

**ISD 877**  
**BOARD OF EDUCATION MEETING**

**Thursday, March 19, 2009**  
**Board Room**  
**3:30 p.m.**

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**MINUTES**

1. CALL TO ORDER BY CHAIR Dave Wilson at 3:30 p.m. AND ROLL CALL OF ATTENDANCE

Present: Dave Wilson, Patti Pokorney, Doug Olson, Sue Lee, Dave Wilson,  
Melissa Brings, Jeff Mattson, Rolf Mohwinkel  
Absent: Keenen Stangl; Student Representative

2. PRELIMINARY ACTIONS

- A. Pledge of Allegiance
- B. Public Comment

- Pam Brophy, 1388 10<sup>th</sup> St, NW, Buffalo – Teacher in our district. On behalf of the Boys Swim and Dive Team – appreciates board providing these opportunities for dialogue. Group has raised the funds to sustain the program for a year with the opportunity to self-fund. Title IX – have done some of their own research. Has contacted the state department and this area is fuzzy. Decision comes back to the local body. Cooperative is the second choice of the booster group. Would like to keep the program in our district.
- Tommy Peterson, Waverly, 6<sup>th</sup> grader who is looking forward to competing when he is eligible. Participants are willing to help in every way to keep this sport.
- Cheryle 3582 Emerson Ave NW – Maple Lake – is a cooperative participant in our program. Son broke his leg and thought this season was lost. Swim Team has provided therapy opportunities and he has regained full motion in his leg with help from therapist, swim coach, and support of swim team. Hopeful that he can participate next year as a senior. Some concern for students driving to Watertown in the winter.
- Marci Wills – Phy Ed Teacher at Parkside – on behalf of elementary phy ed teachers and the phy ed department. Acknowledge situation the school district is in. Concern with amount of phy ed due to specialist reductions. Obesity is a problem. Cuts will change schedule to one 50-minute class every 4 days. Recommendation a couple years ago was to increase phy ed in the school day. Exercise helps the brain learn. Concern with test scores. The classroom teacher's day is already full. Recess – active kids are already moving but those who need to move are not. Would ask the Board to direct the administration to relook at the cuts in this area, not for the teachers but for the sake of the students.

C. Approval of Agenda

Pokorney/Brings to approve

Motion carried 7-0

3. COMMUNICATIONS

A. Student Council Report - none

B. Proud Of

1. Montrose Elementary Students for collecting \$1680.64 for Pennies for patients
2. Twyla Meyer, BHS Arts Magnet student, who has been selected to be an exhibiting artist in the Ordway Theater's International Children's Festival. Her artwork will be displayed at the Artist's Mercantile in St. Paul and will be a part of the Ordway's ArtWalk during the Children's Festival.
3. Neil Gleason, Junior at BHS, who received two state level awards from the MN Music Educators' Association for his piano compositions. "End of an Age" received 3rd Place and "My Time Is Up" received Honorable Mention.
4. Amber Bergslien, BHS, whose ceramic teapot won Best of Show at the North Hennepin Community College Art Contest.
5. Abby Huff, BHS, whose pencil drawing won Best of Show at the North Hennepin Community College Art Contest.
6. Olivia Wyatt, BCMS Student who won the 2009 Holocaust Essay Contest through the Tolerance Minnesota and Jewish Community Relations Council. Olivia won a trip to Washington D.C. for herself and her teacher. The name of her essay is "Imagining the Unimaginable: Kristallnacht".
7. Boys Swimming and Dive Team who is the Section 8 All Academic Team for 2009. JD O'Donnell and Nathan Engfer qualified for the state meet. The Team finished 5th at the Section meet.
8. Buffalo-Hanover-Montrose School District for demonstrating environmental leadership by achieving a Leaders Top Performer rating from the United States Environmental Protection Agency - Energy Star Program.
9. Northwinds Elementary staff and students who received an "Energy Star" rating
10. BHS Business Professionals of America Special Olympics Committee and Chair Jessica Demeules who raised \$1024 for Special Olympics which is the state service project.
11. BHS Girls Basketball Team who will participate in the state tournament.

