

Badger School Board Meeting information can be found online at our website:

[www.badger.k12.mn.us](http://www.badger.k12.mn.us)

Click on “Badger School Board Meeting Agenda and Minutes” under the “Helpful Links” menu located on the center of the home page.

**Minutes of Regular Meeting ~ The Board of Education ISD 676**

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1. Call to Order at **7:38** p.m.
  - 1.1. Pledge of Allegiance
  - 1.2. Roll Call (alphabetical order): Jodie Davy, Cari Dostal, Jamie Isane, Brent Olson, Jeramy Swenson and Jared VonEnde; 6 out of 6 in attendance.
  - 1.3. Administration and Department Heads: Kevin Ricke, Leah Hasson, Jody Randall and Stacey Warne
2. Visitor Comments – None  
Visitors Present in Attendance (alphabetical order): Ryan Bergeron, Dan Carpenter, Sara Carpenter, Lisa Erickson, Angela Monsrud, Sherri Kukowski and Jerry Wilhelmi
  - 2.1. Listening Session – None
3. Recommendation to add and/or to remove items to the agenda from Board Members or School Administrators
  - \* **Add 7.9 Communication received exploring the possibility of making an E.M.R. (Emergency Medical Responder) – E.M.T. (Emergency Medical Technician) elective course opportunity available**
  - \* **Remove 8.2**
  - \* **Table Agenda Items 9.6 and 9.12**
4. Approval of Agenda
  - 4.1. A motion was made by **Member Swenson** to approve the agenda for the Monday, August 14, 2023 Regular School Board Meeting as **amended**. The motion seconded by **Member VonEnde**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously**.
5. Minutes
  - 5.1. A motion was made by **Member Olson** to approve the minutes of the Regular School Board Meeting held on Monday, July 10, 2023 as presented. The motion seconded by **Member Dostal**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously**.  
Attachments: (2) Minutes from Badger 10 July 2023 Regular Meeting screen friendly version  
Minutes from Badger 10 July 2023 Regular Meeting condensed for newspaper
  - 5.2. A motion was made by **Member Davy** to approve the minutes of the Board Work Session held on Thursday, July 13, 2023 as presented. The motion seconded by **Member Swenson**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously**.  
Attachments: (2) Minutes from Badger 13 July 2023 Work Session  
Minutes from Badger 13 July 2023 Work Session condensed for newspaper
6. Consent Agenda
  - 6.1. Pay Bills: A motion was made by **Member Swenson** to approve the payment of bills check **#63010** through check **#63080** for a total of **\$109,237.73** ~~\$102,703.53~~ as listed as well as approve Purchasing Card electronic payments dated August 14, 2023 ~~August 4, 2023~~ and Electronic Fund Transfers as submitted. The motion seconded by **Member Davy**. Discussion (**amend** Agenda total to be the same as **amended** Check Register attachment total); 6-Yes, 0-No vote; **U.C. = motion carried unanimously**.

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6. Consent Agenda > *continued*

6.1. Pay Bills: > *continued*

Attachments: (6) BOARD BILL ROTATION 2023  
Amended Check Register by Bank and Check end of July for August 2023 Board Packet  
EFT Schedule end of July for August 2023 Board Packet  
Wire Transfer Payment Register By Bank and Check Number end of July for August 2023 Board Packet  
PCard Statement end of July for August 2023 Board Packet  
2023-2024 Preliminary Budget as of 12 June 2023

6.2. Approve Joint Sports Billing (1 of 2): A motion was made by **Member Swenson** to approve the Joint Sports Billing from Badger to Greenbush-Middle River (GMR) as present. The motion seconded by **Member VonEnde**. Discussion (none); 6-Yes, 0-No vote; U.C. = **motion carried unanimously**.

Description: Joint Sports Billing (2 of 2) to be received from Greenbush-Middle River to Badger is still pending.

Attachment: (1) 2022-2023 Final Joint Sports Billing Badger to GMR 31 July 2023

6.3. Accept Paraprofessional Resignation: A motion was made by **Member Olson** to accept the resignation/retirement announcement of Renee Rhen, Elementary Title I Paraprofessional, with last day of employment being Friday, May 26, 2023. The motion seconded by **Member Dostal**. Discussion (none); 6-Yes, 0-No vote; U.C. = **motion carried unanimously**.

Description: Sincere thank you for 20+ years of service.

Attachment: (1) Letter of Retirement from RR 12 July 2023 < *voter view only*

7. Communications

7.1. Building and Grounds Report: ~~Striker Hasson~~ not in attendance

7.2. Shared School Social Worker Services for SY2023-2024 between Badger School and Greenbush-Middle River School continues unchanged as the same as the previous SY2022-2023.

