

Date: July 30, 2015
To: School Board
From: Dr. Malone
RE: Meeting Notes, August 3, 2015

2A. Superintendent's Report

- i. We are preparing for the upcoming school year and excited to welcome students on September 8th. New teachers and those new to the school district will begin our teacher induction and mentorship program on August 26th. All staff members will report on August 31st. The fall staff development schedule will focus on every student making one year of academic growth emphasizing PLCs the instructional framework, course templates, MTSS (Multi-Tiered System of Success, formerly known as RTI), the teacher evaluation process, data review and student growth, creativity and critical thinking. The schedule is nearly finalized and will be distributed to staff and school board members next week.
- ii. We are partnering with SCSU as part of the Teacher Preparation Initiative (TPI). The TPI vision is to *maximize teacher effectiveness and increase student achievement by transforming and strengthening teacher education through collaborative partnerships between SCSU and P-12 school districts*. The initiative aims to ensure the success of new teachers through induction and mentoring. We will partner with TPI for the induction portion of the program. The training TPI will provide our new teachers complements our existing induction program.

We will continue to assist our novice teachers with the mentoring program we developed in Becker over the past several years. The Becker mentoring program uses the Marzano Instructional Framework as a research base while the TPI program uses the MN Teacher Licensing Standards. <http://www.stcloudstate.edu/tpi/default.asp>

- iii. Construction update:
 - The high school canopy is scheduled for completion on August 27th.
 - Updating of the old auditorium is underway.
 - The construction committee (Bryan and Mark) will meet before the September school board meeting to review specifications for the field house floor replacement.
- iv. The Superintendent Evaluation Process developed by MSBA and MASA is attached. Also attached are the administrative competencies referenced in rule as the basis for the

evaluation process. Many schools are changing to this format because it is a goal-based format which establishes district-level and professional development goals for the superintendent. I am interested in using this process for the upcoming school year. I suggest discussing the evaluation format and goals at the August 17 workshop, after Dr. Vandal's presentation.

- v. The proficiency portions of the MMR school assessments were released last week. As previously reported, our schools generally fell short of making one year's worth of progress in math and reading. However, every school surpassed the state average in math, reading, and science.

3. Consent Agenda

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

E. 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.

F. Joe Prom and I recommend accepting the milk bid from Dean Foods (enclosed).

G. Negotiators for the SSEIU Local 284 (Bus Drivers) and the school district reached a tentative contract agreement for 2015-17 on June 10th. The 2 year total package increase of 7.82% includes salary, insurance, PERA, and FICA. The bus drivers approved the contract on July 21st. **I recommend approving the contract** (enclosed).

- 4. The administrative negotiations committee (Aaron, Phil) has agreed to contract terms with the superintendent.

- The contract term is July 1, 2016 through June 30, 2019.
- The superintendent's salary for the 2016-17 school year is \$158,804 and will increase by 2.25 % the first year of the contract and 2% the second and third years of the contract.
- The 3-year total package district cost increase is 5.6%, averaging 1.9% per year.
- The language providing medical reimbursement was eliminated.

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

- Policy 410 Family And Medical Leave Policy: The updates reflect numerous state and federal statutory changes since the policy was adopted in 2005.
- Policy 413 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.
- Policy 223 Strategic Goals: The 2015-16 School Board Goals were finalized by the board last month.

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

- Policy 419 Tobacco-Free Environment: Prohibits the school districts from accepting gifts from or promoting tobacco companies. Updates definitions.

- Policy 509 Enrollment Of Nonresident Students: Updates definitions. Most of this policy does not apply to Becker because as a member of an integration district we are an Open Enrollment Options school district.

7. Realizing that quality education requires quality facilities and adequate resources, the school board spent many hours over the past several months in meetings and study. The board reviewed several options to develop a recommendation that would best meet the current and future needs of the Becker School District and community

The referendum questions along with other alternatives were discussed at length. Pros and cons to various scenarios were carefully examined. I am excited and optimistic about the stability and continued programming for students the Fall 2015 referendum could provide for our school district.

- Question 1 would maintain our current programs and staffing for a period of 10 years, assuming that existing funding sources stay in place. Passage of Question 1 would also avoid a budget reduction of approximately \$300,000 next spring.
- Question 2 would bring back \$150,000 of programs that have previously been reduced.
- Question 3 would provide facility maintenance and upgrades including roof replacements, new IS/PS and MS parking lots, PS/MS heat pumps, and a multi-purpose turf field for soccer, lacrosse, phy ed, and football.

The tax impact for the average valued home in the Becker School District (\$195,000) would be about \$15 per month for Question 1, \$2.50 per month for Question 2, and \$2.50 per month for Question 3. More information will be forthcoming in the months ahead.

I recommend approving the Resolution Relating to Increasing the General Education Revenue of the School District, Approving the Issuance of School Building Bonds, and Calling an Election Thereon.

8. September 7, the first Monday in September, is Labor Day. The school board should identify another date in early September for the regular school board meeting.