- C. Board Calendar Dates
  - 1. Monday, April 13, 2009 - Board Workshop, 4:30 p.m., Hanover Elementary
  - 2. Saturday, April 18, 2009 - ECFE Family Fair, 10:00 a.m.-1:00 p.m., Discovery Center
  - 3. Monday, April 27, 2009 - Board Meeting, 7:00 p.m., Board Room
- 4. CONSENT AGENDA
  - A. Personnel Consent Agenda

APPOINTMENTS - All appointments are contingent upon satisfactory completion of a criminal background check. Approve the following appointments:

- 1. Kali Pelham, short-term substitute Teacher at Discovery Elementary effective on or about May 5, 2009 and ending on or about June 4, 2009. This is a replacement for Sarah Samuelson.
- 2. Thona Olson, Instructional Paraprofessional at Parkside Elementary effective February 17, 2009 and ending June 4, 2009. This is a replacement for Colleen Thinesen.
- 3. Julie Lund, Special Education Paraprofessional at Tatanka Elementary effective February 26, 2009 and ending June 4, 2009. This is a replacement for Kathy Budde.
- 4. Gail Pfeifle, short-term substitute Teacher at Montrose Elementary effective February 17, 2009 and ending on or about April 15, 2009. This is a replacement for Connie Barkley.
- 5. Jarilyn Loberg, part-time (.8 FTE) School Social Worker at Discovery, Hanover and Parkside Elementary Schools effective March 16, 2009. This is reorganization due to replacing Chad Mead.
- 6. Dustin Weege, short-term substitute Math Teacher at Buffalo Community Middle School effective on or about March 30, 2009 and ending on or about May 8, 2009. This is a replacement for Angie Weber.

RESIGNATION/RETIREMENT/TERMINATION - Approve the following resignations/retirements/terminations:

- 1. Sarah Lundebrek, KidKare Assistant at Discovery Elementary, resignation effective March 6, 2009.
- 2. Greg Blacik, English Teacher at Buffalo Community Middle School, retirement effective June 5, 2009.
- 3. Judy Coley, Director of Special Education, retirement effective June 30, 2009.
- 4. Rosalyn Denn, 2<sup>nd</sup> Grade Teacher at Hanover Elementary, retirement effective June 5, 2009.
- 5. Rena Hall, Media/Technology Specialist at Buffalo Community Middle School, resignation effective June 5, 2009.
- 6. Joe Headley, Tech Education Teacher at Buffalo Community Middle School,

retirement effective March 26, 2010.

7. Pam Brophy, Speech/Language Pathologist at Northwinds Elementary, retirement effective June 5, 2009.
8. Kathy Anderson, Adult Basic Education Teacher, retirement effective June 30, 2009.
9. Elizabeth Hodge, Early Childhood Special Education Teacher, termination effective June 5, 2009. This is due to the return from leave of Gary Blake.

The following terminations are due to budget reductions and are effective June 5, 2009:

1. Jennifer Fox, PRIDE Transitions Program Work Experience Teacher.
2. Dan Dehmer, Social Studies Teacher at Buffalo Community Middle School.
3. Michelle Norman, .5 FTE Spanish Teacher at Buffalo High School.
4. Kelly Karow, .333 Orchestra Teacher at Buffalo High School.
5. Debra Bestland, .5 FTE Dance Teacher at Buffalo High School.
6. Marie Bauerly, Business Education Teacher at Buffalo High School.
7. Jolene Sypnewski, 2<sup>nd</sup> Grade Teacher at Tatanka Elementary.
8. Mark Slecta, Physical Education Teacher at Tatanka Elementary.
9. Angela Murphy, Kindergarten Teacher at Tatanka Elementary.
10. Brenda Gilbertson, .5 FTE 3<sup>rd</sup> Grade Teacher at Tatanka Elementary.
11. Melissa Goyette, Kindergarten Teacher at Parkside Elementary.
12. Alicia Cleary, 1<sup>st</sup> Grade Teacher at Parkside Elementary.
13. Lisa Duffney, .5 FTE Kindergarten Teacher at Northwinds Elementary.
14. Kelsey Rihm, .5 FTE Kindergarten and .5 FTE 2<sup>nd</sup> Grade Teacher at Montrose Elementary.
15. Jennifer Colgan, 2<sup>nd</sup> Grade Teacher at Hanover Elementary.
16. Kim Coil, .5 FTE Kindergarten Teacher at Hanover Elementary.
17. Byron Rasch, Physical Education Teacher at Discovery Elementary.
18. Chris Wander, Special Education Teacher at Northwinds Elementary.
19. Amy Haag, Special Education Teacher at Montrose Elementary.

