

SCHOOL BOARD MEETING

INDEPENDENT SCHOOL

DISTRICT No. 15

REGULAR MEETING

August 24, 2015

SCHOOL BOARD  
 INDEPENDENT SCHOOL DISTRICT No. 15  
 St. Francis, Minnesota  
 August 24, 2015  
 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
 

September 14, 2015	September 28, 2015
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
 October 12, 2015	 October 26, 2015
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

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

- III. Approval of Agenda
  
- IV. Consent Agenda
  - A. Approval of Minutes of August 10, 2015 ..... 5
  - B. Approval of Routine Personnel Items..... 10
  - C. Approval of Disbursements (emailed 08/21)
  - D. Approval of Gift Acknowledgements..... 12
  - E. 2015-16 Memorandum of Agreement – Teacher.....13
  
- V. Reports
  - A. Superintendent Communications and Report
  - B. Dialogue Session
  - C. School Board Member Reports
  - D. Administrative Report
  
- VI. Old Business
  
- VII. New Business
  - A. Approval of Policy 436 - Student Parental, Family, And Marital Status  
 Nondiscrimination ..... 16
  - B. Approval of Revised Policy 515 – Veteran’s Preference..... 17
  - C. Approval of Revised Policy 535 – Tobacco-Free Environment..... 18
  - D. Approval of Revised Policy 588 – Hazing Prohibition ..... 19
  
- VIII. Other Matters
  - A. Approval of Contract – Additional Skyward Training and Assistance ..... 20
  - B. Approval of Employment Agreement - Preschool Instructors..... 21
  - C. Level III Grievance Resolution ..... 22
  - D. Discussion of Superintendent Search ..... 23
  
- IX. Other Business
  
- X. Adjournment

SCHOOL BOARD  
 INDEPENDENT SCHOOL DISTRICT No. 15  
 St. Francis, Minnesota  
 August 10, 2015  
 Dialogue with School Board - 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 Chairperson Marsha Van Denburgh at 7:00 p.m. with the following members present: Directors Barbara Jahnke, Amy Kelly, Dave Roberts, Scott Schwarz, and Superintendent Troy Ferguson. Not Present: Directors Suzanne Erkel and Janet Hunt.

Others present were Director of Human Resources Brandon Nelson, Director of Business Services Scott Nelson, Director of Special Services Tim Finn, Director of Curriculum Nichole Rens, staff and community members.

**Board Calendar Dates:** Regular meetings held at 7:00 p.m. at Central Services Center August 24, September 14, September 28 and October 12. Dialogue with the School Board will be at 6:30 p.m. prior to the regular meetings.

**Consideration of Visitors**

None

**Agenda**

Motion was made to approve the agenda by Ms. Jahnke, second by Mr. Roberts.

Motion carried 5-0.

**Consent Agenda**

Ms. Van Denburgh inquired if any board member wanted to remove any item from the consent agenda. Motion was made by Mr. Schwarz, second by Ms. Kelly.

- A. THAT the minutes of July 27, 2015 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
Antinozzi, Jim	B Squad Football Coach	Mike Phillips	SFHS	CONT	80	3	Schedule C	\$3,032	8/10/15
Bodie, Leah	Asst JV Dance Coach	NEW	SFHS	CONT	30	3		\$600	10/12/15
Cooper, Patty	Educational Assistant	Hanson/lllg	SFMS	CONT	172	7.25	B22-4	\$14.21	9/2/15
Dunbar, Mitchell	9 <sup>th</sup> Grade Football Coach		SFHS	CONT			Schedule C	\$3,790	8/10/15
Houle, Thomas	Teacher	Andrew Forbort	SFHS	CONT	186	8	T3-MA	\$56,235	9/2/15
Jacobsen, Troy	9 <sup>th</sup> Grade Volleyball Coach	Jennifer Hallfielder	SFHS	CONT	40	3	Donation	\$3,000	8/17/15
Kloss, Kassie	Office Professional	Lisa Vickstrom	TRANS	CONT	200	8	B21	\$14.24	8/10/15
Lanz, Jeff	Head Girls Hockey Coach	Beth Kuehl	SFHS	CONT	100	3		\$5,830	10/19/15
Loso, Tanya	Educational	Sarah	SFM	CONT	172	7.25	B22-1	\$12.41	9/2/15

