

Date: May 30, 2013

To: School Board

From: Dr. Malone

RE: Meeting Notes, June 3, 2013

2A. Superintendent's Report

I. Congratulations to the staff, administrators, and students for an excellent school year. Four major achievements stand out over this past year in alignment with district-level goals:

- a. First, is PLC's (or professional learning communities). A PLC is a group of teachers committed to working collaboratively in an ongoing process of collective inquiry and action research to achieve better results for students. This year, teachers began to use PLC's as a framework to determine what we want students to know (or Essential Learning Outcomes), do they know it (or common assessments and data analysis), what do we do if students don't know it (or intervention), and what do we do if students already know it (or enrichment). Our PLC groups met on Wednesday mornings before school. While many of our PLC's are still a work in progress, I am impressed by the professionalism and commitment of our teachers to undertake this effort for the benefit of our students. I have no doubt that the good work done in our PLC's this year will lead to increased student academic achievement.
- b. Next, is the Marzano instructional framework. The Marzano Framework provides teachers and administrators with a research-based model for providing quality instruction, while also taking into account the needs and abilities of individual students. The Marzano framework is based on decades of research and utilizes proven strategies to increase student achievement. Through staff development this past year, teachers better understand the Marzano Framework and have begun to embed it in classroom instruction. The Marzano framework is a professional development tool for teachers that simultaneously improves student achievement.
- c. Ramp Up To Readiness™, creates a culture that expects post-secondary education and training for all students. It is a school-wide program designed to increase the number and diversity of students who graduate from high school with the knowledge, skills, and habits necessary for success in a high-quality college program. Through participation in Ramp-Up to Readiness™, students in grades 6-12 progress toward readiness in five areas: Academic, Admissions, Career, Financial, and Personal and Social Readiness. Our school district made significant progress in Ramp Up To Readiness this year. Additionally, the program lead to a

school board goal for next year that 90% of high school seniors will apply to a postsecondary institution.

d. Finally, the approval of the building bond last November has provided funds to update all the school facilities, including needed maintenance and other facility and site improvements. Construction of a high school auditorium and swimming pool are also included. This project will provide quality facilities to meet the educational needs of our students for generations to come.

II. A summary of the 2013 Legislative Session, pertaining to public education is enclosed. The major changes include a 1.5% basic formula increase for FY 14 and FY 15 as well as funding for full-time kindergarten beginning in the fall of 2014.

Joe Prom and I are interpreting various aspects of the 2013 legislation as it applies to Becker. The legislation prohibits school district operating referendum for FY 15 (fall 14 elections) with two exceptions 1) school districts that failed an operating referendum in 2012, 2) districts that pass a resolution of intent to conduct a FY 15 referendum by June 30. MSBA recommends option 2. We will provide further information at the July board meeting including financial implications.

III. Joe Prom and I will present FY 15 operating referendum (fall 14) scenarios to the school board at the July meeting. The presentation will include revenue generated by various per pupil referendum amounts and the corollary tax impact.

3. Consent Agenda

C. I recommend approving the personnel items as presented.

D. I recommend approving the following individual contracts, which were negotiated and approved by the board’s Individual Contract Negotiations Committee:

5/22/13	Director of Business Services, Joe Prom											
	salary	sal inc %	PERA	fica	100K term life	ltd	med reimb	Dental	Health Ins	403(b) Match	District Cost	Cost Inc %
2012-13	\$87,600		\$6,351	\$6,701	\$214	\$622	\$1,350	\$0	\$18,276	\$2,000	\$123,114	
2013-14	\$89,400	2.1%	\$6,482	\$6,839	\$202	\$0	\$0	\$1,213	\$18,600	\$2,500	\$125,235	1.72%
2014-15	\$91,200	2.0%	\$6,612	\$6,977	\$202	\$0	\$0	\$1,213	\$19,200	\$2,500	\$127,903	2.13%
2015-16	\$93,600	2.6%	\$6,786	\$7,160	\$202	\$0	\$0	\$1,213	\$19,200	\$2,500	\$130,661	2.16%
		6.7%										6.0%
Notes:	-Health insurance language changing from "full single or family" to monthly maximum defined contributions.											
	-Long-term disability premium changing from district to employee cost.											
	-Dental insurance monthly contribution added.											
	-Medical reimbursement benefit removed.											
	-Ability to convert sick days to personal days on a 3:1 exchange removed.											
	-Personal leave language removed (2 days) and vacation accrual increased (from 20 to 22). Vacation carryover changing from 10 to 11 days.											
	-Matching annuity increased from \$2,000 to \$2,500 per year.											