LEAVE OF ABSENCE - Approve the following regarding leave of absence:

1. Sarah Samuelson, Multi-Age Teacher at Discovery Elementary, leave of absence effective on or about May 5, 2009 and ending on or about June 5, 2009.
2. Dale Daniels, Custodian at Tatanka Elementary, leave of absence effective March 5, 2009 and ending April 17, 2009.
3. Tamra Otten, Special Education Paraprofessional at Buffalo High School, leave of absence effective February 13, 2009 and ending February 12, 2010.
4. Tara Hammerstad, Special Education Paraprofessional at Buffalo Community Middle School, leave of absence effective January 17, 2009 and ending on or about March 19, 2009.
5. Jill Agosto, Special Education Paraprofessional at Northwinds Elementary, leave of absence effective February 18, 2009 and ending on or about March

30, 2009.

TRANSFER/CHANGE IN ASSIGNMENT - Approve the following transfer/change in assignment:

1. Christine Hafften, Supervisory Paraprofessional at Buffalo Community Middle School, from 5.75 hours/day to 5.5 hours/day effective February 5, 2009.
2. Patti Fisher, School Social Worker, from .8 FTE at Buffalo Community Middle School to 1.0 FTE at Montrose and Northwinds Elementary Schools and Buffalo Community Middle School. This is a replacement for Chad Mead.
3. Jennifer Holte, .8 FTE School Social Worker, from Buffalo Community Middle School and Discovery and Hanover Elementary Schools to Buffalo Community Middle School effective March 16, 2009. This is a replacement for Patti Fisher.
4. Nancy Anderson, from 1<sup>st</sup> Grade Teacher to 2<sup>nd</sup> Grade Teacher at Hanover Elementary effective August 31, 2009. This is due to looping.
5. Andrea Carlson, from 2<sup>nd</sup> Grade Teacher to 1<sup>st</sup> Grade Teacher at Hanover Elementary effective August 31, 2009. This is due to looping.
6. Rebecca Hanson, from 1<sup>st</sup> Grade Teacher to 2<sup>nd</sup> Grade Teacher at Hanover Elementary effective August 31, 2009. This is due to looping.
7. Diane Heisel, from 1<sup>st</sup> Grade Teacher to 2<sup>nd</sup> Grade Teacher at Hanover Elementary effective August 31, 2009. This is due to looping.
8. Carol Mullin, from 2<sup>nd</sup> Grade Teacher to 1<sup>st</sup> Grade Teacher at Hanover Elementary effective August 31, 2009. This is due to looping.
9. Ken Beise, part-time temporary Custodian, from Northwinds Elementary to Tatanka Elementary effective March 30, 2009.
10. Taryn Hermann, from .6 FTE English Teacher to 1.0 English Teacher at Buffalo Community Middle School. This is a replacement for Greg Blacik.
11. Ed Cox, Science Teacher at Buffalo High School, teaching one additional block at Phoenix Learning Center during 4<sup>th</sup> Term, March 30, 2009 through June 5, 2009.
12. William Floersheim, Social Studies Teacher at Buffalo High School, from .667 FTE to 1.0 FTE effective March 30, 2009 and ending June 5, 2009.
13. Jeannie Tregaskis, Special Education Teacher, from Northwinds to Parkside Elementary effective August 31, 2009. This is due to the movement of the self-contained Special Education program.
14. Colleen Manninen, Special Education Teacher, from Tatanka Elementary to Discovery Elementary effective August 31, 2009. This is due to restructuring.
15. Catherine Deneen, Special Education Teacher, from .5 FTE at Discovery Elementary and .5 FTE at Parkside Elementary to 1.0 FTE at Northwinds Elementary effective August 31, 2009. This is due to restructuring.
16. Marci Wold, Special Education Teacher, from Parkside Elementary to Buffalo Community Middle School effective August 31, 2009. This is due to restructuring.

