
SCHOOL BOARD MEETING

INDEPENDENT SCHOOL
DISTRICT No. 15

REGULAR MEETING

November 24, 2008

SCHOOL BOARD
 INDEPENDENT SCHOOL DISTRICT No. 15
 St. Francis, Minnesota
 November 24, 2008
 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 24, 2008	December 6, 2008
Dialogue with School Board – 6:30 p.m.	Truth in Taxation Hearing – 9:00 a.m.
Regular Meeting – 7:00 p.m.	(If necessary) Continuation Hearing Dec. 12 – 6:30 p.m.
Central Services Center – Community Room	Central Services Center – Community Room
December 8, 2008	January 12, 2009
Dialogue with School Board – 6:30 p.m.	Dialogue with School Board – 6:30 p.m.
Regular Meeting – 7:00 p.m.	Organizational Meeting
Central Services Center – Community Room	Central Services Center – Community Room

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

III. Approval of Agenda

IV. Consent Agenda

- A. Approval of Minutes of November 10 5
- B. Approval of Routine Personnel Items..... 10
- C. Approval of Claims and Accounts..... 11
- D. Approval of Investments 12

V. Reports

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

VI. Old Business

- A. Approval of New Policy 414 – Bullying Prohibition Policy 14
- B. Approval of Revised Policy 513 – Employee Selection and Orientation 15
- C. Approval of Revised Policy 514 – Employment Background Checks 16
- D. Approval of Revised Policy 515 – Veteran’s Preference 17
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- H. Approval of Revised Policy 520 – Staff Health and Safety..... 21
- I. Approval of Revised Policy 521 – Students and Employees with Sexually Transmitted Infections and Diseases and Certain Other Communicable Diseases and Infectious Conditions 22
- J. Approval of Revised Policy 522 – Employee Right to Know-Exposure to Hazardous Subs 23
- K. Approval of Revised Policy 523 – Bloodborne Pathogens..... 24
- L. Approval of Revised Policy 524 – Hepatitis B. Vaccination..... 25
- M. Approval of Revised Policy 525 – Worker’s Compensation 26
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VII. Other Matters

- A. Fiscal Year 2010 Budget Parameters and Guidelines..... 28
- B.

VIII. Other Business

- A.
- B.

IX. Adjournment

SCHOOL BOARD
INDEPENDENT SCHOOL DISTRICT No. 15
St. Francis, Minnesota
November 10, 2008
Regular Meeting – 7:00 p.m.

The regular meeting was called to order by Chair Anderson at 7:02 p.m. with the following members present: Directors H. Grams, S. Grams, Kelly, Lipinski, Vogel and Superintendent Saxton. Absent: Director Haag.

Others present were Director of Business Affairs Mae Hawkins, Director of Human Services Jay Reker, Director of Special Services Jacque Stein, Director of Community Services Tom Larson, Student Representatives LaNae DesRosier and Dylan Sowers, and community members.

Board Calendar Dates: Regular Meetings held at 7:00 p.m. at the Central Services Center, November 24, December 6, Truth in Taxation, 9:00 a.m., December 8, and January 12. Dialogue with the School Board will be at 6:30 p.m. prior to regular School Board Meetings.

Site Report – Sandhill Center

Theresa Antinozzi, Community Education Manager, provided an update to the Sandhill Center for the Arts. Ms. Antinozzi acknowledged the maintenance/custodial staff for all the work done to get the building ready to open. Currently there is an art work display from Bridgeview Artists. There are evening and daytime classes held. Seniors in the area participate in classes. Monthly entertainment takes place. Lunch Bunch is well received. Music lessons are offered three nights per week. Preschool occupies one room in the building. The Youth Enrichment Star program provides after school classes for grades 1 – 5. Ms. Antinozzi recognized Janet Anderson for working with families and the budget in the Kids Connection program.

Consideration of Visitors

The following people addressed the School Board; Ms. VanDenburgh, Ms. Ness, and Mr. McLean. Ms. VanDenburgh addressed policies that are up for revision and access to them, and comments that policy 705 is unclear. Ms. Ness made comments about staff and the levy referendum. Teacher Tim McLean thanked the School Board, and Superintendent's Cabinet for their efforts in the levy.

Agenda

Motion was made by Mr. Grams and seconded by Ms. Grams.
Motion carried.