5/22/13			Director of Curriculum & Instruction, Jean Duffy										
	salary	sal inc %	TRA	fica	100K term life	ltd	Med Reimb	Phone Reimb	Dental	Health Ins	403(b) Match	District Cost	Cost Inc %
12-13	\$86,000		\$5,629	\$6,625	\$214	\$611	\$1,250	\$600	\$1,213	\$18,276	\$2,000	\$122,417	
13-14	\$87,400	1.6%	\$6,160	\$6,732	\$202	\$558	\$1,000	\$600	\$1,213	\$18,480	\$2,500	\$124,845	1.98%
14-15	\$89,100	1.9%	\$6,728	\$6,862	\$202	\$569	\$1,000	\$600	\$1,213	\$18,600	\$2,500	\$127,373	2.03%
15-16	\$91,200	2.4%	\$6,885	\$7,023	\$202	\$583	\$1,000	\$600	\$1,213	\$18,720	\$2,500	\$129,925	2.00%
		5.9%											6.0%
Notes:	-Health insurance language changing from annual to monthly maximum contributions, with HSA language added.												
	-Medical reimbursement benefit reduced from \$1,250 to \$1,000 annually.												
	-Matching annuity increased from \$2,000 to \$2,500 per year.												
	-Language added giving the Superintendent the ability to approve annual conference attendance more than one time per contract based on district needs.												

E. I recommend approving the separation agreements with Jason Roisland and Dawn Pieper. The agreements are a cost savings to the school district in comparison to the expense that would be incurred for arbitration.

F. 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.**

G. I recommend approving the board credit classes as presented.

H. I recommend approving the Resolution To Conduct A Referendum Election in 2013. This does not commit the school district to conducting an operating referendum this fall. I am not recommending that the school board approve an operating referendum at this meeting. Rather, this resolution permits the board to review the information pertinent to an operating referendum in July and make a decision at that time. Without the resolution, the school board would not have the option to consider an operating referendum at the July meeting.

- 4. I have received no input on the following policies and recommend they be adopted:**
- A. 202 School Board Officers: Clarifies duties of the clerk and reflects the recent statutory requirement of MS 123B.143 for the superintendent to annually evaluate principals.
 - B. 302 Superintendent: reflects the recent statutory requirement of MS 123B.143 for the superintendent to annually evaluate principals.
 - C. 305 Policy Implementation: clarifies the responsibility of the administration to implement school board policies.

- D. 470 Political Campaigns And Activities: provides guidelines for students and employees for political campaigns, election activities, and distribution of related materials.
- E. 505 Distribution Of Non-School-Sponsored Materials On School Premises By Students And Employees: governs the protection of students and employees' free speech rights considering the educational objectives and responsibilities of the school district.

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

- A. Policy 304 Superintendent Contract, Duties & Evaluation: The policy revisions align the Becker policy with the MSBA recommended policy and eliminate obsolete language pertaining to performance pay. (The evaluation instrument used by the school board the past three years was jointly developed by MASA and MSBA. It is enclosed for your information.)
- B. Policy 606 Textbooks and Instructional Materials: The policy revision deletes language which implies that the school board selects textbooks.
- C. Policy 606 Textbooks and Instructional Materials Reconsideration Procedure: The revisions clarify the procedure and correct grammatical errors.
- D. Policy 515 Protection and Privacy of Pupil Records:

6. Strategic Planning

- A. The School Board's Annual Agenda schedules school board governance education in July. Possible presentations/topics include a futurist, demographer, technology, advocacy groups, staff, MSBA, etc. I suggest that it would be appropriate to conduct a workshop to review Policy Governance. It would be appropriate for the board to select a topic so that arrangements can be made for the July (or August) meeting.
- B. The next step toward establishing goals for the 2013-14 school year is to organize the 2013 stakeholder input into Exit Outcome Areas. We will complete this task during the meeting.