The following transfers/change in assignment are due to budget reductions and restructuring of positions due to budget reductions and are effective August 31, 2009:

1. Kristin Rakke, Music Teacher, from 1.0 FTE at Discovery Elementary to .5 FTE at Discovery Elementary and .5 FTE at Parkside Elementary.
2. Donna Williams, Music Teacher, from .8 FTE at Parkside Elementary and .2 FTE at Tatanka Elementary to .4 FTE at Discovery Elementary and .6 FTE at Parkside Elementary.
3. Marci Wills, Physical Education Teacher, from .8 FTE at Parkside Elementary and .2 at Northwinds Elementary to .333 at Discovery Elementary and .667 at Parkside Elementary.
4. Jennifer Ahlm, from 6<sup>th</sup> Grade Teacher at Buffalo Community Middle School to 1<sup>st</sup> Grade Teacher at Hanover Elementary School.
5. Karen Smith, Media/Technology Specialist, from 1.0 FTE at Hanover Elementary to .75 FTE at Hanover Elementary and .25 at Buffalo High School.
6. Angie Kath, from 2<sup>nd</sup> Grade to 3<sup>rd</sup> Grade Teacher at Montrose Elementary.
7. Jan Michalek, from Elementary Gifted Education Coordinator to 5<sup>th</sup> Grade Teacher at Montrose Elementary.
8. Annalicia Niemela, Physical Education Teacher at Montrose Elementary, from .817 FTE to .6 FTE.
9. Cynthia Tagg, from 4<sup>th</sup> Grade Teacher at Montrose Elementary to Kindergarten Teacher at Parkside Elementary.
10. Lynn Weinzierl, from 1.0 FTE 1<sup>st</sup> Grade Teacher to .5 FTE 1<sup>st</sup> Grade and .5 FTE Kindergarten Teacher at Montrose Elementary.
11. Stephanie Affeldt, from 3<sup>rd</sup> Grade Teacher to 5<sup>th</sup> Grade Teacher at Northwinds Elementary.
12. Marty Bartels, Music Teacher, from 1.0 FTE at Buffalo Community Middle School to .6 FTE at Buffalo Community Middle School and .4 FTE at Northwinds Elementary.
13. Erin Gutwasser, from 2<sup>nd</sup> Grade Teacher to 3<sup>rd</sup> Grade Teacher at Northwinds Elementary.
14. Marsha Muntifering, from 2<sup>nd</sup> Grade Teacher to 3<sup>rd</sup> Grade Teacher at Northwinds Elementary.
15. Jeff Stimler, from .5 FTE 3<sup>rd</sup> Grade Teacher and .5 FTE 4<sup>th</sup> Grade Teacher to 1.0 FTE 3<sup>rd</sup> Grade Teacher at Northwinds Elementary.
16. Cindy Kotz, from 4<sup>th</sup> Grade Teacher to 5<sup>th</sup> Grade Teacher at Parkside Elementary.
17. Tonia Poncius, from 6<sup>th</sup> Grade Teacher at Buffalo Community Middle School to 1<sup>st</sup> Grade Teacher at Parkside Elementary.
18. Mike Quady, from 1.0 FTE Media/Technology Specialist to .8 Media/Technology Specialist and .2 Teacher on Special Assignment/Administrative Assistant at Parkside Elementary.
19. Heather Strand, from 5<sup>th</sup> Grade Teacher to 3<sup>rd</sup> Grade Teacher at Parkside Elementary.