Description: Badger 60% = Tuesdays + Wednesdays + Fridays  
GMR 40% = Mondays + Thursdays

Attachment: (1) Shared School Social Worker Estimate Proposal for 23-24 < *voter view only*

7.3. Independent Auditor Team from Brady Martz & Associates, Thief River Fall, MN Office, is scheduled to be here on site August 21-22, 2023

7.4. Minnesota School Boards Association (MSBA) Summer Leadership Seminar August 6-7, 2023 at Minneapolis Marriott Northwest, Brooklyn Park

Description: Thank you Clerk Cari Dostal, Treasurer Jodie Davy and Superintendent Kevin Ricke for attending on behalf of Badger School

7.5. Bus & Type III Driver Safety Review Annual Training

Description: Two different onsite options for the Annual Driver Safety Review:  
Night of Wed., Sept. 13 at Greenbush-Middle River HS (2 hour session)  
Night of Wed., Sept. 20 at Badger HS (2 hour session)

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7. Communications > *continued*

7.6. Paraprofessional Trainings and Other Opportunities

Description: Regional Paraprofessional Workshop sponsored by Northwest Service Cooperative (NWSC) to be held Thursday, August 24, 2023 | 9:00 a.m. to Noon | Virtual attend remotely  
Nonviolent Crisis Intervention (Initial first-time CPI Training) sponsored by Northwest Inter-District Regional Council (NWRIC) to be held:  
Tues., Aug. 15 | 8:00 a.m. to 4:00 p.m.  
Wed., Aug. 16 | 8:00 a.m. to Noon  
Refresher Training for returning Badger employees is Tues., Aug. 29 | 1 p.m.

Attachments: (2) Nonviolent Crisis Intervention CPI Training Aug. 15-16, 2023 at Karlstad via NWRIC  
Paraprofessional Regional VIRTUAL Workshop Aug. 24, 2023 sponsored through NWSC

7.7. Superintendent

7.7.a. Miscellaneous Items to Report by Superintendent

Attachments: (4) Para Roster for SY2023 27 July 2023  
Badger Fall Workshop 2023 Working Draft  
22-23 Between Terms Unemployment as of 03 August 2023 < voter view only  
Board Reimbursement WORKING DRAFT Per Diem List as of 10 July 2023  
^ voter view only

7.8. Dean of Students

7.8.a. Dates of Interest

Attachment: (1) Badger Back to School News 2023-2024 Flyer

**7.9. Communication received exploring the possibility of making an E.M.R. (Emergency Medical Responder) – E.M.T. (Emergency Medical Technician) elective course opportunity available to juniors and seniors from Brittany Burkel (GMR School) and James Dinsch (LifeCare Med. Center)**

8. Reports

8.1. Accept Cash Report: A motion was made by **Member Swenson** to accept the Cash Report through July 31, 2023, subject to audit. The motion seconded by **Member Dostal**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously**.  
Attachment: (1) Cash Report End of July for August 2023 Board Packet

8.2. **No Donations Recorded in July** ~~Accept July Donations (THANK YOU):~~ A motion was made by \_\_\_\_\_ to accept the donations listed below. The motion seconded by \_\_\_\_\_

Vote:

~~BE IT RESOLVED~~ the motion carries or does not carry by a \_\_\_\_ Yes to \_\_\_\_ No vote.

Donations:

9. Proposed Resolutions

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9. Proposed Resolutions > *continued*

9.1. Award Milk Bid: A motion was made by **Member VonEnde** to award **Prairie Farms** the Milk Bid for 2023-2024 academic year. The motion seconded by **Member Davy**. Discussion (like-for-like price comparisons); 6-Yes, 0-No vote; **U.C. = motion carried unanimously.**

Description: 3 bid submissions to review (listed in alphabetical order): Cass Clay, Prairie Farms and US **FOODS**

Attachments: (3) Milk Bid from Cass Clay Aug 2023 three pages  
 Milk Bid and other docs from Prairie Farms Aug 2023 thirteen pages  
 Milk Bid from US Foods Aug 2023 three pages

^ 3 bids voter view only until opened

9.2. Set School Meal Prices for SY2023-2024: A motion was made by **Member Swenson** to approve \$2.25 for Adult Breakfast and \$4.95 for Adult Lunch (same as last year, no change); all students will receive free breakfasts and **free** lunches; ala carte pricing (same as last year, no change) as listed below. The motion seconded by **Member Dostal**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously.**