	Assistant	Bouley							
Medenwaldt Courtney	B Squad Dance Coach	NEW	SFHS	CONT	70	3		\$1,600	10/12/15
Moffatt, Brittney	Asst Cross Country Coach		SFHS	CONT			Schedule C	\$3,207	8/17/15
Svihel, Thea	Office Professional	Melissa Carlson	SFHS	CONT	204	7.5	B21	\$14.24	8/10/15
Vincent, Heather	Teacher-LTS	Beth Kuehl	SFMS	TEMP	22	8	Sub Pay	\$125/day	9/2/15

**INTERNAL TRANSFERS**

Name	Current Position/ Location	Current Days/Hrs	Current Salary	New Position/ Location	Days/ Hrs	New Salary	Effective
Hanson, Mark	Asst Track/Field Coach			Co-Head Track/Field Coach		\$4,489.50	8/17/15
Moffatt, Brittney	Asst Track/Field Coach			Co-Head Track/Field Coach		\$4,489.50	8/17/15

**LEAVES OF ABSENCE**

Name	Position	Location	Expected Duration		Most recent assignment	
			From	To	Days/ Year	Hrs/ Day
Kolodzienski, Douglas	Custodian	LLC	3/31/14	1/1/16	262	8
Landis, Barb	Custodian	EBCS	7/29/15	8/5/15 Returned	262	8

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

Name	Position	Site	Reason	Effective
Allard, Rebecca	Teacher	SFHS	Resignation	8/5/15
Bouley, Sarah	Educational Assistant	SFMS	Resignation	7/27/15
Dennison, Theresa	Bus Driver	TRANS	Resignation	8/6/15
Grow, Adele	Educational Assistant	SFHS	Retirement	6/1/15
Sigfrinius, Calli	Nurse	DW	Resignation	7/22/15
Tuckenhagen, Lynda	Bus Driver	TRANS	Retirement	8/4/15
White, Melissa	Educational Assistant	CCCS	Resignation	8/1/15

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:

Fund No	Description	Amount
01	General	\$ 1,340,003.77
02	Food Service	\$ 49,250.38

04	Community Services	\$	53,290.24
06	Construction	\$	
07	Debt Redemption	\$	
09	Trust and Agency	\$	1,500.00
20	Internal Service-Health Self Insured	\$	124.87
21	Internal Service-Dental Self Insured	\$	
47	OPEB Debt Service	\$	
	TOTAL DISTRICT	\$	1,444,169.26

- D. 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:  
\$70.00 In Kind, Troy & Kathy Ferguson, breakfast items for summer DLT meetings July 29 & 30  
\$5411.25 & \$293.00, St. Francis Basketball Association, for girls basketball coaching salaries, HUDL & coach bus  
Motion carried 5-0.

## Reports

### *Superintendent Report and Communications*

- Reported Open House dates from the District Calendar; September 2 is All Staff Kick-Off Event.
- C+3 meeting will be Tuesday, August 18.
- Summer DLT was held July 29-30.
- Attended the Oak Land board meeting August 5. Discussion included how to split the Oak Land fund balance and set the St. Francis and Cambridge site at fair market value. The district request is that the directors get a licensed real estate broker to sell the buildings.
- Activity buses for the middle school will begin in November.
- Along with Mr. Finn and Ms. Wallace, presented a refresher on the Strategic Plan at the Leadership Conference August 6-7.
- Attended SFHS football fundraiser golf tournament.
- Therapy dog follow-up at St. Francis Middle School. Discussion included reason for visit, air handling process to be contained, visits will be based on need determined by staff. School board policy will be followed.
- Dirt mounds behind the soccer fields will be leveled within the next two weeks.
- A concern about snacks in school following the Wellness Policy will be discussed at the principal's meeting.
- Shout Cast will be replacing School Reach, as the phone service to communicate with parents and staff.
- Strategic Plan update – The Implementation Team (I Team) is working on “Every Employee Knows” for the All Staff Kick-Off Event September 2. The communication/trust and branding groups will begin their work once the school year begins.
- Along with Mr. Roberts, presented the Strategic Plan at the St. Francis Area Chamber of Commerce meeting.
- Inquired what dates and times will work for board members to assist in the tour of ISD15 facilities and grounds.
- Asked if any school board members would like to be on the interview committee for the Assistant Principal Data and Assessment Coordinator of Curriculum & Instruction. Ms. Jahnke volunteered.
- St. Francis Lions Club is hosting Art in the City Park Corn Fest September 12.
- St. Francis Area Chamber of Commerce is hosting a golf tournament in support of Pioneer Days August 18.