20. Jennifer Burtness, from 3<sup>rd</sup> Grade Teacher at Tatanka Elementary to Social Studies Teacher at Buffalo Community Middle School.
21. Jennifer Fonkert, Reading Specialist at Tatanka Elementary, from 1.0 FTE to .817 FTE.
22. Wendy Johnson, from 1<sup>st</sup> Grade Teacher to Kindergarten Teacher at Tatanka Elementary.
23. MaryJo Schubert, Physical Education Teacher, from 1.0 FTE at Buffalo Community Middle School to .2 FTE at Buffalo Community Middle School and .8 FTE at Tatanka Elementary.
24. Paul Arens, Physical Education Teacher, from .5 FTE at Buffalo High School and .5 FTE at Buffalo Community Middle School to 1.0 FTE at Buffalo Community Middle School.
25. William Floersheim, Social Studies Teacher at Buffalo High School, from .667 FTE to .333 FTE.
26. Shelly Geurts, from Teacher at Phoenix Learning Center to PRIDE Transitions Program Work Experience Teacher.
27. Mike Knutson, from 1.0 FTE Instrumental Music Teacher at Buffalo Community Middle School to .333 FTE Orchestra Teacher and .667 Instrumental Music Teacher at Buffalo High School.
28. Katie Kunz, English Teacher, from 1.0 FTE at Buffalo High School to .6 FTE at Buffalo Community Middle School and .4 FTE at Buffalo High School.
29. Mary Soden-Welliver, Instrumental Band Teacher, from Buffalo High School to Buffalo Community Middle School.
30. Sheri Tamte, from 1.0 Arts Magnet Program Coordinator to .333 FTE Arts Magnet Coordinator and .667 FTE Art Teacher at Buffalo High School.
31. Denise Wahlin-Fiskum – from .5 FTE English Teacher and .5 FTE Media Specialist to 1.0 FTE English Teacher at Buffalo High School.
32. Jack Brady, from .5 FTE Social Studies Teacher and .5 FTE Teaching and Learning Curriculum Coordinator to .6 FTE Social Studies Teacher and .4 FTE Teaching and Learning Curriculum Coordinator.
33. Tom Gould, from .5 FTE 6<sup>th</sup> Grade Teacher and .5 FTE Teacher on Special Assignment/Administrative Assistant to 1.0 FTE 6<sup>th</sup> Grade Teacher at Buffalo Community Middle School.
34. Kelli Ritter, from .5 FTE 3<sup>rd</sup> Grade Teacher and .5 FTE Title I Teacher to .5 FTE Title I Teacher at Parkside Elementary.
35. Shane Thielke, from Parkside Elementary Principal to Buffalo Community Middle School Assistant Principal effective July 1, 2009.
36. Michelle Robinson, from 1.0 FTE Discovery Elementary Principal to .5 FTE Discovery Principal and .5 FTE Parkside Elementary Principal effective July 1, 2009.
37. Gary Theis, from 1.0 Montrose Elementary Principal to .9 Principal and .1 Title I Administrator effective July 1, 2009.
38. Josh Swanson, from .5 FTE Assistant Principal at Buffalo Community Middle School and .5 FTE Technology Director to .6 FTE Technology Director and .4 Special Education Coordinator effective July 1, 2009.
39. Gary Blake, from Special Education Coordinator to Early Childhood Special

Education Teacher.

- B. Check Disbursements - Payroll checks # 184317 through 184774, and 103634 through 105083, amounting to \$2,822,918.92. P-card disbursement checks 10988 to 11327, totaling \$78,243.43. Handwritten checks 134293 through 134302, Bill-pay wires 10986 through 10987, Employee reimbursement checks 90000915 through 90000970, and Accounts Payable checks 137009 through 137308, for the period of February 23 – March 9 as follows:

01	GENERAL FUND	913,904.31
02	FOOD SERVICE	78,162.35
04	COMMUNITY SERVICE	18,475.31
05	CAPITAL OUTLAY	44,180.45
06	NEW BUILDING	.00
07	DEBT SERVICE	.00
09	ACTIVITY FUND	16,905.06
16	ALTERNATIVE FACILITIE	.00
	TOTAL	\$1,071,627.48

- C. Electronic Fund Transfers - A list of the electronic fund transfers occurring in the official depositories (for the period of Feb. 1 – Feb. 28) is as follows:

Date	Vendor & Purpose	Amount
2/04/09	BMO Corporate MasterCard – P-Card	77,597.07
2/04/09	Xcel Energy – Utility	2,501.36
2/10/09	Xcel Enerty – Utility	5,255.84
2/10/09	Delta Dental – Dental Insurance	37,873.82
2/13/09	MN Dept. of Revenue – State Taxes	49,164.02
2/13/09	Chicago USA Tax Pmt – Federal Taxes	310,555.05
2/27/09	MN Dept. of Revenue – State Taxes	49,814.94
2/27/09	Chicago USA Tax Pmt – Federal Taxes	314,932.96
	Total	847,695.06

- D. Minutes of the February 23, 2009 Regular Board of Education Meeting  
E. Donations

1. \$600 Anonymous Donation to DES to cover cost of Science Museum Field Trip busses (3)
2. \$715.07 from Target Take Charge of Education to MES
3. \$3611.17 from Target Take Charge of Education to BHS
4. \$911.39 from Target Take Charge of Education to TES
5. \$889.38 from Target Take Charge of Education to DES
6. \$2430.57 from Target Take Charge of Education to HES



7. \$1301.05 from Target Take Charge of Education to PES
8. \$175 from Domino's Pizza to PES
9. \$203.40 from Kemps Nickels for Schools to NES
10. \$100 from Friends of the Library, Buffalo Public Library, for the BHS Community Book Read
11. \$100 from RMG Refer a Friend through Lonette and Scott Cochrane to HES
12. \$970 from Montrose Lions to MES for the DARE program

Mohwinkel/Mattsib to approve

Motion carried 7-0

## 5. ACTION ITEMS

- A. Holocaust Award Trip to Washington, DC, Jan Heyerdahl  
Five BCMS students entered the contest and Olivia Wyatt, 8<sup>th</sup> grader won a trip to Washington, D.C. for herself and her teacher. Olivia provided copies of her essay to the board members. There is no cost to the district.

