfast hosted by School Board – Ellendale Methodist Church |

## Dale’s Calendar for July 1 - 5 (As of 6-28-19)

|                   |         |   |
|-------------------|---------|---|
| Monday            | 1:30 pm | Check in with Dave                                    |
|                   | 2:00 pm | Check in with Karla                                   |
|                   | 2:30 pm | Check in with Sue                                     |
| Tuesday           |         | In the District                                       |
| Wednesday         | 8:00 am | School Board Meeting Agenda Planning with Board Chair |
| Thursday – Friday |         | Out of District (Office Closed on Thursday)           |

Thank you for all you do!