

SCHOOL BOARD MEETING

INDEPENDENT SCHOOL  
DISTRICT No. 15

REGULAR MEETING

October 27, 2014

SCHOOL BOARD  
 INDEPENDENT SCHOOL DISTRICT No. 15  
 St. Francis, Minnesota  
 October 27, 2014  
 Dialogue with School Board – 6:30 p.m.  
 Regular Meeting – 7:00 p.m.  
 Central Services Center – Community Room  
 4115 Ambassador Blvd.  
 A G E N D A

I. Call to Order – Pledge of Allegiance

II. Board Calendar Dates

November 10, 2014	November 24, 2014
Dialogue with School Board – 6:30 p.m.	Dialogue with School Board – 6:30 p.m.
Regular Meeting – 7:00 p.m.	Regular Meeting – 7:00 p.m.
Central Services Center – Community Room	Central Services Center – Community Room
December 8, 2014	January 12, 2015
Dialogue with School Board – 6:30 p.m.	Dialogue with School Board – 6:30 p.m.
Regular Meeting – 7:00 p.m.	Organizational Meeting – 7:00 p.m.
Truth in Taxation – 7:00 p.m.	Central Services Center – Community Room
Central Services Center – Community Room	

**Site Report – St. Francis Elementary School – Ryan Johnson**

**Consideration of Visitors** (To address the School Board complete the card and submit to the Chair)

III. Approval of Agenda

IV. Consent Agenda

<b>Add</b>	A.	Approval of Minutes of October 13 and 24 .....	5
<b>Rev.</b>	B.	Approval of Routine Personnel Items .....	10
	C.	Approval of Disbursements (emailed 10/24)	
	D.	Approval of MSHSL Foundation Grant.....	11
	E.	Approval of Extended Trip – Girls Hockey.....	12
<b>Add</b>	F.	Approval of Gift Acknowledgements	

V. Reports

- A. Student Report
- B. Superintendent Communications and Report
- C. Dialogue Session
- D. School Board Member Reports
- E. Administrative Report
  - Tim Finn

VI. New Business

A.	World’s Best Workforce Annual Report on Curriculum, Instruction and Student Achievement ISD No. 15 2013-2014.....	13
B.		

VII. Other Matters

A.	Approval of Employment of an Education Assistant .....	14
<b>Add</b>	B.	Consideration of Resolution Authorizing Commencement of Legal Action

VIII. Other Business

- A.
- B.

IX. Adjournment

SCHOOL BOARD  
 INDEPENDENT SCHOOL DISTRICT No. 15  
 St. Francis, Minnesota  
 October 13, 2014  
 Dialogue - 6:30 p.m.  
 Regular Meeting - 7:00 p.m.  
 4115 Ambassador Blvd.  
 M I N U T E S

The regular meeting was called to order by Chair David Roberts at 7:00 p.m. with the following members present: Directors Suzanne Erkel, Barbara Jahnke, Janet Hunt, Amy Kelly, Betsy Roed, Marsha Van Denburgh, and Acting Superintendent Troy Ferguson.

Others present were Director of Special Services Tim Finn, Director of Curriculum and Instruction Paul Neubauer, staff and community members.

**Board Calendar Dates:** Regular meetings held at 7:00 p.m. at Central Services Center, October 27, November 10, November 24, and December 8, (Truth in Taxation) 2014. Dialogue with the School Board will be at 6:30 p.m.

**Site Report – Oak Land Vocational Center**

Rebecca Fuller, Director/Principal, and Steve Hammero, Coordinator, presented highlights of the alternative program of career and technical education (CTE) services offered through Oak Land. The report included history, organization, partnership of members, alternative educational services and programming, student criteria for enrollment in all area learning center programs, onsite support services, students served, operational staff, academic interventions, and accomplishments in FY14.

**Consideration of Visitors**

Community Education Coordinator Nancy Wallace spoke on behalf of Early Childhood Family Education in Minnesota celebrating its 40<sup>th</sup> year. Governor Dayton designated October 20-24 as Early Childhood Family Education (ECFE) week in Minnesota. Approximately 40 parent/child classes were held last year with 328 children and 340 parents participating. Minnesota is unique as the only state that offers funding for this kind of programming statewide. The program has universal access for parents and children to participate. ECFE invites the School Board to attend a variety of events held October 20-24.

