

AGENDA

Board of Education Regular Meeting
Independent School District No. 110
Waconia, Minnesota
May 10, 2010 - 7:00 PM
Waconia City Council Chambers

1. CALL TO ORDER, ADOPTION OF AGENDA, and NOTATION OF MEMBERS IN ATTENDANCE
2. ANNOUNCEMENTS, ACKNOWLEDGEMENTS, AND CORRESPONDENCE
 - A. Upcoming Board Meetings:
 1. May 17 Facilities Committee 6:30p ESC
 2. May 24 Work Session 7p BV Media Center
 3. June 7 Finance Committee 5:30p ESC
 4. June 14 Regular Board Meeting 7p City Hall
 - B. Acknowledgements
 1. Congratulations to Cristian Gilbert & Brian Honkomp - for a successful expedition to the summit of Mt. Elbrus
 2. 2009-2010 Retirement Recognitions:
 - a. Michael Blassey - 32 years
 - b. Ralph Rosckes - 30 years
 - c. Corinne Dulgar - 27 years
 - d. Norma Christianson - 18 years
 - e. Bonnie Laumann - 16+ years
 - f. Rose Laumann - 14+ years
 3. Thank you for Service:
 - a. Meredith Proulx and Jennifer Cafarella, 2009-2010 Student Board Representatives
3. PUBLIC COMMENTS RELATED TO AGENDA ITEMS
4. MINUTES OF PREVIOUS MEETINGS
 - A. Approve minutes of the April 12, 2010 Regular Meeting.
5. CONSENT AGENDA
 - A. Approve Bills and Wire Transfers

Monthly bills are available for Board Members to audit before or after the meeting. Please contact Ms. Cink with any questions or concerns regarding district bills as presented.
 - B. Approve Personnel Items
 1. Establish site supervisor stipend for extra-curricular activities.

Establish \$3500/season in supervision stipends to be paid proportionally for event supervision.
Cost to be included with existing athletic budget.
 2. Accept the following employee resignations:

- a. Heather Boll - Community Education
- b. Jeremy Augustin - Business Systems Analyst

3. Approve the following Leaves of Absence:

- a. Rita Hoppenrath - SV Teacher

4. Approve the following long-term substitutes:

- a. Martha Cramer - (Hoppenrath)
- b. Tom Becker - (Marsden)

6. ADMINISTRATIVE REPORTS

A. Administrative Written Reports

(Community Education, Activities, Bayview Elementary, Southview Elementary, Clearwater Middle School, Waconia High School, Teaching & Learning, Special Education, Grant and Development)

B. Student Board Representative Report

Presenter: Meredith Proulx/Jennifer Cafarella

C. Finance and Operations Report

Presenter: Julie Cink

D. Superintendent's Report

Presenter: Dr. Rajanen

7. ACTION ITEMS

A. Approve selection of KKe as architectural firm for future building project.

Background:

The School Board Facilities Committee has completed a Request for Proposal (RFP) process to identify an architectural firm to work with the District in analysis and planning for a new facility.

The RFP utilized qualification based procurement procedures for the evaluation and selection of the design professionals for this project.

The Facilities Committee has completed screening, interviews, and site visits of the applications, in order to consider the capabilities, design creativity, design responsiveness, design quality, design/construction integration effectiveness, and building quality of interested architectural firms that submitted a proposal for this project.

The Facilities Committee has identified KKe as the architectural firm to be used for this project.

Action:

The administration and School Board Facilities Committee recommends a letter of intent be sent to the KKe architectural firm, identifying the firm as the designated architect for a future building project. The Board further authorizes the administration to begin development of a contract to identify the fees and scope of services.

Presenter: Dr. Rajanen

B. Approve Resolution Authorizing the District to Enter into a Line of Credit Agreement with a Financial Institution

A line of credit is available to school districts as an alternative to aid anticipation borrowing. It is more economical and allows the district to respond to shift or delay in aid payments.

ROLL CALL VOTE

Presenter: Julie Cink

C. Approve Board Policies: 402 Applicant and Employee Disability Nondiscrimination; 515 Protection and Privacy of Pupil Records; 521 Student Disability Nondiscrimination; 522 Student Sex

Nondiscrimination; 802 Disposition of Obsolete Equipment; and 805 Waste Reduction and Recycling

These policies have been reviewed by the Policy Committee and are recommended for approval.

NOTE: for convenience, a few of these polices now have a form added to the policy.

Presenter: Dr. Rajanen

- D. Approve resolution establishing an administrative group, with collective terms & conditions, and a District commitment to compliance with Pay Equity standards for these employees.

Background: The District has 10 employees who are considered supervisory or administrative.

They work in positions with responsibility for overall administration of staff, budget, and program/policy development. While their contracts have similarities, they are not consistently compensated, nor has there been a standard of hiring, determination of compensation or benefits, or consistent evaluation of performance.

This inconsistency has created an issue for the district in its effort to be compliant with Pay Equity standards, or comparable worth, as set it M.S. 471.991 - 471.999. This practice has not been intentionally perpetuated, but is likely simply the result of rapid growth in district student population and consequently, personnel.

The School Board Personnel Committee and Superintendent have discussed the creation of a collective agreement and a process for hiring decisions which will eliminate disparate treatment of staff. The treatment of these employees as a group does not change their status as at-will employees, but rather eliminates any claim of discriminatory treatment based on gender.

Therefore, the Superintendent and the School Board Personnel Committee recommend the following:

- 1) The establishment of a salary schedule for unaffiliated positions.
- 2) Salary schedule to be consistent with the Pay Equity ratings per position
- 3) Consistent terms & conditions of employment
- 4) Alignment of the term of this agreement to coincide with all other employee group negotiations, in order to support pattern bargaining and equitable treatment of all groups.
- 5) Establishment of a written practice regarding pay equity rating to be applied for all new and revised positions, including an employee reconsideration or appeal process.

A collective terms & conditions will be brought to the June Board meeting.

ROLL CALL VOTE

Presenter: Dr. Rajanen

- E. Approve Resolution for Membership in the MSHSL

The annual resolution must be approved each year to renew the districts membership with MSHSL.

ROLL CALL VOTE

Presenter: Dr. Rajanen

- F. Approve Memos of Understanding with Custodial Group

- G. Approve Call for Bids for Milk and Bread Products for SY2010-2011

Presenter: Julie Cink

8. DISCUSSION ITEMS

- A. CSEC Ad Hoc Committee Final Recommendations

The Board's CSEC Ad Hoc Committee has met and developed its final recommendation. A copy is included for review.

Presenter: Dr. Rajanen

B. Service Learning Presentation

Presenter: Chuck Anderson

9. PUBLIC COMMENTS RELATED TO NON-AGENDA ITEMS

10. BOARD COMMITTEE REPORTS

A. Negotiations/Personnel Committee

B. Budget/Finance Committee

C. Policy Committee

D. Facility Committee

E. Curriculum Advisory Council Representative

F. Carver-Scott Cooperative Representative

G. Community Education Advisory Council Representative

H. MSHSL Representative

I. MSBA Government Representative

J. Technology Committee Representative

K. District 110 Foundation Representative

L. Community Center Advisory Board Representative

M. Grant Writing Committee

11. ADJOURNMENT