

Regular Meeting of the Board of Education Meeting
Monday, May 8, 2023 5 PM Central
35808 Co Rd 66
Crosslake, MN 56442

Minutes

1. Call Meeting to Order

Meeting called to order at 5:01 p.m.

2. Pledge of Allegiance

Please stand for the Pledge of Allegiance.

3. Roll Call and Establish a Quorum

Jared Griffin, Josef Garcia (arrived at 5:13 p.m.), Mike Neumann, Chris Rhinehart, Abi Swenson, Clare Thompson, Colin Williams

Absent: Karen Teff

We have established a quorum.

May I have a motion to approve the May 8, 2023 Board of Education Agenda?

Motioned: Swenson

Seconded: Thompson

All in favor say Aye: 6

Nays: 0

Motion passes: 6-0

4. Additional Items

Changes to the board packet include:

Under Information/Discussion section:

6.E.4. Surveys - survey results are in and they have been included in the board packet.

6.E.8 FY 23 Budget Revised will be moved to right after approval of the Consent Agenda.

6.E.13 Proposed Closed Board Meeting - Director Evaluations has been added

5. Public Comment

Mindy Glazier has asked to speak during the public comment period. The information she is sharing has been added to the Information/Discussion section as 6.E.14 Request for Review of Teacher Pay Scale.

Discussion included rationale of the teacher pay scale as well as providing information on other school districts.

No other public comments.

6. Agenda

6.A. Consent Agenda

All items listed below are considered to be routine by the Crosslake Community Schools Board of Education and will be acted upon by one motion; however, any Board Director may request that items on the Consent Agenda be removed from it for independent consideration. Any items so identified will be moved to the Action Item portion of the Agenda.

6.A.1. Board of Education Minutes - April 17, 2023

6.A.2. Closed Board of Education Minutes - April 24, 2023

6.A.3. Finance Meeting Minutes - May 4, 2023

- 6.A.4. EE Seat Based Committee Meeting Minutes - April 20, 2023
- 6.A.5. EE Online Committee Meeting Minutes - May 1, 2023
- 6.A.6. Academic Performance/Achievement and World's Best Workforce - April 27, 2023
- 6.A.7. Personnel Matters
- 6.A.8. Food Service Reports
- 6.A.9. Gifts and Donations

May I have a motion to approve the Consent Agenda?

Motioned: Rhinehart

Seconded: Swenson

All in favor say Aye: 6-0

Nays: 0

Motion passes: 6-0

At this point in the agenda we are going to move Information/Discussion item 6.E.8 Budget Revised for discussion right now.

6.E.8. FY 23 Budget Revised

Ronda Veit shared the Finance Committee reviewed items that might have been over budgeted. Newest revised copy - all funds net income \$234,000.

Great news. Hoping to make it an action item. Another ask is for additional compensation with special wording attached that does not require a policy change. All employees could be offered 7% of their FY24 salaries. Feel very positive about that.

Motioned: Griffin

Seconded: Rhinehart

All in favor say Aye: 7-0

Nays: 0

Motion passes: 7-0

May I have a motion to approve the FY23 Surplus net funds for FY24 additional compensation which would amount to 7% for staff salaries?

Motioned: Garcia

Seconded: Rhinehart

All in favor say Aye: 7

Nays: 0

Motion passes: 7-0

6.B. **Marzano RS Update - Mara Powers**

Powers covered the HRS process as well as the progress CCS has made from year to year.

1. Introduction to HRS
2. HRS Survey and Submissions Summary
3. Questions/Comments
4. Request for Board Member Participation

Far before we even started the HRS certifications, our staff is highly familiar with it. We connect a lot of our professional development into our PLC time and our trainings with Sourcewell. We're strong in this area. So in the first section you'll see our administrator feedback, the second section, you will see staff feedback.

What CCS is doing with HRS just goes a little bit deeper and a more systemic So even though we're always doing PLC's, we're always doing effective teaching hopefully and trainings and Level 2 was an opportunity for us to just really deep dive into what we're doing, how we're doing, and why we're doing, and what we want to keep doing,

what we want to get rid of, and just really honing down. It gets really deep into some awesome super educational data which I'm really excited about and things like, learning skills and rubrics and proficiency scales and you unpacking standards.

6.C. Academic, Environmental Education, and Performance Improvement Plan Updates - Presenter Holly Amaya

Discussion regarding Osprey Wild's letter of Notice of Concern dated March 6, 2019; updated again in 2021 to express continued concern. CCS is now cleared of our notice of concern.