Lee/Mohwinkel to approve

Motion carried 7-0

- B. The HERD Trip to Michigan, Scott Rabehl  
129 students have signed up for the trip to participate in the Cherry Festival Parade. Itinerary is set and students are earning their money.

Brings/Mohwinkel to approve

Motion carried 7-0

- C. Bid Award - Primary Vendor, Marilyn Splinter  
This bid is for how much to charge for delivery/distribution of food service items. There were three bids. Call for Bid and analysis was completed with Debbie Grant. Upper Lakes was the low bid by only \$300. Upper Lakes is the current provider. All three companies would have been good to work with but see no reason to change. We are paying less than many other districts.

Pokorney/Olson to award bid to Upper Lakes

Motion carried 7-0

Discussion – New distribution program – yes, now distribution takes place when it is convenient and efficient for the company due to key/card access at buildings allowing them to drop shipments at any time of the day or night.

- D. Staff Reductions, Moreen Martell

In the approval of the personnel consent agenda, the board has now approved the 1.5 administrative staff, 11.5 teaching positions and 2.0 gifted and talented positions as part of the budget reductions. This has been a thoughtful and difficult process involving the termination of good staff members.

Discussion - How many people is this – Doesn't have that for you right now but will be able to in June. Retirements have helped reduce the number of terminations. Saddened to let phenomenal staff go and also how this affects students and their learning.

- E. Resolution Proposing to Place Erica Carlson on Unrequested Leave of Absence  
Erica is an Art Teacher at Buffalo High School. There are no probationary staff in the art department. Erica will have rights to an Art position in our District for five years.

BE IT RESOLVED by the School Board of Independent School District No. 877, as follows:

1. That it is proposed that Erica Carlson, a teacher of said school district, be placed on unrequested leave of absence without pay or fringe benefits, effective at the end of the 2008-09 school year on June 30, 2009, pursuant to M.S. 122A.40, subdivision 10 and ARTICLE VI, Section 3., Subdivisions 1-6 of the current Master Agreement between the School district and the exclusive representative.
2. That said proposed placement on unrequested leave of absence is not the result of the implementation of an education district agreement.
3. That written notice be sent to said teacher regarding the proposed placement on unrequested leave of absence without pay or fringe benefits as provided by law and said notice shall include a date for hearing if requested and be in substantially the following form:

**NOTICE OF PROPOSED PLACEMENT ON UNREQUESTED LEAVE OF  
ABSENCE AND NOTICE OF HEARING DATE, IF REQUESTED**

Dear Ms. Carlson:

You are hereby notified that at the regular meeting of the School Board of Independent School District No. 877 held on March 19, 2009, consideration was given to your placement on unrequested leave of absence without pay or fringe benefits as a teacher of Independent School District No. 877, and a resolution was adopted by a majority vote of the Board, proposing your placement on unrequested leave of absence effective at the end of the 2008-09 school year on

June 30, 2009, pursuant to Minnesota Statutes 122A.40, subdivision 10 upon the grounds described in said statute and which are specifically as follows: financial limitations.

Your proposed placement on unrequested leave of absence is not the result of the implementation of an education district agreement.

Under the provisions of the law, you are entitled to a hearing before the school board provided that you make a request in writing within fourteen days after receipt of this notice. If no hearing is requested within such period, it shall be deemed acquiescence by you to the school board's proposed action.

Yours very truly,

SCHOOL BOARD OF INDEPENDENT SCHOOL DISTRICT NO. 877

Clerk of the School Board

Enclosure: Resolution

4. That each and all of the foregoing grounds of said notice are within the grounds for unrequested leave placement as set forth in M.S. 122A.40, subdivision 10 and are hereby adopted as fully as though separately set forth and resolved herein.

Pokorney/Lee to approve

Motion carried 7-0

- F. Resolution A - Discontinued Contracts/Terminations, Moreen Martell  
This is in regards to substitute and temporary positions.