Linda Ericson, Student Performance Appovement Coordinator for the Office of Teaching and Learning, distributed a copy and summarized the 2014-15 site quality compensation (Q Comp) goals that were submitted to the Minnesota Department of Education by October 1. An invitation to attend any of the five Q Comp sessions taking place over the coming school year was presented to the School Board.

**Agenda**

Motion was made to approve the agenda by Ms. Van Denburgh, second by Ms. Roed.  
 Motion carried 7-0.

**Consent Agenda**

Motion was made for the revised consent agenda by Ms. Erkel, second by Ms. Hunt.

- A. THAT the minutes of September 22, be approved as presented.
- B. THAT the Personnel Items be approved as presented.

NEW EMPLOYMENT									
Name	Position	Replacement for	Site	Position Status	Days/Year	Hrs/Day	Salary Level	Wage	Effective
Bartell, Julie	Cafeteria Monitor	Rachel Boyum	SFE	CONT	173	2	A11-1	\$11.47	10/13/14
Brown, Brandon	Bus Rider	Loren Gritti	TRANS	CONT	172	6	B21-1	\$13.52	9/22/14
Hermann,	Asst Football Coach	NEW	SFHS	CONT	100	3	Schedule C	\$3,000	8/11/14

Tatum									
Kamman, Krista	Education Assistant	Chris Brandberg	CSVC	CONT	174	7.25	B22-1	\$12.41	10/6/14
Langevin, Jeffrey	Cook	Karen Immel	SFHS	CONT	176	7.25	A13-3	\$14.37	10/9/14
Ness, Michelle	Helper/Server	Lori Buchta	SFHS	CONT	173	2.75	A11-2	\$11.84	10/13/14
Nunnelee, Libby	Educational Assistant	Julia Bates	TRANS	TEMP	147	6	A12-3	\$12.36	10/7/14
Pearson, Christopher	Bus Driver	Greg Rambow	TRANS	CONT	172	6	B21-1	\$14.02	10/2/14
Sanasac, Summer	Educational Assistant	Caitlyn Baird	T15	CONT	155	6	B23-1	\$12.76	10/6/14
Schrade, Benjamin	Fall Play Asst Director		SFHS	CONT	100	3	Schedule D	\$1,458	9/22/14
Jessica Stumm	Cafeteria Monitor	Bobbie Jo Ogden	EBCS	CONT	172	2.5	A11-2	\$11.84	10/8/14
Thorson, Courtney	JV Dance Coach	NEW	SFHS	CONT	100	3	Schedule D	\$1,700	10/20/14
Trebesch, Danielle	Yearbook Advisor	Michelle Weinhagen	SFMS	CONT	186	8	Schedule D	\$2,624	9/2/14
Zupko, Amanda	Kids Connection Assistant	NEW	CCCS	CONT	179	5	SBE	\$9.68	10/2/14

#### INTERNAL TRANSFERS

Name	Current Position/ Location	Current Days/Hrs	Current Salary	New Position/ Location	Days/Hrs	New Salary	Effective
Backlin, Jessica	ECFE Child Educator	48/7.5	T1-BA	ECFE Child Educator	67/7.5	T1-BA	8/26/14
Backlin, Jessica	Preschool Instructor	88/7.5	\$21.14	Preschool Instructor	69/7.5	\$21.14	8/26/14
Barette, Sandy	Educational Assistant/CSVC	7.25/174	\$14.81	Office Professional	7.5/205	\$14.68	9/23/14
Buchta, Lori	Helper/Server	2.75/173	\$11.84	Helper/Server	4.75/173	\$11.84	9/22/14
Denning, Melissa	Child Educator/LLC	8/186	\$46,312	Program Supervisor/LLC Add'l Duties	As Needed	\$50,255	2014-15 FY Only
Dupre, Jennifer	ECFE/Preschool Teacher/LLC	8/186	\$46,312	Program Supervisor/LLC Add'l Duties	8/211	\$69,662	2014-15 FY Only
Handzel, Lynn	Educational Assistant/SFMS	3.25/172	\$12.41	Educational Assistant/SFMS	Add.75/172	\$12.06	9/29/14
Levine, Lillian	Program Supervisor/DW	8/210		Licensed School Nurse/SFE	8/186	\$71,542	7/1/12
Riebe, Mary Beth	Helper/Server	2.75/173	\$11.84	Helper/Server	3.75/173	\$11.84	9/22/14
Stadel, Kathleen	Helper/Server	3.75/173	\$11.47	Helper/Server	4.25/173	\$11.47	9/22/14
Thayer, Debra	Courier Asst Graphic Coordinator-LTS	40/8	\$16.11	Courier Asst Graphic Coordinator	210/8	\$16.50	10/18/14