Amaya commends everyone that worked to get there. Happy to see it; excited to continue to see the improvements we are making at school; to the Directors and all of the staff - it is amazing. This amount of progress in a short period of time is really incredible - kudos to all of you.

6.D. Action Items

6.D.1. Review and Approve April 2023 Financial Information

May I have a motion to approve the April 2023 financial information?

Motioned: Swenson

Seconded: Garcia

All in favor say Aye: 7

Nays: 7

Motion passes: 7-0

6.D.2. Approve Policies

The following policies are ready for approval due to being required annual review policies:

531 Pledge of Allegiance

615 Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans, and LEP Students

730 Electronic Fund Transfer

May I have a motion to approve policies 531, 615, 730?

Motioned: Garcia

Seconded: Williams

All in favor say Aye:

Nays: 0

Motion passes: 7-0

6.D.3. Board Meeting Scheduled for May 31, 2023 from 4 p.m. to 7 p.m. with TeamWorks.

May I have a motion to approve the Board Meeting that is scheduled for May 31, 2023 from 4 p.m. to 7 p.m. with TeamWorks?

Teamworks has called for a gathering of CCS board directors scheduled for May 31, 2023 from 4 to 7 p.m. for a board working retreat.

NO governance, no motions necessary for this board retreat.

Motioned: Garcia

Seconded: Swenson

All in favor say Aye: 7

Nays: 0

Motion passes: 7-0

6.E. Information/Discussion Items

6.E.1. Covid Update - Proactive vs Reactive

Any update from Annette?

Purchased supplies with most of our covid supply; little bit of money left. Please remove from future agendas due to the status of Covid to date.

6.E.2. District Personnel

Presenter: Annette Klang

Returning staff proposal to add to the CCS Hiring Policy

Annette shared seat-based has three openings that you approved; three applications; one was a former teacher looking to return to our area, qualified for the job. With the present Hiring Policy, this candidate would need to return to an earlier step; candidate has about 20 years of experience and left at step 13. Question was what if you came into the school now - you would see a pay decrease; would it be a lateral move; salary grids have gone up; review on a case-by-case basis?

So I make a motion that we hire this person at set 14.

Motioned: Griffin

Seconded: Swenson

All in favor say Aye: 7

Nays: 0

Motion passes: 7-0

Motion to hire this person at step 14 to an action item.

Motioned: Garcia

Seconded: Williams

All in favor say Aye: 7

Nays: 0

Motion passes: 7-0

6.E.3. Strategic Planning Matters

Holly, if you want to provide us with the information.

process overall; surveys out; everyone who applied is part of the team 27 people; minimum of 20; maybe certain staff cannot come to some meetings. Sent out a separate agreement to those folks.

6.E.4. Surveys

Survey results are in.

Jared, any time for you to look at them to formulate any discussion?

6.E.5. Director Evaluations

Presenter: Jared Griffin

Get thoughts to Jared or Colin

6.E.6. Employee Retention Credit - Agreement with MaGill Accounting

Any update from Abi

No updates at this time, waiting still.

6.E.7. Substitute Finder Stipend

\$500 to be paid to Beth Duffy at the end of FY 23.

Any additional information regarding this?

May I have a motion to move the Substitute Finder Stipend for Beth Duffy to an action item?

Motioned: Garcia
Seconded: Thompson
Discussion - review going forward unless person is salaried
All in favor say Aye: 7
Nays: 0
Motion passes: 7-0

Make a motion that we make it a policy to give the person doing the substitute locating a \$500 stipend if they are hourly until such time it is deemed to be changed.
Seconded: Swenson
All in favor say Aye: 7
Nays: 0
Motion passes: 7-0

6.E.9. Board Meeting Schedule 23-24

Calendar of proposed board of education meetings for FY23-24
Move the board meeting to the third Monday.
January and February use 2nd monday - not having Board meeting when staff is off.
Third monday except for those month where we have faculty days off bump it up to the second Monday.

Bring back these revisions back to the next Board meeting.

6.E.10. Employment Agreements

For informational purposes for the board.
Seat-Based Exempt
Online Exempt
Non-Exempt

No action is needed. Information pieces only.

6.E.11. Osprey Wilds Contract Amendment Documents

A new contract amendment has been provided to us to incorporate changes and revisions.
The Board will need to approve the Contract Amendment dated 5-8-2023.
The board will need to approve Exhibit G Academic Goals revised 5-2-2023 (exhibit G is our goals - the edits were based on some things they had to clarify with MDE; also made clarifications based on Amay's conversation with Erin Anderson that were problematic.

May I have a motion to move the Contract Amendment dated 5-8-2023 and Exhibit G Academic Goals revised 5-2-2023 to an action item?