Description: With the initiation of the ‘Free School Meals for Kids Program,’ all students will receive free breakfasts and lunches. Any ‘Ala carte’ items like a second milk or second entrée are not free; therefore, prices for these ala carte items needs to be set.

|                             | Breakfast         |                   | Lunch             |                   | Extra Milk        |
|-----------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|                             | Regular           | Reduced           | Regular           | Reduced           |                   |
| <b>Elementary FY 24</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.35</b>     |
| <del>Elementary FY 23</del> | <del>\$0.90</del> | <del>\$0.00</del> | <del>\$1.70</del> | <del>\$0.50</del> | <del>\$0.35</del> |
| <b>Secondary FY 24</b>      | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$0.35</b>     |
| <del>Secondary FY 23</del>  | <del>\$0.90</del> | <del>\$0.00</del> | <del>\$1.70</del> | <del>\$0.50</del> | <del>\$0.35</del> |

The Badger School follows the minimum adult meal price guidelines set forth by the Food and Nutrition Program at the Minnesota Department of Education.

|                                      |                   |                   |                   |                   |                   |
|--------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Adult FY 24</b>                   | <b>\$2.25</b>     |                   | <b>\$4.95</b>     |                   |                   |
| <del>Adult FY 23</del>               | <del>\$2.25</del> |                   | <del>\$4.95</del> |                   |                   |
| <b>Second (All) Entrée FY 24</b>     | <b>\$0.90</b>     | <b>\$0.90</b>     | <b>\$1.10</b>     | <b>\$1.10</b>     | <b>\$0.35</b>     |
| <del>Second Entrée (All) FY 23</del> | <del>\$0.90</del> | <del>\$0.90</del> | <del>\$1.10</del> | <del>\$1.10</del> | <del>\$0.35</del> |

Families are strongly encouraged to submit application forms that are available at the school office to see if they may qualify for free or reduced meals.

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9. Proposed Resolutions > *continued*

- 9.3. Set Substitute Teacher Rate of Pay: A motion was made by **Member Davy** to approve **\$90** per half-day and **\$150** per full-day for substitute teacher pay rates **for SY2023-2024**. The motion seconded by **Member Dostal**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously**.

Description: Rates of substitute teacher pay using shared data among forty-three area schools from the previous SY2022-2023: \$145.45 is the mean (average)  
\$140.00 is the mode  
\$140.00 is the median; the highest is \$200 (three schools) and lowest is \$125 (six schools);  
28 of 43 schools at or above the median; 15 (including Badger) below the median.  
Badger's rate of pay was \$75 per half-day and \$125 per full-day during SY2022-2023 and has remained unchanged for several years.  
The recommendation is to increase Badger School Substitute Teacher Rates of Pay to \$90 per half-day and \$150 per full-day.

Attachment: (1) Substitute Teacher Rates through end of 2022-2023 < *voter view only*

- 9.4. Set Hourly Rate of Pay for Trained School Office Substitute (either short call or long term): A motion was made by **Member Dostal** to approve an hourly rate of pay of **\$18.75** per hour for the SY2023-2024. The motion seconded by **Member Davy**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously**.

Description: Request for Office Substitute to be approved in advance as needed.  
Recommendation for current FY 24 Set the hourly rate same as the substitute teacher hourly rate (based on newly approved Agenda Item #9.3 amount).  
**\$150** daily rate divided by 8 hours per office day = **\$18.75** per hour  
Previous FY 23 Approved \$17.25 hourly rate of pay for Trained School Office Substitute at Regular School Board Meeting held on August 8, 2022 (Agenda Item 9.14) which expired June 30, 2023. \$17.25 = \$125 divided by 7.25 hours per school day.  
Previous FY 22 Approved \$17.25 hourly rate of pay for Trained School Office Substitute at Special School Board Meeting held on March 2022 (Agenda Item 5.8) which approved a hourly rate for long-term substitute office manager/substitute assistant bookkeeper for the remainder of SY2021-2022 which expired June 30, 2022.  
Other Current Sub Rates: \$17 per hour is the substitute pay for custodians, food service or paraprofessionals as approved within the Non Certified Staff Agreement (Agenda Item 9.6, Agreement Item #17) which was approved at Regular School Board Meeting held on July 10, 2023

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9. Proposed Resolutions > *continued*

- 9.5. Math Teacher Grades 7-12 (**first 1 of 2 readings**): A motion was made by **Member VonEnde** to approve a one-year 'Rehired, Retired Teacher Agreement' and 'Return-to-Work Agreement' contract with Sherri Kukowski for school year 2023-2024 as a Secondary Mathematics Teacher **contingent upon complying with IRS tax code and the Badger Education Association of Teachers (BEA) proof-reading as amended**. The motion seconded by **Member Davy**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously**.