#### LEAVES OF ABSENCE

Name	Position	Location	Expected Duration		Most recent assignment	
			From	To	Days/Year	Hrs/Day
Anderson-Hume, Bobbi	Principal	SFMS	10/14/14	11/24/14		8
Arens, Alvin	Bus Driver	TRANS	9/2/14	11/3/14	172	6
Bates, Julia	Educational Assistant	TRANS	9/15/14	1/5/15	172	4.5

Biggins, Shareen	Helper/Server	SFHS	9/11/14	11/3/14 Extension	173	4.75
Higueros-Canny, Maria	Teacher	SFMS	4/7/15	5/28/15	186	8
Hilgendorf, Karen	Educational Assistant	CCCS	9/4/14	9/18/14 Returned	172	6.75
Johnson, Diane	Preschool Instructor Assistant	LLC	8/22/14	11/4/14 Extension	90	7
Mistelske, Karen	Helper/Server	SFMS	8/20/14	10/31/14 Extension	173	3.75
Norton, Matt	Teacher	SFHS	3/9/15	4/2/15	186	8
Norton, Tracey	Teacher	SFHS	1/5/15	3/3/15	186	8
Renter, Cheryl	Kitchen Manager	SFMS	9/29/14	10/9/14	178	8
Renter, Cheryl	Kitchen Manager	SFMS	9/29/14	10/10/14 Returned	178	8
Riley, Melissa	Kids Connection Coordinator	CCCS	6/22/14	10/1/14 Returned	200	8
Rossi, Carmen	Helper/Server	SFHS	9/2/14	9/15/14 Returned	173	4.5
Steensgard, Dawn	Office Professional	SFMS	9/2/14	9/22/14 Returned	200	7.5

**RESIGNATION/RETIREMENTS/TERMINATIONS/DISCONTINUANCE OF POSITION**

Name	Position	Site	Reason	Effective
Bailey, Kathleen	Bus Rider	TRANS	Resignation	10/7/14
Brown, Brandon	Bus Rider	TRANS	Resignation	9/22/14
Grahek, Karen	Cafeteria Monitor	EBCS	Resignation	9/19/14
Heaton, Mallory	Educational Assistant	EBCS	Resignation	11/7/14
Levine, Lillian	Program Supervisor	DW	Position Eliminated	7/1/12
Lochlein, Alicia	Communications Assistant Coordinator	CSC	Resignation	10/24/14
Rice, Kathy	Office Professional	SFMS	Retirement	1/12/15
Schouveller, Bruce	Seasonal Snow Plow Driver	MTCE	End of Temporary Asgn	9/22/14
Sievert, Michael	Bus Driver	TRANS	Resignation	9/22/14
Sweet, Paula	Bus Driver	TRANS	Resignation	10/10/14

C. THAT Disbursements are approved as presented.

BE IT RESOLVED by the School Board of Independent School District No. 15 that these disbursements as presented and excluding net payroll, be allowed and charged to funds as follows:

FundNo.	Description	Amount
01	General	\$ 1,308,710.67
02	Food Service	\$ 170,934.24
04	Community Services	\$ 50,815.89
06	Construction	\$

07	Debt Redemption Bond Payments	\$	
09	Trust and Agency	\$	
20	Internal Service-Health Self Insured	\$	461,698.69
47	OPEB Debt Service	\$	

TOTAL DISTRICT \$ 1,992,159.49

D. THAT the Memorandum of Understanding between ISD No. 15 and Education Minnesota, St. Francis Local 1977 be approved as presented.

