

Date: July 1, 2015  
To: School Board  
From: Dr. Malone  
RE: Meeting Notes, July 6, 2015

## 2A. Superintendent's Report

- i. The MSBA Summer Seminar is Monday, August 3<sup>rd</sup> at the Minneapolis Marriott Minneapolis, Northwest, Brooklyn Park. The programs look excellent <http://www.mnmsba.org/Portals/0/PDFs/SummerSeminarBrochure2015.pdf>. Please inform me if you would like to attend.
- ii. I will be attending the MDE annual superintendent conference at the same location on Tuesday August 4<sup>th</sup> and Wednesday August 5<sup>th</sup>.
- iii. The budget adjustment approved last March included a projected cost reduction of \$20,000 from the Building and Grounds/Transportation programs. The actual savings should be \$82,000, which includes: completing bus repairs/maintenance in house instead of contracting, and the new Director of Transportation and Director of Building & Grounds contracts.
- iv. Parents and staff members were recently surveyed to determine items to be included in a referendum question this fall. 492 parents and 137 staff members responded to the survey. Respondents prioritized school programs and service, eliminated in recent years due to budget reductions, to be added back. The top two choices for parents and staff members were to add classes to the high school and to increase specialist time for grades K-8 (may include art, media, music and phy ed.) The administration is developing a recommendation, based on the survey results, which will be presented to the school board next month. Additional information and school board action regarding the fall referendum will also be on the August agenda.

2C. Greg Vandal, contracted by the school board to complete "An Examination Of Administrative Capacity For The Becker Public Schools" will be present. Dr. Vandal would like to clarify the school board's expectations of his work.

## 3. Consent Agenda

**C. I recommend approving the personnel items as presented (enclosed).**

- D. Policy 706 Acceptance Of Gifts permits the school board to accept donations or gifts under the terms of the policy. **I recommend accepting the gifts as described on the enclosure.**
- E. Negotiators for the Becker Administrator Association (Principals) and the school district (Aaron and Phil) have reached a tentative agreement on a contract. The total package increase is 7.66% over 3 years. **I recommend approving the contract.** The contract changes are as follows:

## **ARTICLE VII ADDITIONAL COMPENSATION**

### **Section 2. Health Insurance:**

**Subd. 1.** Single Coverage. The School District shall contribute 100% of the premium for the 2013-2014 and 2014-2015 2015-2016 and 2016-2017 and 2017-2018 school years not to exceed \$775 monthly for all full time principals employed by the School District who qualify for and are enrolled in the School District group insurance and hospitalization plan. Any additional cost of the premium shall be borne by the employee and shall be paid by payroll deduction. If a principal selects a plan that meets the Internal Revenue Service requirements to be used in conjunction with a Health Savings Account (HSA), the District will contribute the following amount on a monthly basis for the 2013-2014 and 2014-2015 2015-2016 and 2016-2017 and 2017-2018 school year: \$700 \$775. This amount will first be applied to the insurance premium. The remaining amount, if any, shall be paid by the district into a Health Savings Account (HSA) in the employee's name on a monthly basis. The employee may choose to contribute to their HSA account through payroll deduction up to the applicable IRS limits.

**Subd. 2.** Dependent Coverage. The School District shall contribute 100% for 2013-2014 and 2014-2015 2015-2016 and 2016-2017 and 2017-2018 school years not to exceed \$2050 monthly towards the premium for dependent coverage for all principals employed by the School District who qualify for and are enrolled in the School District group health and hospitalization plan and who qualify for dependent coverage. Any additional cost of the premium shall be borne by the employee and shall be paid by payroll deduction. If a principal selects a plan that meets the Internal Revenue Service requirements to be used in conjunction with a Health Savings Account (HSA), the District will contribute the following amount for the 2013-2014 and 2014-2015 2015-2016 and 2016-2017 and 2017-2018 school year: \$1,700 1800. This amount will first be applied to the insurance premium. The remaining amount, if any, shall be paid by the district into a Health Savings Account (HSA) in the employee's name on a monthly basis. The employee may choose to contribute to their HSA account through payroll deduction up to the applicable IRS limits.

**Section 8. Supervision Compensation:** Principals assigned supervision as approved by the superintendent for activities, school events and music or band concerts, in the evening hours will be compensated at a rate of \$75 per evening. For weekend events, the rate of supervision shall be \$100.

**Section 9. SBT Compensation:** Principals are required to serve on the Building Site-Based Team. Principals shall earn a \$300 stipend for serving in this role.

## **Section 10. Miscellaneous**

In the event of an administrator's death, the administrator's estate will be paid for the funds in Article 7, section 3 (Medical Reimbursement); and Article X, Section 9, Subd. 2 (Personal Leave), Article XII, Section 2 (Severance Pay), Article XII Section 3 (Unused Sick Leave). Additionally, health and dental insurance premiums will be continued by the district until the following June 30<sup>th</sup>.

## **ARTICLE X LEAVES OF ABSENCE**

### **Section 8. Professional Leave:**

**Subd. 3.** Professional leave may be granted for attendance at postgraduate level classes at a college/university. Such leave must not exceed twenty-five (25) percent of a workday and must be part of a program, which leads to an advanced degree. This leave may only be used during one both semesters a year and must be preapproved by the Superintendent.