## *Dialogue Session*

No one attended

## *School Board Member Reports*

Ms. Jahnke passed.

Ms. Kelly attended the Oak Land and policy meetings.

Mr. Schwarz attended the MSBA conference.

Mr. Roberts attended Oak Land meeting, will be attending the Princeton board meeting, is happy to see the middle school activity buses continue on for the year, attended the St. Francis Community Drug Awareness (SFCDA) golf club fundraiser, wellness information should be given to the Parent Teacher Organization (PTO) for the purchasing of the snack cupboards at the elementary schools, received many phone calls and emails concerning the VEBA contribution, mentioned that Columbus Day is no longer observed on the school calendar.

Ms. Van Denburgh received phone calls on the VEBA contribution; this will be brought to the C+3. Preschool teacher negotiations will be tomorrow. Ms. Van Denburgh made note that August 31 is 9<sup>th</sup> grade orientation.

## *Administrative Report*

- Copier Contract

Mr. S Nelson explained the process of getting vendor quotes, including the buyout of the current Toshiba contract. Mr. Kienitz and Mr. S Nelson reviewed documents and made reference calls. The new copier contract will have a print copier management software that will assist administration to control copying costs. Each building will have a 45-per-minute color copier and a 25-per-minute copier for short runs. Mr. Ferguson explained the copier frustration reached an all time high by staff which started the search for a different system. Toshiba contract will cease September 30.

- Statewide Health Improvement Program (SHIP Grant)

Anoka County Community Services approached the District on participating in the SHIP grant. Mr. Finn explained the goal of the SHIP grant is to increase access and availability of healthy foods within the school environment as well as to increase physical activity throughout the day. There are two components: one is the school/student side, looking at incorporating healthy nutrition into the school system. The other is regarding staff, with the focus on the healthy living/ healthy lifestyles. Approval of this grant will be approximately \$85,000 a year for at least two years; \$60,000-\$65,000 will be on the student side and \$20,000-\$25,000.00 on the staff side. Cabinet has discussed and believes this follows our mission statement. Communication has been sent to Anoka County that we are interested; an official approval will need to be done in September. Discussion included implementing this with after school activities, Kids Connection and Early Childhood.

## **Old Business**

### *Approval of Policy 511 –Equal Employment Opportunity*

Motion was made by Ms. Jahnke, second by Mr. Roberts.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopt policy 511 – Equal Employment Opportunity as revised and updated.

Motion carried 5-0.

### *Approval of Policy 566 – Family and Medical Leave Policy*

Motion was made by Ms.Kelly, second by Mr.Schwarz.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopt policy 566 – Family and Medical Leave Policy as revised and updated.

Motion carried 5-0.

## **New Business**

None reported

## **Other Matters**

### *Approval of Copier Contract for a Central Copying System*

Motion was made by Mr. Roberts, second by Mr. Schwarz.

BE IT RESOLVED by the School Board of Independent School District No.15 to approve a contract

with Loffler Companies, Inc. to provide centralized copier services for the school district. The contract includes a buyout of the current Toshiba contract (approximately \$35,000 as of October 1) and copier management software that will assist administration to control copying costs. These centralized copy programs are the most financially efficient systems for operations. The contract will be a 5 year rental agreement. Monthly rate will be approximately \$3,800 per month.

Motion carried 5-0.

*Discussion on Superintendent Search*

Superintendent Ferguson removed himself. Documents were made available from MSBA on how to handle the search by three different companies. Discussion regarding a search for superintendent included: do we want a state-wide search, small search, no search? Due diligence to the District and Mr. Ferguson, follow the mission statement, timeline to start the search, talk to MSBA on how to handle the interview process, if the district is responsible to cover expenses on candidates, how to put it on the agenda. A possible work session to be scheduled prior to a board meeting.

The regular meeting was adjourned at 8:09 p.m.