Consent Agenda

Motion was made by Ms. Kelly and seconded by Mr. Grams. Ms. Grams requested that Item A be considered separately, and Mr. Grams requested Item H. be considered separately.

B. THAT the Personnel actions be approved as presented.

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

EMPLOYMENT:

CLASSIFIED

BECKER, KURT, Curriculum & Assessment Coordinator, District wide, 8.0 hrs./day, 230.0 days, Step 1 effective 11.12.08.

DAHL, CAROL, Basic Skills Teacher, CCCS, Individual Contract, 8.0 hrs./day, 143.0 days, effective 11.3.08.

NON-CLASSIFIED

DYE, CALEB, Educational Assistant, SFHS, 7.0 hrs., day, \$11.46/hr., 172.0 effective 10.30.08.

WELTON, NANCY, Helper/Server, Nutrition Services, \$11.02/hr., 2.25 hrs./day, 173.0 days effective 11.3.08.

LEAVES OF ABSENCE:

CLASSIFIED

BOSMA, JESSICA, Teacher, CCCS, return from Maternity LOA effective 10.29.08.

NON-CLASSIFIED

AMDAHL, SHIRLEY, Educational Assistant, EBCS, Medical LOA effective 12.8.08.

OLDENBORG, KAREN, Office Professional, SFMS, Return from Medical LOA effective 10.30.08.

RESIGNATIONS/TERMINATIONS/DISCONTINUANCE OF POSITION:

CLASSIFIED

ANLAUF, MARK, Teacher, SFHS, Retirement effective 10.31.08.

NON-CLASSIFIED

BOUTEN, TRICIA, Educational Assistant, SFE, resignation effective 10.31.08.

BRUESEWITZ, MARIA, Educational Assistant, Transportation, Resignation effective 11.18.08.

SKULSTAD, KRISTIN, Instructor, LLC, retirement effective 1.30.09.

- C. THAT the Out of State Travel – Camp St. Croix be approved as presented.
BE IT RESOLVED by the School Board of Independent School District No. 15 that the Middle School 6th Grade for Out of State Travel to attend Camp St. Croix, Hudson, Wisconsin, November 19 – November 21, December 8 – December 10, and December 10 – December 12, 2008 be approved as requested.
- D. THAT the Extended Travel – SFHS Girls Hockey be approved as presented.
BE IT RESOLVED by the School Board of Independent School District No. 15 that the High School Girls' Hockey program for an extended trip, November 28 - November 29, 2008 be approved as requested.
- E. THAT the Extended Travel – Debate be approved as presented
BE IT RESOLVED by the School Board of Independent School District No. 15 that the Debate Team extended trip to Bloomington, MN December 5 – December 6, 2008 be approved as requested.
- F. THAT the Extended Travel – Debate be approved as presented.
BE IT RESOLVED by the School Board of Independent School District No. 15 that the Debate Team extended trip to Minneapolis, MN January 23 – January 24, 2009 be approved as requested.
- G. THAT the Out of State Travel – Debate be approved as presented.
BE IT RESOLVED by the School Board of Independent School District No. 15 that the High School Debate Team proposal to attend the National Forensic League National Tournament out-of-state trip to Birmingham, Alabama June 13 – June 20, 2009 be approved as requested.
- I. THAT the Non Resident Student Agreement be approved as presented.
- J. 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 as set forth in the attached donor form(s)
\$387.00, SFE APT, for 5th grade field trip (J. Sheerin) to Wargo Nature Center 9/19/08
\$14,300.00, CCCS PTO, to CCCS, \$12,300 for field trips for K-5, and \$2,000 for supply budgets
\$229.00, Saint Francis Grid Club, to SFHS for one external hard drive
\$3,000.00, St. Francis Basketball Assoc., for clocks for gymnasium
\$2,024.00, St. Francis Wrestling Booster Club, one-half wrestling uniforms

Motion carried.

Motion was made by Ms. Kelly and seconded by Ms. Lipinski. Ms. Grams was not present at the October 27, 2008 meeting.

A. THAT the Minutes for October 27, 2008 be approved as presented.

Motion carried with one abstention, Ms. Grams.

Motion was made by Ms. Grams and seconded by Mr. Grams. Mr. Grams requested information about the program. Ms. Hawkins provided explanation and reported that there are no fees to the District.

