



# Superintendent's Report

November 18, 2019

"Always Our Best"



Vision: Empowering all for lifelong learning

Mission: Creating an educational community where lifelong learning is valued, excellence is expected, and all are prepared for the future.

**Special Board Meeting #2 - Set a date** - Possible dates include January 8th and 15th. Both dates are Wednesdays. The Special Meeting's agenda would include outcomes from my superintendent meetings with all the various groups. (Board members, admin and staff). Our regular meeting that month is scheduled for Monday, January 20th.

Staff and administration have formed a committee of approximately 11 people who are going to take a look at our current structure of committees and LC's, to determine if we can be more streamlined with our efforts and enhance our outcomes for school improvement.

**Early Retirement Incentive?** - It is my understanding that R-P Schools has offered an early retirement incentive to teachers most years. I want to take a few minutes at the meeting to see if the Board would like to move forward with this incentive again this year.

Points to Remember and or ask about -

1. The incentive is designed to save the district money as retiring teachers are often replaced with teachers with far fewer years of experience.
2. Cost - The cost to the district is a General Fund expense, so it is important to note that savings should be our priority. Two years of insurance has been the most common incentive and would cost approximately \$9,000 a year, or \$18,000 over the two years.
3. Savings - depending on the salary of the retiring teachers and the experience a new teacher brings, the savings might be as high as \$25,000 a year, or \$50,000 over the two years.
4. What are the drawbacks to offering an incentive?
  - You lose veteran, experienced teachers
  - Is it truly an incentive if offered yearly, or does it become the expectation?

**Board Policy Review, Revision and New** - One goal that we have established will impact the Board. That goal is the development a routine plan to review all of our Board policies over the long-haul. In the short-term, we need a plan to revise many current policies, or approve new policies, as suggested by the School Board Association. Many of these are the result of legislation and often could be characterized as “tweeks” to current policies.

Short-term Example - ([Link](#))

Laura is working to compare our existing policies to state mandated policies to see if we have any specific needs to address.

**HVED Facilities Update** - In summary, HVED will be placing the building project on hold for the time being and will concentrate on immediate student programming needs. Specifically, we need to get a behavior program up and running in the south section.

We will discuss the reason for this in more detail at the meeting.

**Common Sense Rule on Weather Related postponements and cancelations** - Winter weather brings a number of delays and cancelations. Decisions are made with input from a number of people and are still not always easy and clear-cut.

One aspect to consider are those days when school is not able to be held but the weather clears up nicely by the afternoon. Should we have practices, games or other school activities in the building? My practice has always been to utilize the “Common Sense Rule”.

We will spend just a few minutes at the meeting discussing this.

**School Nurse?** - You may have been contacted recently concerning the possibility of adding a school nurse at Rushford-Peterson. This is a topic of discussion that will take place following our Special Meeting in January. Since it is a decision that impacts the budget, it will become a topic of consideration for next school year and next school year’s budget process.

**Salt, Sand and Tractor** - The possibility of buying a spreader for sand and salt and also the idea of buying a tractor came up during our last Board meeting. I would like to briefly discuss this again at the meeting.

Currently, no plans are in the works to buy a spreader and the possibility of a tractor purchase will become part of our facility improvement plan and will be prioritized along with our other needs as we look to the future while keeping our budget in mind.