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Barbara Jahnke, School Board Clerk

IV. B. ROUTINE PERSONNEL ITEMS

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
Duessel, Cassandra	Educational Assistant	Emily Fox	SFHS	CONT	172	7.25	B22-1	\$12.41	9/8/15
Dunrud, Laura	Teacher	Cathy Paquay	SFE	CONT	186	8	T2-BA	\$46,312	9/2/15
Gjerde, Noel	Educational Assistant	Patricia Jackson	SFHS	CONT	172	7.25	B22-1	\$12.41	9/8/15
Haider, Stacy	Bus Driver	Lynda Tuckenhagen	TRANS	CONT	172	8	B21-3	\$15.09	8/12/15
Jurek, Rianna	Teacher	Ashley Danner	EBCS	TEMP	45	8	Sub	\$125/day	9/15/15
Keding, Sara	Teacher	Jackie Larson	EBCS	CONT	186	8	T1-BA	\$39,696	9/2/15
Kirby, Marcella	Educational Assistant	Cindy Anderson	TRANS	CONT	3/1.5	172/126	A12-1	\$11.76	9/8/15
Lambeth, Katlynn	Educational Assistant	Lynnsey Plaisance	SFHS	TEMP	172	7.25	B22-1	\$12.41	9/8/15
Solin, Emily	Educational Assistant	Adele Grow	SFHS	CONT	172	7.25	B22-1	\$12.41	9/8/15
INTERNAL TRANSFERS									
Name	Current Position/Location	Current Days/Hrs	Current Salary	New Position/Location	Days/Hrs	New Salary	Effective		
Backlin, Jessica	Preschool Instructor/LLC	151/7.5	\$21.14	ECFE Teacher	120/3.25	\$26.67	8/31/15		
Meld, Christy	Spec Ed Teacher, CCCS	186/8	\$60,646	Intervention Teacher/SFMS	186/8	\$60,646	9/2/15		
Schneeberger, Trevor	Behavior Intervention Specialist/CSVC	172/7.25	\$26,500	Behavior Intervention Specialist/SFHS	172/7.25	\$26,500	8/17/15		
Schultz, Trina	Dean of Students/CCCS	194/8	\$65,057	Asst Principal Data and Assessment/CSC	225/8	\$91,959	8/18/15		
LEAVES OF ABSENCE									
Name	Position	Location	Expected Duration		Most recent assignment				
			From	To	Days/Year	Hrs/Day			
Acre, LaVonne	Educational Assistant	CCCS	4/16/15	9/2/15 Returning	172	6.75			
Fetzik, Steven	Teacher	SFHS	8/18/15	9/15/15	186	8			
RESIGNATION/RETIREMENTS/TERMINATIONS/DISCONTINUANCE OF POSITION									
Name	Position	Site	Reason	Effective					
DeRung, Lillian	Assistant Principal Data and Assessment	CSC	Resignation	8/13/15					
Eilers, Jami	COTA	DW	Resignation	8/16/15					
Kohler, Leslie	Educational Assistant	T15-CSVC	Resignation	8/14/15					
Lindl, Matt	Bus Driver	TRANS	Resignation	8/11/15					



Phillips, Mike	Behavior Intervention Assistant	SFHS	Resignation	8/2/15
Stewart, Jill	Office Professional	CSC/CSVC	Resignation	8/19/15
Stewart, Michelle	Educational Assistant	SFE	Resignation	8/17/15

MOTION:

SECOND:

08/24/15

IV. D. GIFT ACKNOWLEDGMENT(S)

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

\$78.00, Wells Fargo Community Support Campaign, For the purchase of supplies at the SFMS

\$100.00, Village Bank, Donation to support continental breakfast for staff at the All Staff Kick-Off event on September 2, 2015

MOTION:

SECOND:

08/24/15

#### IV. E. MEMORANDUM OF AGREEMENT

Tim McLean, Independent School District No. 15, St. Francis (“District”), and Education Minnesota, St. Francis (“Association”) enter into this Memorandum of Agreement (“Agreement”) to provide for the employment of Tim McLean, a legally qualified and licensed teacher, during the 2015-16 school year.