H. THAT the Anoka County Bad Check Diversion Program Memorandum of Understanding be approved as presented.

BE IT RESOLVED by the School Board of Independent School District No. 15 that the Check Diversion Program, established by the Anoka County Attorney's Office, memorandum of understanding for participation in the worthless check restitution program be approved.

Motion carried.

Reports

Student Report

LaNae DesRosier and Dylan Sowers provided the report. There was an art show at the high school. The Crier and SFHS Today Broadcasting students will be attending the National Journalism conference in St. Louis. HOSA leaves on November 13, to attend the fall delegation. Student Council begins a food drive. Shakespeare Abridged play was held. Madrigals tickets are being sold. DECA will be attending the Leadership Conference in Kansas City.

Superintendent Communications and Report

Communications and Report - Mr. Saxton and Mr. Neubauer attended a workshop in St. Cloud regarding bomb threats and emergency procedures. Schools for Equity in Education (SEE) has decided on the 2009 legislative platform. The District Leadership Team will be meeting November 11, to review reductions for 2009-2010. The Financial Planning Action Committee will meet November 13. Mr. Johnson will report on the reverse bussing exploratory part of the day during Administrative Report. Mr. Saxton reviewed goals which were reviewed with Board representatives prior the Board meeting. Mr. Saxton will be meeting with Mr. Neubauer, Mr. Johnson, and Mr. Ron Larson to review the Field Trip policy to streamline the process for students, coaches and advisors.

School Board Reports

Ms. Grams reported that during the Dialogue Session responsibilities of the Board were discussed.

Mr. Grams reported that negotiations with Custodians will continue next week.

Mr. Anderson received a copy of a letter from Minnesota Association of School Administrators, Charlie Kyte regarding dollars that are being rebated to the District. This affirms the efficiency of best practice.

Minnesota School Board Association is offering Phase I and II training.

Ms. Lipinski was present at the high school on November 5, and an elementary school on November 6, and the students appeared to be actively engaged and did not seem to exhibit and trauma.

Ms. Kelly gave a report on the Diversity Communications Committee and read the new mission statement which is "To acknowledge and value our differences and promote ongoing opportunities for awareness, acceptance and tolerance in our community." Those wishing to attend the dialogues on November 19, and December 3, and is recommended to register. Ms. Kelly reported that the SEE legislative platform will be voted on November 14 and when approved copies will be given to Board members. There was discussion on reducing funding disparity, greater concentration on equity, maintenance of effort for counselors, 11th grade math test, and mandate relief. Ms. Kelly reported that her son relayed a positive mood in the high school following the levy failure.

Administrative Reports

Principal Dale Johnson presented a DVD of the exploratory classes that students experienced on the reverse bussing day. The students will change activities, revamping as needed. Classes vary in length.

Old Business

Mr. Anderson inquired if any Board member would like to review any of the following policies individually, and act on others as one action. Mr. Vogel requested policy 510 be discussed.

Motion was made by Ms. Grams and seconded by Mr. Grams to approve policies 705, 501 – 509, 511, and 512.

BE IT RESOLVED by the School Board of Independent School District No. 15, that the 705 Advertising Policy be approved.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 501 – The Human Resources Department and Its Organization

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 502 – Personnel Records

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 503 – Employment Status.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 504 – Employee-Student Relations.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 505 – Staff Participation in Political Activities.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 506 – Employee Participation in Community Activities.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 507 – Employee Complaints and Grievances.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 508 – Licensed Staff.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 509 – Use of District Equipment.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 511 – Equal Employment Opportunity.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 512 – Disability Nondiscrimination Policy.

Motion carried.

Motion was made by Ms. Kelly and seconded by Ms. Lipinski to consider revised policy 510. Mr. Vogel inquired about removing the name of the responsible authority listed in the policy. Mr. Saxton reported that in previous policy the name was not listed and a request was made to include the actual name not just the title.

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 510 – Public and Private Personnel Data.

Motion carried.

New Business

New Policy 414 and Revised Policies 513 – 518, 521 – 525, 575

The School Board should review the changes and revisions to the policies and contact Mr. Reker or Mr. Saxton with questions.

Other Matters

Canvassing of Election Results

Motion was made by Ms. Grams and seconded by Ms. Lipinski.

