

Superintendent Comments February 24, 2025

1. Resolution of Non-Concurrence 2024-25

I recommend a motion to accept receipt of the Resolution of Non-Concurrence as presented. A Resolution of Non-Concurrence by a Native tribe in Minnesota for school districts is a formal statement expressing the tribe's disagreement with how a district is meeting the educational needs of Native students. This resolution is typically issued under the Minnesota Indian Education Act, which requires districts to engage with American Indian Parent Advisory Committees (AIPACs) on issues impacting Native students. If the local AIPAC determines the district is not adequately addressing concerns—such as curriculum, cultural inclusion, or student support—it may pass a resolution of non-concurrence. This triggers a process requiring the district to respond in writing within 60 days, collaborate with stakeholders, and implement improvements to better serve Native students.

2. 2025 Teacher Seniority List

I recommend a motion to approve the 2025 teacher seniority list. Seniority lists are used to document the placement of staff members on the seniority list and need to be approved annually. HR Director Kelsie Kuyath updates the list and sends it to the union to be reviewed. It is not uncommon for there to be changes noted before bringing the list to the board for final approval. Once it has been approved by the board, it is the official order of hire should there need to be reductions in staffing.

3. Revised FY2025 Budget

I recommend a motion to approve the revised FY25 budget as presented. The preliminary budget must be passed by June 30th of each year. At that time there are a number of unknowns that come into focus as the year progresses. The revised budget reflects the changes.

4. 2025 Three Year Policy Review - MSBA Updates

I recommend a motion to approve the review of the following updates:

The following policies have MSBA recommended revisions:

- 522 title IX Sex Discrimination Policy, Grievance Procedure and Process
- 619 Staff Development for Standards
- 623 Mandatory Summer School Instruction
- 707 Transportation of Public School Students
- 802 Disposition of Obsolete Equipment and Material
- 908 Social Media Policy

5. School Board Compensation

The compensation for the school board for 2023-24 is below. The board is required to set their compensation on an annual basis.

In 2021 the board adopted a long-term pay plan to streamline yearly discussions on board pay and put them into effect before elections and seating new members.

Below is the adopted schedule.

| Position | 2021 | 2022 | 2023 | 2024 |
|-----------------------|--------------|--------------|--------------|--------------|
| Chair | \$4,200 | \$5,200 | \$5,400 | \$5,600 |
| Vice-Chair | \$3,500 | \$4,200 | \$4,400 | \$4,600 |
| Clerk | \$4,000 | \$4,700 | \$4,900 | \$5,100 |
| Treasurer | \$3,500 | \$4,200 | \$4,400 | \$4,600 |
| Directors | \$3,500 | \$3,700 | \$3,900 | \$4,100 |
| Negotiations Meetings | \$30/meeting | \$30/meeting | \$30/meeting | \$30/meeting |

6. BSU Advisor

The question was raised about making the Black Student Union advisor a paid position. The coach and advisor salary schedule is part of the negotiated teacher contract. If the board decides to add the BSU advisor to the list, it would require an MOU with the union, or wait until it can be negotiated into the contract. **My recommendation is to have the negotiations committee review the positions within the categories.** This could then be discussed at the workshop in March with a recommended resolution for the March business meeting.

7. Jefferson Building