The following provisions shall apply and are a part of this contract:

1. **Basic Services:** The District shall employ Tim McLean during the 2015-16 school year as a .75 FTE teacher. Tim McLean shall faithfully perform the services prescribed by the School Board or its designated representative, whether or not such services are specifically described in this contract, abide by the rules and regulations as established by the School Board and Minnesota Department of Education, and any additions or amendments thereto, for the annual salary indicated below, and agrees to teach for the School District as assigned where the teacher has the necessary license.
2. **Duration:** The term of this contract shall be for a fixed duration: September 2, 2015 through June 3, 2016. This Agreement and Tim McLean’s employment shall automatically terminate as of June 3, 2016 without the necessity of any further action or notice by either the School District or Tim McLean.
3. **Special Provisions:** Tim McLean shall be employed for the 2015-2016 school year under the following special provisions:
  - A. **Tenure/Continuing Contract Status:** Tim McLean is a retired teacher who is rehired by the School District and hereby knowingly, voluntarily, and willingly agrees to waive any tenure rights and any continuing contract rights set forth in Minnesota Statutes Section 122A.40.
  - B. **Seniority Date:** Tim McLean will be placed on the District Seniority List with a first date of employment of September 2, 2015.
  - C. **Layoff and Recall:** Based upon Tim McLean’s willingness to waive tenure rights as identified above, Tim McLean shall have no rights to continuing contract status, including the unrequested leave and recall provisions of Minnesota Statutes Section 122A.40 and Article XIV of the collective bargaining agreement between the District and the Association.
  - D. **Compensation:** Tim McLean’s base salary for the 2015-16 school year shall be \$55,266. This amount shall not change as the result of the

negotiation of the 2015-17 Master Agreement by the School District and the Association.

- E. **TRA contributions.** The District makes no representations or guarantees as to the impact of this arrangement on Tim McLean's eligibility for or receipt of TRA benefits. Those matters are strictly between the teacher and TRA, and the District in no way will have any liability or responsibility for those matters.

Since Tim McLean is a TRA annuitant, neither the District nor Tim McLean shall contribute to TRA for the 2015-2016 school year.

- 4. **Applicable Sections of the Master Agreement:** The following articles of the Master Agreement between the Association and the District shall apply to Tim McLean's employment with the School District, but only to the extent that such provisions would otherwise apply to a part-time teacher working a .75 FTE position:

- (a) Article I, Purpose
- (b) Article II, Recognition of Exclusive Representative
- (c) Article IV, School Board Rights
- (d) Article V, Teacher Rights
- (e) Article VII and Article VIII, Length of School Year and Hours of Work: Provided, however, that Tim McLean shall not be required to work the additional days required of probationary teachers.
- (f) Article IX, Basic Compensation, but only Section 4 (Pay Days
- (g) Article XIII, Leaves of Absence, but only Section 1 (Sick Leave), Section 3 (Leave), Section 11 (Eligibility). Tim McLean will carry over no unused sick leave days from the 2014-15 school year to the 2015-16 school year.
- (h) Article XVIII, but only Section 5 (Teacher Discipline)
- (i) Attachment F, Grievance Procedure

5. **Sections of the Master Agreement Not Applicable:** Provisions of the Master Agreement not specified above in Section 4 shall not apply to Tim McLean's employment with the District.

This Agreement is the full and complete agreement between the parties relating to the employment of Tim McLean. This Agreement shall be effective only after it has been authorized by the School Board in appropriate action, recorded in its minutes, and executed by the parties.

\_\_\_\_\_ Date: \_\_\_\_\_  
Tim McLean

EDUCATION MINNESOTA, ST. FRANCIS Local 1977

By \_\_\_\_\_ Date: \_\_\_\_\_  
Its \_\_\_\_\_

INDEPENDENT SCHOOL DISTRICT NO. 15

By \_\_\_\_\_ Date: \_\_\_\_\_  
School Board Chair

MOTION:

SECOND:

08/24/15

VII. A APPROVAL OF POLICY 436 – STUDENT PARENTAL, FAMILY, AND MARITAL STATUS NONDISCRIMINATION

BE IT RESOLVED that the School Board of Independent School District No. 15 adopt policy 436 – Student Parental, Family, and Marital Status Nondiscrimination.

Background:

School districts are encouraged to have a policy regarding student parental, family and marital status nondiscrimination to meet statutory requirements. The policy presented is based on the Minnesota School Boards Association model policy. The policy has been reviewed by administration and the finance policy committee and approval is recommended.

FIRST READING:

08/24/15

VII. B. APPROVAL OF REVISED POLICY 515 – VETERAN’S PREFERENCE

BE IT RESOLVED that the School Board of Independent School District No. 15 adopt policy 515 – Veteran’s Preference as revised and updated.