This Memorandum of Understanding is entered between Independent School District No. 15, St. Francis, Minnesota, (hereinafter referred to as the School District) and Education Minnesota, St. Francis Local 1977, (hereinafter referred to as the Union).

Whereas, the parties have agreed to a collective bargaining agreement effective July 1, 2013 through June 30, 2015;

Whereas, Article II, Section 3 of the Transition to the Student Performance Improvement Program memo of understanding provides language for the annual review level for placing newly hired teachers;

Whereas, Article II, Section 3, Subd 2. of the 2013-2015 collective bargaining agreement language was changed from an annual review level no higher than Teacher 3 to no higher than Career 1;

Whereas, Jacqueline Larson has more than 18 years of Minnesota public school teaching experience and was offered employment after the new collective bargaining agreement language was tentatively agreed upon but prior to ratification;

Be it therefore resolved that Jacqueline Larson shall be placed at Career 1 effective August 27, 2014.

Nothing contained in this agreement shall constitute nor be implied to constitute a past practice.

E. THAT Gift Acknowledgements be approved as presented.

BE IT RESOLVED by the School Board of Independent School District No. 15 that the following gifts be hereby accepted:

\$100.00, Anonymous donor, to SFE to be used as needed

\$50.00, CCCS Staff Club, for books about "cookies" for student library in memory of Darlene Martin (mother of Sandy Benson-k teacher at CCCS)

\$100.00, Family of Sandy Benson, for books about "cookies" for student library at CCCS in memory of Darlene Martin

\$1,729.12, Target, to SFMS to purchase supplies

\$40.00 (in kind), Polly Leinwander, homemade hats, mittens, scarves for students in need

\$10.00, June I. Anderson, for book shelves for the Sandhill Center Library

\$10.00, Rhoda L. Gallagher, for book shelves for the Sandhill Center Library

\$500.00, Cedar-East Bethel Lions Club, for book shelves for the Sandhill Center Library

Motion carried 7-0.

## Reports

### *Student Report*

A written report submitted from Cassy Stierns was read by Chair Roberts. The high school fall choir concert and the student council's doubles tennis tournament are both taking place this evening.

### *Acting Superintendent Report and Communications*

- The Schools for Equity and Education (SEE) fall regional meetings schedule is available.
- Met with administrators, cabinet, and transportation to set up activity bus routes.
- Two sessions of World Café were held on September 24. Conversation and sharing was outstanding. Core planning team will begin work on the questions.
- Attended in the St. Francis Chamber of Commerce appreciation lunch in Community Park
- Attended the Metro Community Education meeting.
- Attended SFHS Hall of Fame induction.
- Attended the Mississippi 8 Conference superintendent/athletic directors' meeting.

- Attended workers' compensation meeting, facilitated by Krause Anderson, to look at factors in determining insurance rates.
- Infinite Campus, the new student information system vendor, general overview began October 6.
- Attended the Minnesota Community Education Association fall conference in Duluth.
- Will meet with Congresswoman Bachmann's Deputy Officer to share and exchange ideas.
- The next Cabinet Plus 3 meeting will be October 21.

### *Dialogue*

Ms. Van Denburgh reported that a district employee discussed concerns with programming. Several students from St. Francis Middle School provided suggestions and shared ideas.

### *School Board Member Reports*

Ms. Van Denburgh reported that today has been declared Indigenous Peoples Day and she spoke of concerns, attended Cabinet Plus 3, strategic planning session, Cedar Creek Community School (CCCS) book fair and conferences, congratulations to the football program and student John Santiago, encouraged people to be positive with youth, and attended Nowthen, Oak Grove and St. Francis fire station breakfasts.

Ms. Jahnke attended Cabinet Plus 3, SMC at St. Francis Elementary School, which received reward school again this year, and negotiations with principals.

Ms. Erkel attended negotiations with principals, and reported that the Sandhill Center is looking for volunteers to organize the library.

Ms. Kelly attended the SEE general membership meeting. The Schools Facility Finance Report is available on the SEE website.

