

Date: August 1, 2013
To: School Board
From: Dr. Malone
RE: Meeting Notes, August 5, 2013

2A. Superintendent's Report

- i. The school district received partial funding for the ADSIS grant. Unfortunately, the RTI (response to intervention) for kindergarten, was not funded. MDE's rationale is that ADEDK is funded for 2014-15.

However, the ADSIS grant will provide \$130,000 of additional state aid. The funds will be allocated to additional 1st and 5th grade sections if warranted by enrollment and the remaining funds to high school up to \$17,000 for class size reduction.

- ii. MS123B.147 imposes requirements for the evaluation of principals on Minnesota's public school districts. The principals and I reviewed several models and will use the Marzano School Leader Evaluation criteria with the PEER Solutions software. The Marzano Model is based on a large body of research, which identifies the behaviors of effective school principals. The PEER Solutions software provides a manageable framework to manage the evaluations process.
- iii. We are now using Applitrack to manage our employment vacancies and hiring process. The program will be more efficient for supervisors and more user-friendly for applicants. <http://www.applitrack.com/becker/onlineapp/>
- iv. The insurance committee, comprised of 14 staff members representing the districts' unions, Joe Prom and I have decided to change health insurance carriers. The coverage will be the same. Our new carrier will be HealthPartners beginning October 1st.

The resource BC/BS proposal (through Resource Training and Solutions) was an 11.75% increase with no second year cap guarantee. Our consultant subsequently negotiated a rate of 4% with no second year cap and BC/BS imposed several caveats including a requirement that we move from 3 plans to 2 plans. Resource Training and Solutions is refusing to release our claims data detail for the 3rd consecutive year. We also reviewed bids from Preferred One and Medica.

The HealthPartners plan is a semi-self insured plan. Stop loss protection is included to shield the district from catastrophic claim experience. The premium necessary to cover

our expected claims would be a 1% decrease in comparison to our current premiums. The premiums necessary to cover the worst-case scenario claims experience over the next year would be a 8% increase. We are planning to set the premiums at a 3.5% increase in comparison to our current premiums, for the first year. For the second year of the contract the expected claims are a 4.4% increase with a worst-case scenario of a 5.5% increase. We will assign the second year rate next August or September when we have about a year's worth of detailed claim information.

The funds for the self-insurance program are accounted for separately and reported in the audit as such. Any fund balance can be used to offset premiums in future years. The HealthPartners program also includes a robust wellness program.

- v. A draft of the executive council goals are attached. They will be finalized on August 5th. This format will be used for all staff members. Coordinating the goals of the school district to support the district vision creates organizational alignment and leverages resources toward a common purpose.
- vi. This summer, district personnel participated in two major professional development activities. The training will advance executive council goals for the upcoming school year.
 - A team of five teachers and all administrators attended training on the Marzano research-based instructional framework this summer. The conference was sponsored by Resource Training and Solutions. Additional training and support from RTS will be provided throughout the upcoming school year.
 - Nine teachers will attend a three-day training on PLCs in mid-August. The presenters include Drs. Richard and Becky Dufour along with other national PLC experts. The conference will be at the Minneapolis Convention Center. The schedule included collaboration time for Becker teachers with experts available for consultation.
- vii. The fall staff development schedule will focus on student academic achievement emphasizing the research-based Marzano Instructional Framework and PLCs as the means through which every child will reach their potential. The schedule is nearly completed and will soon be distributed to staff and school board members.

3. Consent Agenda

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

D. Policy 533 Wellness requires that the school board be provided an annual report of the district's compliance. I recommend accepting the enclosed report.

E. I recommend approving the enclosed Memorandum Of Understanding with the BEA. The agreement provides that PLCs for teachers will continue for the 2013-14 and 2014-15 school years under the similar conditions as in the 2012-

13 school year. The School District and BEA negotiators reached an agreement on the MOU during the July 18 negotiations session. The MOU is similar to the one agreed to by the parties for the 2012-13 school year.

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.**

4. Policy Governance Education. Greg Vandal, a consultant, adjunct professor at SCSU, and former superintendent will lead the board through review of the Policy Governance format, under which the Becker School Board operates. The presentation will be about 45 minutes in length including time for questions and answers.

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

C. Policy 213 School Board Committees: Provides procedures and structure for school board committees.

D. Policy 615 Testing Accommodations, Modifications, and Exemptions for IEP's, Section 504 Plans, and LEP Students: Updates MDE rules and website addresses.

E. Policy 805 Waste Reduction & Recycling: Updates definitions and procedures to be consistent with revised and new Minnesota statutes.

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

A. Policy 406 Public And Private Personnel Data: Clarifies that certain information is public data for individuals who are finalists for employment in a public body.

B. Policy 407 Employee Right To Know – Exposure To Hazardous Substances: Clarifications, adds annual training for employees routinely exposed to blood borne pathogens.

7. Strategic Planning: The school board categorized the 2013 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).