BE IT RESOLVED by the School Board of Independent School District No. 15, as follows:

1. It is hereby found, determined and declared that the special election of the voters of this district held on November 4, 2008, was in all respects duly and legally called and held.
2. As specified in the attached Abstract and Return of Votes Cast, a total of 16,400 voters of the district voted at said election on the question of An Increase in General Education Revenue by \$ 671.65 per Pupil Unit, of which 7,373 voted in favor, 9,027 voted against the same.
3. Said proposition, having not received the approval of at least a majority of such votes, is hereby declared to have failed.
4. The school district clerk is hereby directed to certify the results of the election to the county auditor of each county in which the school district is located in whole or in part.

Designation of Fund Balance

Motion was made by Ms. Grams and seconded by Ms. Kelly.

BE IT RESOLVED by the School Board of Independent School District No. 15 that a Designation of the General Fund Unreserved Fund Balance for Subsequent Year Budget be established in the amount of \$440,987 for the school year ending June 30, 2008.

Ms. Hawkins reported that this designation of fund balance is to set aside the fund balance related to sites under spending their budgets.

Motion carried.

The School Board recessed for a 10 minute break prior to going into closed session at 8:11 p.m.

Closed Session – Negotiation Parameters

BE IT RESOLVED by the School Board of Independent School District No. 15 that a closed session be conducted for the purpose of discussing labor negotiation strategies under subd. 1 (b) of the Open Meetings Law, Minnesota Statutes Chapter 13D.03

Closed Session: Motion by Ms. Grams, second by Ms. Lipinski. Vote 6-0 Time: 8:22 p.m.

Resume Open Meeting: Motion by Ms. Grams: I move that the open meeting be resumed, second by Mr. Grams. Vote: 6-0 Time: 9:25 p.m.

Board members discussed the future negotiation process for employees groups.

Meeting was adjourned at 9:25 p.m.

Harry Grams, 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:

EMPLOYMENT:

CLASSIFIED

CALVERT, KATIE, Targeted Services Teacher, SFMS, 1.5 hrs./day, 48.0 days, B1, effective 11.11.08.

NORDIN, DAWN, Targeted Services Teacher, SFMS, 1.5 hrs./day, 48.0 days, B1, effective 11.11.08.

NON-CLASSIFIED

ALBRECHT, JESSIE, Educational Assistant, SFHS, \$11.46/hr., 7.0 hrs./day, 172.0 days effective 12.1.08.

NORDSTROM, LINDA, Helper/Server/Temporary/Nutrition, \$11.02/hr., 1.75 hrs./day, 172.0 days effective 11.17.08.

REITER, JENNIFER, Educational Assistant, SFE, \$10.21/hr., 2.0 hrs./day, 174.0 days effective 11.24.08.

LEAVES OF ABSENCE:

CLASSIFIED

NON-CLASSIFIED

RESIGNATIONS/TERMINATIONS/DISCONTINUANCE OF POSITION:

CLASSIFIED

NON-CLASSIFIED

KESSLER, VALORIE, Educational Assistant, CCCS, resignation effective 11.27.08

LACH, ANGELA, Educational Assistant, CCCS, resignation effective 11.21.08.

MOTION:

SECOND:

11/24/08

Cash Basis**REVENUE RECAP**

	General Fund (01)	Nutrition Serv (02)	Comm Serv (04)	Building Fund (06)	Debt Redemption Fund (07)	Trust & Agency Fund (09)	Total
Jul-08	1,674,692	2,127	131,155	2,614	418,021	16	\$ 2,228,626
Aug-08	7,063,024	18,791	325,514	0	51,570	23	7,458,921
Sep-08	3,940,910	170,988	142,913	0	20,430	2,000	4,277,240
Oct-08	3,724,627	252,487	180,910	0	1,189,551	13,312	5,360,887
Nov-08	0	0	0	0	0	0	0
Dec-08	0	0	0	0	0	0	0
Jan-09	0	0	0	0	0	0	0
Feb-09	0	0	0	0	0	0	0
Mar-09	0	0	0	0	0	0	0
Apr-09	0	0	0	0	0	0	0
May-09	0	0	0	0	0	0	0
Jun-09	0	0	0	0	0	0	0
TOTAL	\$ 16,403,253	\$ 444,393	\$ 780,492	\$ 2,614	\$ 1,679,572	\$ 15,350	\$ 19,325,675