Motioned: Garcia
Seconded: Swenson
All in favor say Aye: 7
Nays: 0
Motion passes: 7-0

May I have a motion to approve the Contract Amendment dated 5-8-2023 and Exhibit G Academic Goals revised 5-2-2023?

Motioned: Swenson
Seconded: Thompson
All in favor say Aye: 7
Nays: 0

Motion passes: 7-0

Additional information after motion passes:

Two emails will come from Osprey Wilds with instructions:

One to the chair for signature of the Contract Amendment.

One for all eight board members to sign and updated Exhibit L - Board Member Assurances

6.E.12. RFP for Sysco - Food Commodities Agreement

A lot of appreciation to the food service department at CCS.

6.E.13 Proposed Closed Door Board of Education Meeting - Director Evaluation

May 22, 2023 at 5 p.m. schedule a Closed Board of Education Meeting - Directors' Evaluations.

May I have a motion to move the Proposed Closed Door Board of Education Meeting - Directors' Evaluations on May 22, 2023 at 5 p.m. to an action item?

Motioned: Garcia

Seconded: Rhinehart

All in favor say Aye: 7

Nays: 0

Motion passes: 7-0

May I have a motion to approve the Proposed Closed Door Board of Education Meeting - Directors' Evaluations on May 22, 2023 at 5 p.m. .

Motioned: Swenson

Seconded: Rhinehart

All in favor say Aye: 7

Nays: 0

Motion passes: 7-0

6.E.14 Request for Review of Teacher Pay Scale

Further discussion from Public Comment today regarding teacher's pay scale, levels of education, and neighboring school district's pay scales.

Discussion included how would this fit into our strategic plan; one of the goals is to attract and retain the brightest staff we can; perhaps that we are able to get a framework out of our strategic planning that we are in the midst of. Is there a quick fix? How do we balance working here and paying what you are worth. make this goal part of our strategic plan. Finance committee would need board direction from the board to look into it.

Garcia moves to direct and authorize the Directors to seek outside consultation in reference to employee compensation.

Motioned: Garcia

Seconded: Swenson

Discussion; can strategic partners help us with this? Two simple suggestions - Glazier said we can pay everyone according to the SPED pay scale; secondly rewording of the hiring procedure, this isn't anything that is going to be for next year's school salaries. If retention credit comes through - this will be open for discussion. Amaya does want it to be a task force, we are a teacher-led school.

Seconded: Rhinehart

All in favor say Aye: 7

Nays: 0

Motion passes: 7-0

Garcia moves to pass the motion as read by Cole earlier.
Seconded: Thompson
All in favor say Aye: 7
Nays: 0
Motion passes: 7-0

6.F. **Reports**

6.F.1. CCS' Directors

Klang - done testing with everything gone extremely well and our letter from Osprey Wilds really proves it.
Holly - online is having a virtual site visit from Osprey Wilds on Wednesday.

6.F.2. Finance Committee

Nothing else.

6.F.3. Academic Performance/Achievement and World's Best Workforce

Everything is looking great.

6.F.4. EE Seat-Based Committee

In the midst of earth week each class is working on something different i.e., picking up trash along the roads in Crosslake; making planter bases that can be moved from inside to outside;

6.F.5. EE Online Committee

Finishing up the year with field trips to meet in person to plant trees and pontoon ride with the National Loon Center the last day of school.

6.F.6. Directors' Evaluations

Keep checking your emails for direction; mark your calendars for March 22

6.F.7. Executive Director Exploratory Committee

Nothing is happening yet.

6.F.8. Facilities Planning Committee

Nothing happening yet; LAKE Foundation would like to be with us for the next board meeting. Renovations on hold due to the monetary amounts involved.

7. **Authorizer Update**

A Sounding Board publication is attached - Parliamentary Procedure - for your review.

8. **June 12, 2023 Meeting Preparation**

8.A. Suggestion for Discussion Topics for Next Meeting

Board meeting schedule for 23-24

LAKE Foundation attending

Data for ELP - committees

Satisfaction Survey feedback - warrants further thoughts or review.

8.B. Policy Review

to be determined

9. **Board Meeting Evaluation**

Great job;.

10. **Adjourn the Regular Board of Education Meeting**

May I have a motion to adjourn the Regular Meeting of the Board of Education at 17:15 p.m. ?

Motioned: Rhinehart

Seconded: Swenson

All in favor say Aye: 7

Nays: 0

Motion passes: 7-0

Next regular Board of Education meeting: June 12, 2023 at 5:00 p.m.