The following teachers, substitute teachers, acting incumbents, yearly, and out-of-licensure contracts be discontinued pursuant to the provisions of their individual contracts. The Superintendent is directed to inform these staff members of their discontinuation and to express the District's thanks for their services: Kellie Ouverson – long-term substitute ; Craig Geyen – long-term substitute ; Jill Loomis – long-term substitute ; Angela Schroetke – long-term substitute ; Michelle Nelson-Hall – long-term substitute ; Jana Thorson – long-term substitute

Brings/Mattson to approve

Motion carried 7-0

## 6. REPORTS

- A. Activities Reductions, Mark Mischke  
Tom Bauman has contacted the activities which were proposed to be cut regarding their interest in self-sufficiency and cooperative opportunities. Some concern from these groups if they are able to be self-sufficient for one year why wouldn't the district want them to continue with that.

Alpine Ski, Speech and Dance Team were not interested. Drum line would want to figure the difference is cost depending if they need to rent a practice facility. Boys Swim and Diving is interested in fund themselves for one year and already have the money collected.

Regarding Cooperative opportunities – St. Cloud has mentioned an interest with ski. St. Cloud also practices at Powder Ridge in Kimball.

Question regarding program cost for Alpine ski – this is one of the more expensive activities.

Question regarding difference between club and co-op. Cost is main difference and not being recognized as a High School League activity. There is competition amongst clubs. Our coaches may not be employed by the hosting district. Could a team contract a bus to take them to the host school for practices - yes. Are we assured that these other district's programs are not in danger of being cut. Yes, this has been asked. Is there a concern for Watertown regarding Title IX implications if our swim/dive team co-ops with them. That is probably why they are asking for numbers of participants.

Title IX – Compliance looks at opportunities and averages compared to student enrollment over the past two years. We are 5% below in girls and 5% above in boys. Five percent is the allowable margin. By looking at these numbers, if we keep boys swimming, we would need to cut boys in some other areas or add girls in. Could for example, we limit the number of freshmen boys in an activity - possibly. If we would reduce the number of boys, this would also decrease the amount of fees collected. Consideration is also given to balance of opportunities in each season. Reduction in number of coaches was made in 2004.

Supt. Comments – Everyone agrees that extra-curricular activities are beneficial to student success. When these activities were added, the question was asked – can we afford this. Knew we could sustain them at the time, but could not predict future years. According to the parent surveys, we will be at the maximum our families can afford for activity fees with the proposed increases. Seven years ago, cuts were made equitably and across the board. Will continue to look for efficiency and reductions across all activities. Will look at requests for advertising. Will continue with donations practice so that the programs are not driven by what donations would be given for. Title IX – concern is when “willful” decisions are made. Superintendent's recommendation –

- Middle school is ready to go ahead with a fee of \$80 and will add a fine arts fee, reduce number of contests and travel.
- High school – raise fees to \$85/\$120/\$155. Look at one-year donation possibility but be concerned with if this puts us further out of compliance.
- Don't give up on the cooperative possibilities.
- If donation/self-sufficiency is granted it should be for one year and then revisited.

Discussion - Would like this on the next workshop. Would like to look at options to reduce number of boys and increase number of girls.

B. Policies, Anita Underberg

These are suggested revisions from MSBA and incorporate practices currently in place:

1. #203.5 School Board Meeting Agenda – language regarding the development of the agenda
2. #204 School Board Meeting Minutes – language regarding recording of closed meetings and maintenance of those recordings
3. #210 Conflict of Interest – language regarding contract approval when spouse of a board member is a member of the class of employees contracting with the school board.

7. DISTRICT COMMITTEE REPRESENTATIVE REPORTS

Pokorney – Transportation Committee is looking at where to increase walking distances. Two schools currently do not have walk zones – the high school and Montrose Elementary. NWSISD – Looking at reorganizing the governing board. Reviewed Jobs for MN Graduates review – what it costs for a dropout.

Doug – CE Advisory Council – Looking at ways to offer summer programming for children without Summer School.

Sue – Foundation - Prok Chop Dinner is April 16. Showcase earned over 4000 and will provide 2 – 1500 scholarships

Brings – Dashboard Indicators

Rolf – Transportation

Wilson – United for Youth – budget is stretching out a little further.

8. SUPERINTENDENT'S REPORT

9. OTHER

Brings/ to adjourn at 5:20 p.m.

Respectfully submitted,

Melissa Brings, Clerk  
ISD 877 Board of Education