Cash Basis**RECAP OF BILLS FOR APPROVAL**

	General Fund (01)	Nutrition Serv (02)	Comm Serv (04)	Building Fund (06)	Debt Redemption Fund (07)	Trust & Agency Fund (09)	Total
Jul-08	1,512,990	23,160	55,865	54,156	0	0	1,646,172
Jul-08 PR	458,243	4,309	67,872				530,425
Aug-08	1,510,573	28,246	47,710	88,160	0	1,500	1,676,188
Aug-08 PR	596,354	5,676	113,836				715,865
Sep-08	1,562,715	77,528	142,142	25,790	75,826	397	1,884,399
Sep-08 PR	2,693,885	73,800	121,999				2,889,684
Oct-08	2,466,499	214,941	79,724	78,373	0	998	2,840,536
Oct-08 PR	2,793,449	73,065	96,281				2,962,795
Nov-08	0	0	0	0	0	0	0
Nov-08 PR							0
Dec-08	0	0	0	0	0	0	0
Dec-08 PR							0
Jan-09	0	0	0	0	0	0	0
Jan-09 PR							0
Feb-09	0	0	0	0	0	0	0
Feb-09 PR							0
Mar-09	0	0	0	0	0	0	0
Mar-09 PR							0
Apr-09	0	0	0	0	0	0	0
Apr-09 PR							0
May-09	0	0	0	0	0	0	0
May-09 PR							0
Jun-09	0	0	0	0	0	0	0
Jun-09 PR							0
TOTAL	13,594,708	500,724	725,430	246,480	75,826	2,895	15,146,064

REVENUE LESS EXPENDITURES

	General Fund (01)	Nutrition Serv (02)	Comm Serv (04)	Building Fund (06)	Debt Redemption Fund (07)	Trust & Agency Fund (09)	Total
TOTAL	\$ 2,808,545	-56,332	55,062	-243,866	1,603,746	12,455	4,179,611

WIRE TRANSFER AND INVESTMENT INFORMATION

INVESTMENTS FOR OCTOBER 2008		
DATE	ACTIVITY	
BEGINNING INVESTMENT BALANCE		10,413,354.02
10/01/08	TRANSFER TO CASH	(953,037.33)
10/03/08	TRANSFER TO CASH	(462,241.55)
10/03/08	TRANSFER TO CASH	(58,934.66)
10/03/08	TRANSFER TO CASH	(781.31)
10/03/08	ACH STATE OF MN	10.65
10/07/08	P-CARD SETTLEMENT	(67,554.42)
10/07/08	ACH STATE OF MN	641.09
10/07/08	TRANSFER TO CASH	(1,000,000.00)
10/07/08	TRANSFER TO CASH	(388,454.97)
10/08/08	TRANSFER TO CASH	(17,302.06)
10/09/08	TRANSFER TO CASH	(500,000.00)
10/15/08	STATE WIRE TO MAX	1,040,248.56
10/16/08	TRANSFER TO CASH	(954,524.02)
10/20/08	TRANSFER TO CASH	(25,050.00)
10/20/08	TRANSFER TO CASH	(474,140.63)
10/20/08	TRANSFER TO CASH	(56,164.49)
10/22/08	TRANSFER TO CASH	(58,693.76)
10/22/08	TRANSFER TO CASH	(1,083.04)
10/23/08	TRANSFER TO CASH	(500,000.00)
10/24/08	ANOKA COUNTY TAX SETTLEMENT	2,227,500.00
10/30/08	STATE WIRE TO MAX	1,482,215.40
10/31/08	BOND INTEREST	861.86
10/31/08	PMA INTEREST REINVESTED	97.99
10/31/08	INTEREST	10,993.83
TOTAL		9,657,961.16

RECAP OF MONTHLY INVESTMENT & WIRE ACTIVITY

INVESTMENT INCREASES	
ANOKA CO. TAXES	2,227,500.00
STATE WIRE TO MAX	2,522,463.96
ACH FROM STATE	651.74
INTEREST	11,953.68
TOTAL INVESTMENT INCREASES	4,762,569.38
INVESTMENT DECREASES	
P-CARD SETTLEMENT	(67,554.42)
TRANSFER TO CASH	(5,450,407.82)
TOTAL INVESTMENT DECREASES	(5,517,962.24)
NET CHANGE IN INVESTMENTS	(755,392.86)