Ms. Roed attended World Café, Hall of Fame ceremony and homecoming, National Honor Society induction, and East Bethel Community School PTO meeting,

Ms. Hunt attended principal negotiations meeting and CCCS PTO meeting,

Mr. Roberts attended DLT and World Café sessions, Hall of Fame and homecoming, St. Francis Community for Drug Awareness 5K event, Cabinet Plus 3, read to a kindergarten class, NHS induction, Advisory Council meeting, Oak Grove Fire Department pancake breakfast, St. Francis City Council, recreation/community center feasibility study, St. Francis economic development authority meeting, a SFHS girls soccer game, and St. Francis Fire Department breakfast.

### *Administrative Report*

- World's Best Workforce Report

Mr. Neubauer provided an overview and elements of the World's Best Workforce an initiative from the Minnesota Department of Education. He summarized the plan components, which include school readiness goals, literacy by grade 3, close achievement gap, high school graduation, college and career readiness, teacher development and evaluation, strategic plan, consistency of educational programming, and student educational plans. Three of ISD 15 schools are distinctive as eligible schools, EBCS and SFMS are celebration eligible, and SFE is awarded third year as reward school.

- Strategic Plan Update

Mr. Neubauer provided an update to the strategic plan. Survey results included specific comments, will be posted to the website. Hard copies of the data book will go to the Core Planning team, which will meet October 28, 29 and 30.

The regular meeting was adjourned at 8:27 p.m.

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Barbara Jahnke, School Board Clerk

SCHOOL BOARD  
INDEPENDENT SCHOOL DISTRICT No. 15  
St. Francis, Minnesota  
October 24, 2014  
Special Meeting - 6:30 p.m.  
4115 Ambassador Blvd.  
M I N U T E S

The special meeting was called to order by Chair David Roberts at 6:30 p.m. with the following members present: Directors Suzanne Erkel, Barbara Jahnke, Amy Kelly, Betsy Roed, Marsha Van Denburgh, and Legal Counsel Amy Mace.

**Agenda**

Motion was made to approve the agenda by Ms. Van Denburgh, second by Ms. Jahnke.

Motion carried 6-0.

**Closed Session - Attorney-Client Privileged Information**

The next item on the agenda involves discussion of an arbitration decision and its implications, the District's attorney's analysis of the same, and the District's options in light of the decision. In order to properly consider these matters, the Board must meet with its attorney for the purpose of obtaining confidential legal advice on issues raised by the decision and the District's options. The Open Meeting Law, Minnesota Statutes section 13D.05, subdivision 3(b), states that any portion of a meeting may be closed pursuant to the attorney-client privilege. It would be detrimental to the District's interests for the Board to hold a public discussion with its attorney where any adverse party or their attorney could listen to or be made aware of the District's attorney's advice related to these issues. It is in the District's best interest for the Board to obtain legal advice in a confidential setting to maintain the attorney-client privilege. Accordingly, pursuant to the law I have cited, I will hereby entertain a motion that this meeting be closed pursuant to the attorney-client privilege for the reasons cited.

Motion was made by Ms. Van Denburgh, second by Ms. Roed.

Time: 6:32 p.m. Vote: 6-0

**Resume Open Meeting:**

Motion by Ms. Kelly that the open meeting be resumed, second by Ms. Jahnke.

Time: 7:52 p.m. Vote: 6-0

The School Board and the District's attorney met in closed session to discuss the results of arbitration, potential actions, and proposed next steps moving forward.

The regular meeting was adjourned at 7:52 p.m.

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Barbara Jahnke, School Board Clerk



IV. B. ROUTINE PERSONNEL ITEMS

REVISED

BE IT RESOLVED by the School Board of Independent School District No. 15 that the Personnel actions as listed below be approved:

