

Meeting was called to order by Gary Michael at 6:36pm

Members in attendance: Jon Bakken, Brenda Heuss, Troy Tolzman, Gary Michael, June Rezac

Members absent: Jay Schneider and Jeff Stangler

Superintendent John Regan also in attendance.

Bakken made a motion to approve the agenda, Heuss amended the motion to include discussion of moving the weight room and with that addition seconded. Motion passed 5-0

Information/Discussion:

### **Substitute Pay/Policy 426**

Members reviewed policy 426 which directly links to substitute pay. Pay for substitutes currently set at a tiered system of 1-10 days \$150 per day, 11-20 days \$ 175 per day, and 21+ days \$200 per day.

Previous discussion included rolling over “days” to the next year.

Michael brought up the possibility of eliminating ½ day pay. Subs would be paid the daily rate regardless of time spent working. He also inquired about when school is closed prior to the ½ day due to an emergency or inclement weather. Regan gave examples of when ½ day pay would be applicable, such as a coach leaving for a meet or game. Regan also advised if someone was scheduled as a full day substitute and school was canceled due to emergency or inclement weather, they would be paid their rate for the day.

Bakken advised Faribault and possibly JWP, pay \$200 per day for substitutes. Rezac confirmed Faribault but was unsure of JWP's rate.

The following would go to the regular meeting to be voted on: daily substitutes “on call” would retain partial day pay language, daily sub pay would be \$200, long term sub pay language stays the same.

### **K-4 Class Size Discussion**

Members shared with Regan concerns of maintaining small classroom sizes in K-4. The members feel this is something that we strive for in our district.

Regan shared current stats of projected 2023/2024 K-4 classroom sizes. Members and Regan discussed budgetary impacts of additional staffing. Members and Regan discussed impacts of larger classroom sizes on students and staff. Regan will keep members apprised of fluctuations in class size or or of any changes needed as we approach the 2023/2024 year.

### **Review of Valedictorian Wording in the Handbook**

Regan presented two phases for the valedictorian/salutatorian language for the student handbook:

2023/2024 Phase 1:

>Maintain a Valedictorian/Salutatorian for the Class of 2024

>Valedictorian honors are earned by holding the top GPA amongst the class regardless of the number of credits or type of credits earned at or beyond handbook requirements (PSEO, General Ed, etc.)

>Valedictorian honors will be offered the ability to speak at commencement.

>Salutatorian honors are earned by holding the second best GPA in the class regardless of the number of credits earned or type of or type of credits earned at or beyond handbook requirements (PSEO, General Ed, etc.)

>Salutatorian honors will be offered the ability to speak at commencement.

>There may be multiple Valedictorians and Salutatorians among the class based on the above criteria. Valedictorian and Salutatorian honors will be announced after quarter three grades are confirmed.

>Students who have earned overall high school GPAs at or above 3.333 will be recognized as an honor student and receive honor cords. Students who have earned overall high school GPAs at or above 3.667 will be recognized as a high honor student and receive honor cords. Honor recipients will be determined after quarter three grades are confirmed.

#### 2024-2024 Phase II

>Elimination of Valedictorian/Salutatorian, continuation of honor and high honor student recognition.

>Students who have earned overall high school GPAs at or above 3.333 will be recognized as an honor student and receive honor cords. Students who have earned overall high school GPAs at or above 3.667 will be recognized as a high honor student and receive honor cords. Honor recipients will be determined after quarter three grades are confirmed.

>Any student who maintains a 4.0 GPA will receive recognition with a medallion.

>Student speakers at commencement will be open to the entire class of those in good standing and will meet the requirements for graduation at commencement. Students will be required to submit their speech and present to the principal and senior class advisors. The staff will select a student speaker(s) after all students who submit and present.

Members inquired if class rank would still be in place. Regan stated that rank/GPA would still be computed in the same way.

Heuss advised that rank is an important piece of scholarship/college acceptance. Bakken advised that there are some students that set the goal that they are going to be top in ninth grade so making changes could cause frustration on the students' part. Tolzman asked why the GPA bar was changed to 3.333 vs. 3.0. Bakken also advised that 3.0 is what we've done in the past.

Heuss also expressed that an MVP of the class be measured by the GPA but also by the full extent of the rigor of courses taken while achieving that GPA. Bakken suggested pushing these phases out a year.

Rezac expressed that the progression of phases as presented by Regan was ok as written but agreed with Tolzman that the 3.0 level should be kept as is.

Michael advised that review of this language now prior to review/approval of the student handbook is important so that there's not a delay in approval prior to the beginning of the school year.

Members agreed we should be retaining the 3.0 GPA and 3 tiers of honor cords be utilized.

Regan will communicate discussion points with administrators regarding phases and 3.0 GPA when drafting language for student handbook.

#### **Weight Room Moving/Not Moving**

Heuss asked Regan to expound on any rumors of the weight room moving/not moving prior to the Nexus goals being detailed. Regan advised that the weight room will not be moving at this time, mostly because it's a possibility that a move now would mean we would have expense of moving it twice. Heuss expressed that she

understood that there was a possibility of educational areas being disrupted due to the move and that was her concern with this change in addition to the pre-emptive Nexus move.

### **Staff Engagement Survey**

Heuss gave an explanation of the Staff Engagement Survey as reported by the MSBA. The MSBA did a wonderful job of summarizing and keeping the comments anonymous. They were wonderful to work with.

MSBA reported:

71 people participated in the survey.\*

Staff were asked to indicate the following areas:

Admin/Secretarial 11.27%

Teacher 70.42%

Para 14.08%

Food/Facilities/Transportation 4.32%

\*indicates the % of participants who took the survey in that category.

She also indicated that normally when conducting this type of survey, we would set a standard or benchmark that we wish to attain. The district would use this standard to measure how far away those answers who “agree/strongly agree” are from the standard and then set goals from there. In other words, which metrics are being met and which need work.

Because of how low the total percentage indicators were, Heuss chose a standard of 60%. Heuss also explained that there are some questions that speak directly to our mission or goals as a district. This standard was set at 75%. Lastly, Heuss showed, based on industry standards comparatively there are some questions that were considered critical low. These are questions that are important and would also be an important part of goal setting.

Lastly, the “neither agree nor disagree” don’t count towards anything in measuring the standard.

The responses to questions were briefly touched on.

Members were happy that we received a response, but disappointed that the food service/busing/grounds didn’t respond in higher numbers. Regan indicated sometimes it’s easier to get a metric from smaller groups by polling them individually.

Tolzman indicated that one of the standards with some of the lowest percentages and also indicated in the comments stemmed from communication. Rezac agreed.

Heuss brought up based on the standards shown what kinds of goals do we want to set to correct the issues identified. Regan indicated that it would be his job to work at correcting the areas identified in the survey. Heuss and Rezac agreed we didn’t want to lose momentum on creating goals with these results.

Michael mentioned the August Work Session as a meeting to talk goals stemming from the survey and to give a timeline for Superintendent search to Regan. Regan indicated that we would also add policies to the July/August Workshop/August Reg. Mtg.

Bakken stated that we have a problem. That problem needs to be fixed. We need to work together to fix it. The members agreed, the survey clearly identified that there’s a problem and that we need to work together to fix

the areas identified in the survey. The members also indicated that they would be doing another survey next year.

The members determined that we would meet on August 10, set goals with John Regan regarding facilities and survey results.

Motion to adjourn by Bakken second by Rezac at 8:18pm Motion passed 5-0

Attest: June A Rezac