Background:

School districts are encouraged to have a policy regarding veteran’s preference. The revisions to the policy presented are based on the Minnesota School Boards Association model policy. The policy has been reviewed by administration and the finance policy committee and approval is recommended.

FIRST READING:

08/24/15

VII. C. APPROVAL OF REVISED POLICY 535 – TOBACCO-FREE ENVIRONMENT

BE IT RESOLVED that the School Board of Independent School District No. 15 adopt policy 535 – Tobacco-Free Environment as revised and updated.

Background:

School districts are required to have a policy regarding a tobacco-free environment. The revisions to the policy presented are based on the Minnesota School Boards Association model policy. The policy has been reviewed by administration and the finance policy committee and approval is recommended.

FIRST READING:

08/24/15



VII. D. APPROVAL OF REVISED POLICY 588 – HAZING PROHIBITION

BE IT RESOLVED that the School Board of Independent School District No. 15 adopt policy 588 – Hazing Prohibition as revised and updated.

Background:

School districts are required to have a policy regarding hazing prohibition. The revisions to the policy presented are based on the Minnesota School Boards Association model policy. The policy has been reviewed by administration and the finance policy committee and approval is recommended.

FIRST READING:

08/24/15

VIII. A. APPROVAL OF ADDITIONAL SKYWARD SETUP AND TRAINING ASSISTANCE

BE IT RESOLVED by the School Board of Independent School District No. 15 to approve up to \$25,000 for additional SKYWARD Finance, HR and Payroll system setup and training needed to complete the transfer and transition process from TIES. This will be a contracted service with an experienced individual knowledgeable in the software as well as school operations. This will be a one-time expense that reduces the first year savings of SKYWARD vs. TIES from \$40,000 to \$15,000. Every year thereafter produces a savings of \$40,000 - \$45,000.

Background:

When we built the SKYWARD software program package we only paid for an amount of time for setup and training. In an unusual year of changing software to improve efficiencies, changing the copier program, the contract for 36 new propane buses and negotiating all the contracts of the district has limited the time the Business Director and Human Resources Director to focus time to the software change. Adding time to the SKYWARD contract would cost considerably more than bringing in an experienced independent consultant. The experience person we are considering will also be able to assist in the accounting process to help get everything up to speed to be prepared for the district's annual audit.

Administration recommends approval.

MOTION:

SECOND:

08/24/15

VIII. B. APPROVAL OF EMPLOYMENT AGREEMENT – PRESCHOOL INSTRUCTORS (pending ratification)

BE IT RESOLVED by the School Board of Independent School District No. 15 that the 2014-2015 terms and conditions of employment for preschool instructors be approved.

BACKGROUND: The preschool instructor group is a newly recognized bargaining unit and the 2014-2015 agreement is the first agreement for this group.

The preschool instructors are voting on the tentative agreement August 20th. This agenda item will only remain an action item if the preschool instructors ratify. Details of the agreement are as follows:

- 3.77% increase to wages
- Wage increase retroactive to July 1, 2014

MOTION:

SECOND:

08/24/15

VIII. C. LEVEL III GRIEVANCE

Member \_\_\_\_\_ introduced and moved the following:

RESOLUTION TO ADOPT THE FINDINGS AND  
RECOMMENDATION OF THE BOARD COMMITTEE

WHEREAS, Mike Stoffel, Member Rights Chair Local #1977, filed a grievance with the School District on June 23, 2015; and

WHEREAS, the grievance has progressed to Level III under the collective bargaining agreement between the District and Education Minnesota, St. Francis; and

WHEREAS, a School Board Committee heard the matter at Level III; and

WHEREAS, following the Level III meeting held on August 19, 2015, the Committee has provided the Board with its Findings of Fact and Recommendation.

NOW, THEREFORE, BE IT RESOLVED:

1. That the School Board, having reviewed the Committee's Findings of Fact and Recommendation, approves and adopts the same, and
2. The School Board denies the grievance.

Member \_\_\_\_\_ seconded the motion and upon a vote being taken thereon,  
\_\_\_\_\_ voted in favor thereof and  
\_\_\_\_\_ voted against the same.

MOTION:

SECOND:

08/24/15

## VIII. D. DISCUSSION ON SUPERINTENDENT SEARCH

### Background:

The school board has been discussing the method for moving forward with the superintendent search. That discussion is continued tonight. Should a consensus arise, the school board will make a resolution to determine the process.

MOTION:

SECOND:

08/24/15