## **ARTICLE XII**

### **RETIREMENT INCENTIVE**

**Subd. 2.** Principal shall have completed ten years of continuous service with the School District to qualify for single benefits and 13 years of continuous service with the School District to qualify for family benefits. All principals hired after 7/1/04 shall have completed fifteen (15) years of continuous service with the School District.

## **ARTICLE XIV TERMS OF CONTRACT**

This Agreement shall be in effect for a period of (2) (3) years: July 1, 20135- June 30, 2015~~8~~.

All aspects of the agreement will be retroactive to July 1, 20135, except where otherwise stated and agreed to.

### Education Factor:

The principal education factor is defined as any Principal or Assistant Principal with a valid Doctoral Degree from an accredited program who shall earn an additional .01 factor on the Appendix A worksheet per contract.

## **APPENDIX A**

### **Salaries and Benefits Costing**

Base Salary: 2.25% per year for each of the three years (this represents a 7.66% total package for the three years (2.55% total package per year).

F. Policy 533 Wellness requires that the school board be provided an annual report for the district's compliance. **I recommend accepting the 2014-15 Wellness Report** (enclosed).

G. **I recommend approving the 2015-16 Fee Schedule** (enclosed).

- i. The Federal Healthy, Hunger-Free Kids Act, PL 111-296 was enacted in 2010. The legislation authorizes funding and sets policy for The USDA National School Lunch Program. Additional federal funding helps to offset the cost of additional nutritional requirements. However, a minimum local share is also required. Public schools are required to calculate the weighted average meal price annually, and increase by \$0.10 per meal until reaching the federal requirement, which is currently \$2.70 per meal.
- ii. Substitute teacher rates were revised after conducting a survey of rates for area schools.

H. St. Cloud State University is requesting that local school boards approve a 5 year agreement for the placement of student teachers. Previously, the agreement was signed annually by the superintendent. **I recommend approving the Memorandum of Agreement For Student Training Experience with SCSU.**

I. The preliminary Student Handbooks for 2015-16 are enclosed. The content of the four handbooks has been sequenced in the same fashion. The formatting and pagination issues, which appear on boardbook, display properly in the original documents. Lunch prices and additional staff changes will be corrected in the weeks ahead. **I recommend approving the student handbooks as presented.**

J. MS 123B.57 requires that school districts submit a health and safety program revenue application, which includes a budget to MDE each year to receive funding. The revenues are included in the approved FY 15 and 16 General Fund Budgets. The required form is enclosed. **I recommend approving the Health and Safety Program Revenue Application.**

**K. I recommend accepting health insurance bid from Health Partners.**

The Health Insurance Transparency Act (HITA) requires school districts to seek at least three bids from health insurance providers every two years, unless agreed to by the largest bargaining unit for a longer term. Public Employers Insurance Program (PEIP) must be included as one of the three initial bids.

Request for bids sent to Health Partners, BCBS of MN, Preferred One, Medica and PEIP. The bids were opened at the same time in the presence of the exclusive representatives. (April 28, 2015 at 3:30pm).

The district negotiated with the providers and enacted a second sealed bid process. Bids were opened on May 19, 2015 at 3:30 pm, in the presence of the exclusive representatives. Health Partners reduced their cost for the second bid.

The district will remain with Health Partners for another two years. The fixed cost, for administration of the plan, access to the provider network, and reinsurance will remain the same over the next two years. As a self-insured organization, premiums

are determined by the school district based on claims incurred. The premium, to be effective October 1, will be determined by the school district in August when more claim data is available.

**4. I have received no input on the following policies and recommend they be adopted:**

1. 406 Public And Private Data: Reflects legislative changes relative to the release of data in certain situations.
2. 613 Graduation Requirements: Updates graduation requirements pursuant to statutes and rules.
3. 206 Public Participation In School Board Meetings/Complaints About Persons At School Board Meetings And Data Privacy Considerations: Updates policy pursuant to MS 13.09
4. 427 Workload Limits For Certain Special Education Teachers: This is a new policy required per Minn. Rule 3525.0210

**5. I recommend a first reading for the following policies:**

- A. Policy 410 Family And Medical Leave Policy: The updates reflect numerous state and federal statutory changes since the policy was adopted in 2005.
- B. Policy 4134 Harassment And Violence: The updates reflect several state and federal statutory changes, including MS 121A.031 (School Student Bullying Prohibition), since the policy was last updated in 2009.

6. Last month the board indicated interest in completing and discussing a survey regarding board-superintendent responsibility at a Board Governance Education Workshop. The complete survey is attached. I will distribute this in electronic survey format for discussion at the workshop. **The school board should set a time and date for the workshop.**
7. The administration discussed the proposed goals as requested by the school board. The administrative recommendation is attached. The recommendation is to change the syntax to increasing the positive instead of decreasing the negative. (Enclosed).
8. Strategic Planning: The school board categorized the 2015 stakeholder input into the eight exit outcome areas last month. The school board should review the placement of ideas in the various exit outcome areas. (Enclosed).