

Dale's School Board Meeting Recap

January 16, 2018 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

Teaching and Learning Feature – 5th grade student representatives presented on their study of the book “Wonder.” A great experience for the students as it served as an anti-bullying project. Thank you to the 5th grade staff for making the experience possible for the students. Drew Paukert also shared with the Board the generous donation by the PTO to cover the expenses for the students to see the movie *Wonder*. Outstanding!

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.

Maple River Park Assoc	Room Dividers Title 1 Room	\$850.00
Builders First Source	Shop T-shirts	\$100.00
Mower County Farmers Mutual	FFA Donation	\$100.00
Total		1050.00

Unpaid Meal Charge Board Policy 534 Second Reading -- The Board approved the second reading of a new Board Policy 534 Unpaid Meal Charge after approving the first reading at the December Board meeting. The new policy clarifies that a student may charge a regular meal regardless of the status of the account which is consistent with our long standing practice. The policy also outlines specific steps for the District to work with the parent or family to resolve an unpaid account.

Pay Equity Implementation Report -- The Board approved the Pay Equity Implementation Report which is reviewed and approved every three years. 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 recognize 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:

1. Pay level—the level an employer pays in comparison to other employers.
2. Pay structure—the relationships among jobs in an organization.
3. Pay method—the set of policies and procedures for paying individual employees.

Thank you to Corrine Schuller and Karla Christopherson for their meticulous work on the report.

Workforce

Teacher Salary Schedule Lane Change Requests – The Board approved lane changes for both Renee Moravec and Jessica Williams who have completed the necessary graduate coursework to move lanes. Congratulations to Renee and Jessica and thank you for your commitment to your professional development.

Spring Coaching Contracts – The Board approved the following coaching contracts for Spring 2018. Thanks to each of you for your time, commitment and dedication in providing wonderful opportunities for students to grow and develop in activities that support our mission and vision as a school district!

- Duey Ferber--Head Track & Field Coach
- Jay Crabtree—Assistant Track & Field Coach
- Chuck Crabtree—Assistant Track & Field Coach

- Corrine Schuller—Junior High Track & Field Coach
- Brad Root—Head Golf Coach
- Pat Churchill—Junior Varsity Golf Coach
- Drew Paukert—Head Baseball Coach
- Mark Lee—Junior Varsity Baseball Coach
- Ryan Nissen—Junior High Baseball Coach
- Shawn Larson—Junior High Baseball Coach
- Wendy Schultz—Head Softball Coach
- Junior High—Softball Coach

Letter of Assignment Renewals – The Board approved the following individual Letter of Assignment renewals for 2017-2019:

- Corrine Schuller -- Payroll Manager
- Karla Christopherson -- Business Manager
- Doug Anderson – Elementary Principal
- David Bunn – Secondary Principal

Education Minnesota – Teacher Master Agreement 2017-2019 – The Board approved the 2017-2019 Master Agreement with the Teacher Association. Thank you to Board team members Mark Tollefson, Dan Schmidt, Neil Schlaak, and Karla Christopherson; and Teacher Association team members Deb Bently, Mark Domeier, Kathy Meyer, Pat Churchill, Jamie Radtke, and Brenda Dobberstein for their time and commitment to the process!

Interim Assistant Lead Custodian Position – The Board approved an Interim Assistant Lead Custodian position at the Elementary School to be in place from January 22, 2018 through June 30, 2018. The interim position is in response to the ongoing vacancy of the Lead Custodian position at the Elementary School which the District intends to repost in the spring. The position was posted internally within the Custodial Department.

Part-time (7 hrs/week) Health Office Assistant Position – The Board approved moving forward with the addition of a part-time (7 hour per week) Health Office Assistant to assist the School Nurse with enhancing our health services to better serve our students and staff as we continue to experience an increase in needs. The position has been posted on the website and in the staff breakrooms.

Facilities

ISG Services Proposal – The Board approved the proposal for services from ISG to assist the Board in moving forward with its goal of developing a facility plan. The services include:

- Assist with Board work sessions
- Assist with identifying potential funding sources
- Assist with the facilitation and planning of potential “task force” work
- Lead in the development of schematic concepts and associated cost estimates
- Assist with communication efforts

As I have shared with staff in recent weeks and months, the Board has been taking a thoughtful and methodical approach to developing a facility plan that will meet the needs of our students, staff and community for years to come. Since the failed June 2015 referendum vote, the Board has:

- engaged the community with a post-referendum survey
- developed a strategic plan that includes a Facilities Focus Area with the objective of *ensuring the facilities and infrastructure of the school district are designed to optimize staff performance and student learning in a safe, sustainable, and attractive environment*

- completed a comprehensive assessment of all facilities in the School District (ISG)
- requested the input from faculty to assist in identifying the educational programming vision for the next 5, 10, and 20 years, and how it is impacted by our current facilities

The Board is now ready to begin the important work of identifying priority needs and concerns pertaining to facility improvements and developing a plan to address those needs. Your involvement will continue to be critical to successfully completing a facility plan that will serve the District for many years to come, and then make the plan a reality. Do not hesitate to visit with Mr. Anderson, Mr. Bunn, or me with questions.

School Perceptions Survey Proposal – The Board approved the proposal for services from School Perceptions to move forward with the development, administration, and analysis of the results of a community survey focused on facility planning. Coupled with the work that will be led by ISG, School Perceptions will work closely with the Board to engage the community in a survey that will be similar, but also have a different focus from the 2016 survey. Stay tuned as the development of the survey progresses.