Description: The attachment was prepared in collaboration with the Minnesota School Boards Association (MSBA) Legal Policy Services for a 'Rehired, Retired Teacher Agreement' that complies with the Minnesota Teacher Retirement Association (TRA) 'Return-to-Work Agreement' requirements.

Attachments: (5) Proposed 2023-2024 teacher contract received, from SLK < voter view only  
Retired Teacher Return to Work Cost Analysis 11 Aug 2023 < voter view only  
SLK Rehire-Retired Template with Highlights 14 Aug 2023 < voter view only  
SLK Rehire-Retired 14 Aug 2023 Final Version  
TRA Return to Work Agreement Information

- ~~9.6. Jr. High/High School Special Education Paraprofessional: A motion was made by \_\_\_\_\_ to approve the hire of \_\_\_\_\_ for school year 2023-2024 as a regular part-time 7.25 paid hours per school day Elementary Special Education Paraprofessional contingent upon completion of pre-employment criminal history background check. Pay Scale placement would be at Step \_\_\_ or \$ \_\_\_\_\_ per hour. The motion seconded by \_\_\_\_\_.~~

~~Vote:~~

~~BE IT RESOLVED the motion carries or does not carry by a \_\_\_\_ Yes to \_\_\_\_ No vote.~~

~~Description: Recommendation of the team that conducted interviews on June 29:  
Mary Langaas, Carol Rieke, Kevin Rieke, Sherry Verbout and Stacey Warne.~~

- 9.7. Elementary Title One Paraprofessional: A motion was made by **Member Swenson** to approve the hire of Alyssa (Grindahl) Pulczynski for school year 2023-2024 as a regular part-time 7.25 paid hours per school day Elementary Title One Paraprofessional contingent upon completion of pre-employment criminal history background check. Pay Scale placement would be Step 6 or \$16.05 per hour. The motion seconded by **Member Olson**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously**.

Description: Recommendation of the team that conducted interviews on July 26: Carol Rieke, Kevin Rieke, Sherry Verbout and Stacey Warne.

Attachment: (1) Candidate ALGP for Para 19 July 2023 < voter view only

- 9.8. Elementary Title One Paraprofessional: A motion was made by **Member Olson** to approve the hire of Sierra Mastrud for school year 2023-2024 as a regular part-time 7.25 paid hours per school day Elementary Title One Paraprofessional contingent upon completion of pre-employment criminal history background check. Pay Scale placement would be Step 4 or \$15.55 per hour. The motion seconded by **Member VonEnde**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously**.

Description: Recommendation of the team that conducted interviews on August 10:  
Mary Langaas, Carol Rieke, Kevin Rieke, Sherry Verbout and Stacey Warne.

Attachment: (1) Candidate SM for Para Position 31 July 2023 < voter view only

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9. Proposed Resolutions > *continued*

9.9. Canine Inspections: A motion was made by **Member Dostal** to approve the agreement by and between Interquest Detection Canines and Badger School District for the SY2023-2024 as presented/amended. The motion seconded by **Member Davy**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously.**

Description: Please see attached agreement

Attachment: (1) Badger ISD agreement with Interquest Detection Canines for SY23-24

<sup>^</sup> voter view only

9.10. Annual Review Policies: A motion was made by **Member Dostal** to approve the set of listed policies scheduled to be reviewed annually. The motion seconded by **Member Olson**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously.**

Description: 410 Family and Medical Leave Act (no redline updates);  
413 Harassment and Violence (no redline updates);  
414 Mandated Reporting of Child Neglect or Physical or Sexual Abuse (no redline updates);  
415 Mandated Reporting of Maltreatment of Vulnerable Adults (no redline updates);  
506 Student Discipline (there is a 2023 redline update);  
514 Bullying Prohibition Policy (there is a 2023 redline update);  
522 Student Sex Nondiscrimination (no redline updates);  
524 Internet Acceptable Use and Safety Policy (there is a 2023 redline update);  
616 School District System Accountability (there is a 2023 redline update);  
806 Crisis Management Policy (there is a 2023 redline update).