NEW EMPLOYMENT									
Name	Position	Replacement for	Site	Position Status	Days/Year	Hrs/Day	Salary Level	Wage	Effective
Johnson, Keith	Educational Assistant	Krista Kamman	EBCS	CONT	172	3	A12-2	\$11.76	10/20/14
Krause, Bradley	Educational Assistant	Sandy Barette	CSVC	CONT	172	7.25	B22-1	\$12.41	10/27/14
Neises, Chris	Teacher-13 <sup>th</sup> Class Asgn	NEW	SFHS	TEMP	60	1	Schedule D	\$3,926	9/2/14
Palermo, David	Asst Band Director	NEW	SFHS	CONT	172	2	Schedule D	\$2,099	10/20/14
Reiter, Katie	Educational Assistant	NEW	SFE	CONT	172	2	A12-1	\$11.16	10/21/14
Rutz, Tricia	Kindergarten Teacher	Jennica Fishero	SFE	TEMP	133	8	BA-1	\$33,311	10/29/14
Trost, Erik	Teacher-13 <sup>th</sup> Class Asgn	NEW	SFHS	TEMP	60	1	Schedule D	\$3,926	9/2/14
INTERNAL TRANSFERS									
Name	Current Position/Location	Current Days/Hrs	Current Salary	New Position/Location	Days/Hrs	New Salary	Effective		
Cady, Katie	Teacher/SFMS	186/8	\$52,893	Teacher/SFMS	186/8	\$56,235 Lane Change	9/1/14		
Jones, Jennifer	Asst Principal/SFMS	225/8	\$85,310	Principal/SFMS-Temporary	225/8	\$86,134	10/14/14		
Mergenthal, Chuck	Bus Driver/TRANS	172/6	\$15.09	Bus Driver/TRANS	172/6.75	\$15.09	9/2/14		
Neises, Chris	Teacher/SFHS	186/8	\$59,600	Teacher/SFHS	186/8	\$63,666 Lane Change	9/1/14		
Schweitzer, Carol	Bus Driver/TRANS	172/6	\$14.49	Bus Driver/TRANS	172/6.75	\$14.49	9/2/14		
LEAVES OF ABSENCE									
Name	Position	Location	Expected Duration		Most recent assignment				
			From	To	Days/Year	Hrs/Day			
Arens, Alvin	Bus Driver	TRANS	9/2/14	11/24/14 Extension	172	6			
Anderson-Hume, Bobbi	Principal	SFMS	10/14/14	11/24/14	240	8			
Weinhagen, Michel	Teacher	SFMS	10/7/14	10/31/14 Extension	186	8			
RESIGNATION/RETIREMENTS/TERMINATIONS/DISCONTINUANCE OF POSITION									
Name	Position	Site	Reason	Effective					
Fishero, Jennica	Kindergarten Teacher	SFE	Resignation	10/28/14					
Mistelske, Karen	Helper/Server	SFMS	Retirement	10/21/14					

<i>Gehring, Ted</i>	<i>Knowledge Bowl Advisor</i>	<i>SFMS</i>	<i>Resignation</i>	<i>10/27/14</i>
<i>Rassler, Sara</i>	<i>Language Arts Teacher-Long Term Sub</i>	<i>SFHS</i>	<i>Resignation</i>	<i>10/24/14</i>

MOTION:  
SECOND:  
10/27/14

<b>TOTAL ALL DISBURSEMENTS</b>	<b>1,068,194.29</b>
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SCHOOL BOARD MEETING DATE: 10/27/2014		
BE IT RESOLVED by the School Board of Independent School District No. 15 that these disbursements as presented, and excluding net payroll, be allowed and charged to funds as follows:		
Fund No.	Description	Amount
01	General	\$ 977,759.13
02	Food Service	\$ 21,644.81
04	Community Services	\$ 29,657.82
06	Construction	\$
07	Debt Redemption Bond Payments	\$
09	Trust and Agency	\$ 1,200.00
20	Internal Service - Health Self Insured	\$ 37,932.53
47	OPEB Debt Service	\$
	<b>TOTAL DISTRICT</b>	<b>\$ 1,068,194.29</b>

MOTION:  
 SECOND:

IV. D. APPROVAL OF MSHSL FOUNDATION GRANT APPLICATION

**FORM A**

RESOLUTION OF SCHOOL BOARD SUPPORTING  
FORM A APPLICATION TO MINNESOTA  
STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the District 15 School Board recognizes the value of students participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist school district in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the ISD NO. # 15 School Board supports the District's application to the Minnesota State High School League Foundation for a FORM A grant to offset student activity fees.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Clerk - Treasurer

MOTION:

SECOND:

10/27/14

IV. E. APPROVAL OF EXTENDED TRIP – GIRLS HOCKEY

BE IT RESOLVED by the School Board of Independent School District No. 15 that the High School Girls Hockey program for hockey tryout scrimmage weekend in Cloquet, MN, October 31-November 1, 2014 be approved as requested.

