

AGENDA

Board of Education Regular Meeting
Independent School District No. 110
Waconia, Minnesota
July 16, 2012 - 7:00 PM
Educational Services Center

1. CALL TO ORDER, ADOPTION OF AGENDA, and NOTATION OF MEMBERS IN ATTENDANCE
2. ANNOUNCEMENTS, ACKNOWLEDGEMENTS, AND CORRESPONDENCE
 - Aug. 6 Finance Committee Meeting 5:30pm @ ESC
 - Aug. 13 Regular Meeting 7pm @ City Hall
 - Aug. 27 Work Session 7pm @ ESC
3. PUBLIC COMMENTS RELATED TO AGENDA ITEMS
4. MINUTES OF PREVIOUS MEETINGS:
 - A. Approve minutes of the June 11, 2012 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 Todd Swanson with any questions or concerns regarding district bills as presented.
 - B. Approve Personnel Items
 1. Resignations:
 - Allison Wachutka
 - Anthony Kley
 - Stephanie Didow - Wambeke
 - Jeffrey Segner
 2. Extended Contracts for 2012-2013
 - Lynette Alger - Guidance Counselor (17 additional days)
 - Kelly Jo Raether - Work Experience Coordinator (7 additional days)
 - Wendy Grundhofer - Assessment Coordinator (20 additional days)
 - James Bettcher - Guidance Counselor & ALC/Targeted Services Coordinator (26 additional days)
 - Sara Eischens - Health Coordinator (25 additional days + 209 additional hours)
 3. New Hires:
 - Karen Greenwald - full-time Speech Transliterater/Interpreter (new position / no longer contracted through CSEC)
 - Amber Galer - full time Technology Assistant (new position)
 - Tom Puchalla - full-time Network Supervisor (replacement)
 - Judy Nagel - full-time Assistant High School Principal (replacement)
 - Allison Jannette -08 FTE Instrumental Music Teacher (replacement)
 - Rebecca Sonnek - .2 FTE School psychologist (new position due to increased enrollment)
 - Kate Berkbigler - 1.0 FTE Elementary Ed Teacher (replacement)
 - Ellen Wetherbee - 1.0 FTE Elementary Ed teacher (new position due to increased

enrollment)

- Kelly Peterson- 1.0 FTE Elementary Ed Teacher (replacement)
- Sammy Nelson - 1.0 FTE SPED Teacher (new position based on increased enrollment)

4. Long-term Substitutes:

Kristin Bruellman (Karow)

5. Employee Status Changes:

Kenneth Bach - Nutritional Assistant (3.5hrs/day to 6.5 hrs/day) - replacement

Karen Thell - FACS Teacher (.42 FTE to .50 FTE)

Lori Schwirtz - Administrative Assistant I - Office Receptionist to Administrative Assistant II - Guidance Office Receptionist)

C. Tuition Billing Joint Agreement with U of M (college in the school)

D. Receipt of Donation: CW PTO donated \$4519.33 for the purchase of a Smartboard

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. Finance Report

Presenter: Todd Swanson

C. Superintendent's Report

Presenter: Dr. Rajanen

1. School Board Candidate Filing Period: July 31 - Aug. 14, 2012

- a. File at the District Office
- b. \$2. Filing Fee

7. ACTION ITEMS

A. Approve K-8 English/Language Arts Curriculum and Program Recommendations

Presenter: Kathy Oliphant

B. Second Reading Board Policies:

Presenter: Dr. Rajanen

C. Approve 2012-2013 Field Trip Proposals

The attached spreadsheet consists of field trips that require over night stays, and/or designated higher risk activities. A copy of Board Policy #610-Field Trips has also been included.

Presenter: Dr. Rajanen

D. Approve Health and Safety Preliminary Budget for 2012-2013

Presenter: Todd Swanson

E. Approve Proposed Agreement with Waconia Principal Association for 2011-2013

Summary of 2011-2013 Tentative Agreement

The Waconia Principal Association has ratified a tentative agreement for a new two-year contract effective July 1, 2011 through June 30, 2013. The tentative agreement includes steps and a 1% increase on the salary schedule for Year 1 and steps and a 2% increase on the salary schedule for Year 2. Financial caps were added to the district's monthly contributions to both health and dental insurance. Any School District contribution amounts not used towards a principal's monthly premium costs for the current health/hospitalization or dental plans will remain with the school

district. The district's annual 403(b) contribution will be improved by \$500 in Year 1 if such amount is equally matched by the principal. The school district's annual contribution to a HRA for Group 2 principals will be increased by \$500. Retiree health insurance benefits will be increased by \$25 per month for Group 1 principals. The career maximum for the district's contribution to a principal's HRA increased to \$20,000 for group 1 principals and to \$55,000 for principals in Group 2.

There were no language additions and/or modifications made to the collective bargaining agreement beyond simple housekeeping and date changes.

Presenter: Sonya Sailer

F. Approve Proposed 2011-2013 Terms and Conditions of Employment for Unaffiliated Directors
Summary of Proposed 2011-2013 Terms and Conditions of Employment

The School District has met with its unaffiliated directors to discuss terms and conditions of employment for the time period beginning July 1, 2011 through June 30, 2013. The proposed terms and conditions of employment include the addition of a health reimbursement account provision similar to that found in the principals' collective bargaining agreement whereas employees will receive annual district contributions to a HRA based upon their years of service as a director or a principal in ISD 110. Financial caps were added to the district's monthly contributions to both health and dental insurance. Any district contribution amounts not used towards an employee's monthly premium costs for the current health/hospitalization or dental plans will remain with the school district. The district's annual 403(b) contribution will be improved by \$1000 in Year 2 if such amount is equally matched by the employee. Travel stipends will now cover both in-state and out-of-state district travel and the annual amount provided will be consistent for all employees. Any salary increases will continue to be based exclusively on an employee's performance. For 2012-2013, employees will receive an increase of 0-3% depending upon their 2011-2012 performance as evaluated by the superintendent. In years where an employee has demonstrated extraordinary efforts and/or has assumed significant additional responsibility, the superintendent may award a lump sum amount of up to 3% of an employee's salary as exemplary performance pay.

Language was included to clarify the current practice of allowing an employee to receive payment for any earned and unused vacation time when terminating his/her employment. Vacation time used before being earned will be deducted from an employee's final paycheck. Advanced education stipends will now be paid in equal installments throughout the year rather than as a lump sum.

Presenter: Dr. Rajanen

8. DISCUSSION ITEMS

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

11. ADJOURNMENT