Attachments: (15)

|                      |                    |                    |                    |
|----------------------|--------------------|--------------------|--------------------|
| 410 Redline 060922   | 506 060823         | 616 060523         | 806 060823         |
|                      | 506 Redline 060823 | 616 Redline 060823 | 806 Redline 060823 |
| 413FRMred-2017       |                    |                    |                    |
| 414FRMred-2017       | 514 060823         |                    |                    |
|                      | 514 Redline 060823 |                    |                    |
| Policy415 Redline 15 | 522 Redline 062522 |                    |                    |
|                      | 524 061223         |                    |                    |
|                      | 524 Redline 061223 |                    |                    |

9.11. Schedule one ~~of two~~ Special Meeting(s) with Closed Session as permitted by Minnesota Statutes, Section 13D.03, Subdivision 1(b) for Labor Negotiations Strategy: A motion was made by **Member Swenson** to approve a special meeting with closed session to be held at **5:30 P.M. on Tuesday, August 22, 2023** related to the Dean of Students agreement. The motion seconded by **Member VonEnde**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously.**

Description: Special meetings need a **minimum of seventy-two hours** advance public notice announcement.

Attachments: (2) DOS Draft Contract for 23-25 as of 5pm 06 July 2023 < voter view only  
DOS Costing Analysis for FY 23, 24, 25 < voter view only

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9. Proposed Resolutions > *continued*

**9.12. Tabled from Agenda:** Approve Revision of Policies: A motion was made by \_\_\_\_\_ to approve revision of the following listed policies with first and final reading as presented/amended.

The following MSBA/MASA model policies have been updated to reflect Minnesota laws enacted in 2023.

Because some revisions are effective immediately or in the Summer 2023—and because the revisions are largely taken word for word from 2023 legislation—school boards may choose to adopt changes in a single meeting or as an emergency pursuant to Model Policy 208: *If a policy is modified with*

*minor changes that do not affect the substance of the policy or because of a legal change over which the school board has no control, the modified policy may be approved at one meeting at the discretion of the school board.*

This is a local decision for school boards. Whether policy language has been formally adopted, school districts must follow laws related to the policies. The motion seconded by \_\_\_\_\_

Vote: BE IT RESOLVED the motion carries or does not carry by a \_\_\_-Yes to \_\_\_ No vote.

Description: Please refer to attachments from MSBA Policy Services

Attachments: (57) MN Model Policy Revisions 2023 MN Legislative Changes from MSBA Policy Service Newsletters

|                    |                      |                               |                    |
|--------------------|----------------------|-------------------------------|--------------------|
| 102-062623         | 506-060823           | 601-060523                    | 708-060323         |
| 102 Redline-062623 | 506 Redline-060823   | 601 Redline-060523            | 708 Redline-060323 |
|                    | 507-060823           | 602-060523                    | 709-061123         |
|                    | 507 Redline-060823   | 602 Redline-060523            | 709 Redline-061123 |
| 418-061123         | 509-060823           | 603-032823                    |                    |
| 418 Redline-061123 | 509 Redline-060823   | 603 Redline-032823            |                    |
| 419-061123         | 513-060523           | 604-060523                    | 806-060823         |
| 419 Redline-061123 | 513 Redline-060523   | 604 Redline-060523            | 806 Redline-060823 |
| 424-061123         | 514-060823           | 613-060523                    |                    |
| 424 Redline-061123 | 514 Redline-060823   | 613 Redline-060523            |                    |
| 425-060823         | 515-062323           | 616-060523                    |                    |
| 425 Redline-060823 | 515 Redline-062323   | 616 Redline-060523            |                    |
|                    | 516.5-061123         | 617-060523                    |                    |
|                    | 516.5 Redline-061123 | 617 Redline-060523            |                    |
|                    | 524-061223           | 618-060523                    |                    |
|                    | 524 Redline-061223   | 618 Redline-060523            |                    |
|                    | 532-061123           | 620-060923                    |                    |
|                    | 532 Redline-061123   | 620 Redline-060923            |                    |
|                    | 534-061123           | 621 Read Act-060723           |                    |
|                    | 534 Redline-061123   | 624 Online Instruction-060923 |                    |

10. Adjourn: Recommended motion: **Member Olson** moved to adjourn at **9:19 P.M.** The motion seconded by **Member VonEnde**. Discussion (none); 6-Yes, 0-No vote; **U.C. = motion carried unanimously.**

Cari Dostal, Clerk \_\_\_\_\_ Jamie Isane, Chairperson \_\_\_\_\_

Communications/Upcoming Meetings:

|                            |  |
|----------------------------|--|
| Tuesday, August 22, 2023   | 5:30 PM Special Board Meeting with Closed Session              |
| Wednesday, August 30, 2023 | 5:30 – 7 PM ‘Meet N Greet’ at Back to School Open House Picnic |
| Monday, September 11, 2023 | 6:00 PM Technology Committee Meeting                           |
| Monday, September 11, 2023 | 7:30 PM Regular Monthly Board Meeting                          |

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