MOTION:

SECOND:

10/27/14

#### IV. F. GIFT ACKNOWLEDGMENT(S)

BE IT RESOLVED by the School Board of Independent School District No. 15 that the following gifts be hereby accepted:

\$9,978.00, St. Francis Blue Line Club, for boys hockey uniforms

\$435.00, St. Francis Grid Club, for coach bus to Duluth for football

\$2,030.80, St. Francis Blue Line Club, for 40 Bronko belts for boys hockey

\$82.00, St. Francis Blue Line Club, for added shipping from Canada of 40 Bronko belts for boys hockey

\$10.00, Sheryl Lockwood, bookshelves for the Sandhill Center Library

MOTION:

SECOND:

10/27/14

VI. A. WORLD'S BEST WORKFORCE ANNUAL REPORT ON CURRICULUM,  
INSTRUCTION AND STUDENT ACHIEVEMENT FOR ISD No.15 2013-14.

BE IT RESOLVED by the School Board of Independent School District No. 15 that the Annual Report on World's Best Workforce 2013-14, upon review, is accepted and shall be posted on the website at [www.isd15.org](http://www.isd15.org).

Background:

Please note only schools who are identified as "Title Eligible Schools" are eligible for designations. These schools include St. Francis Middle School, East Bethel Community School, and St. Francis Elementary School. St. Francis Middle School and East Bethel Community Schools are designated "Celebration eligible" while St. Francis Elementary is designated a "Reward" school for the third year in a row. All schools are to be congratulated on their designations.

Crossroads School and Vocational Center is a "Title School" however has MCA limitations so cannot earn a designation.

Because the other schools are not Title schools, they are not eligible for these designations.

*Director of Curriculum and Instruction Paul Neubauer*

FIRST READING:

10/13/14

## VII. A. APPROVAL OF EMPLOYMENT OF AN EDUCATION ASSISTANT

BE IT RESOLVED that the School Board of Independent School District No. 15 approve the employment for Tyler Sniegowski effective October 28, 2014. This is a new continuing education assistant position at CSVK for 7.25 hours per day, 135 duty days, B22-1, \$12.41 per hour.

### Background:

Pursuant to policy 516, Staff Conflict of Interest, the Board will not hire members of the immediate family of a professional or support staff employee in the same administrative unit or under the same immediate supervisor as the employee except by unanimous vote of the full Board. Tyler Sniegowski will be under the same immediate supervisor as a member of his immediate family.

MOTION:

SECOND:

10/27/14



VII. B. CONSIDERATION OF RESOLUTION AUTHORIZING COMMENCEMENT OF LEGAL ACTION

Member \_\_\_\_\_ introduced the following Resolution and moved its adoption:

**RESOLUTION AUTHORIZING COMMENCEMENT OF LEGAL ACTION TO CHALLENGE ARBITRATION AWARD**

WHEREAS, an employee of the School District requested arbitration;

WHEREAS, an Arbitrator issued a decision in favor of the employee; and

WHEREAS, the School Board believes that the Arbitrator made errors in deciding the matter and that it is in the best interests of the District to challenge the arbitration award by filing a motion to vacate the award in district court.

NOW, THEREFORE, IT IS RESOLVED AS FOLLOWS:

1. The District administration and Attorney are authorized and directed to initiate a motion to vacate the arbitration award.
2. The District administration and Attorney are authorized to take all actions necessary to carry out the terms of this Resolution.
3. The Arbitrator's award includes private personnel data on the employee and other employees pursuant to the Minnesota Government Data Practices Act, Minnesota Statutes Section 13.43, and thus, the Board cannot disclose the decision or comment upon it.

The motion for the adoption of this Resolution was duly seconded by \_\_\_\_\_ and upon a vote being taken, the following Board members voted in favor of this Resolution:

And the following voted against the same:

Whereupon said Resolution was declared duly passed and adopted.