CURRENT LONG TERM INVESTMENTS FROM PROCEEDS OF ANTICIPATION BORROWING:				ESTIMATED
AS OF 10/31/08 AMOUNT BORROWED \$0.00			MATURES	INTEREST
DATE INVESTED	INVESTED WITH / MATURITY DATE	AMOUNT INVESTED	YIELD RATE	INTEREST EARNINGS AT MATURITY
09/30/06	PMA MMA	84,027.45	5.14%	2,668.98
TOTALS FOR LONG TERM INVESTMENTS		84,027.45		2,668.98
CURRENT SHORT TERM INVESTMENTS				Earned Interest
	Liquid Asset Fund Month End Balance	7,772,798.91	2.79%	10,993.83
04/03/07	Investments with PMA for construction	738,950.64	AVG 4.98%	
09/23/08	Gen Elec Cap Serv 1/27/09	1,062,184.16	2.95%	10,815.84
TOTALS FOR ALL CURRENT INVESTMENTS		9,657,961.16		21,809.67
MATURED LONG TERM INVESTMENTS FOR FY-08				
DATE INVESTED	INVESTED WITH / MATURITY DATE	AMOUNT INVESTED	YIELD RATE	INTEREST EARNED
06/23/08	Citigroup Funding 9/23/08	1,055,665.30	2.76%	7,334.70
TOTAL INTEREST EARNED TO DATE ON Long Term Investments				7,334.70

CASH AND INVESTMENTS RECAP

Net Cash per Statements 10/31/08	1,171,388.74
Short Term Investments	9,573,933.71
Liquid Cash and Investments	10,745,322.45
Long Term Investments	84,027.45
Less: Tax and Aid Anticipation Borrowing	-
	84,027.45
Total Cash and Investments Net of Borrowed Funds	\$ 10,829,349.90

VI. A. APPROVAL OF SCHOOL BOARD POLICY 414 – BULLYING PROHIBITION
POLICY

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts
Policy 414 – Bullying Prohibition Policy.

BACKGROUND: The District is adopting a Bullying Prohibition Policy. The District is
required by statute to have a policy addressing bullying.

MOTION:

SECOND:

11/24/08

VI. B. APPROVAL OF SCHOOL BOARD POLICY 513 – EMPLOYEE SELECTION AND ORIENTATION

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 513 – Employee Selection and Orientation

MOTION:

SECOND:

11/24/08

VI. C. APPROVAL OF SCHOOL BOARD POLICY 514 – EMPLOYMENT BACKGROUND CHECKS

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 514 – Employment Background Checks

MOTION:

SECOND:

11/24/08

VI. D. APPROVAL OF SCHOOL BOARD POLICY 515 – VETERAN’S PREFERENCE

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 515 – Veteran’s Preference

MOTION:

SECOND:

11/24/08

VI. E. APPROVAL OF SCHOOL BOARD POLICY 516 – STAFF CONFLICT OF INTEREST

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 516 – Staff Conflict of Interest

MOTION:

SECOND:

11/24/08

VI. F. APPROVAL OF SCHOOL BOARD POLICY 517 – IMMIGRATION LAW

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 517 – Immigration Law

MOTION:

SECOND:

11/24/08

VI. G. APPROVAL OF SCHOOL BOARD POLICY 518 – SENIORITY DATE

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 518 – Seniority Date

MOTION:

SECOND:

11/24/08

VI. H. APPROVAL OF SCHOOL BOARD POLICY 520 – STAFF HEALTH AND SAFETY

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 520 – Staff Health and Safety

MOTION:

SECOND:

11/24/08

VI. I. APPROVAL OF SCHOOL BOARD POLICY 521 - STUDENTS AND EMPLOYEES
WITH SEXUALLY TRANSMITTED INFECTIONS AND DISEASES AND CERTAIN
OTHER COMMUNICABLE DISEASES AND INFECTIOUS CONDITIONS

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts
revised Policy 521 – Students and Employees with Sexually Transmitted Infections and
Diseases and other Communicable and Infectious Conditions

MOTION:

SECOND:

11/24/08

VI. J. APPROVAL OF SCHOOL BOARD POLICY 522 - EMPLOYEE RIGHT TO KNOW -
EXPOSURE TO HAZARDOUS SUBSTANCES

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts
revised Policy 522 – Employee Right To Know – Exposure to Hazardous Substances

MOTION:

SECOND:

11/24/08

VI. K. APPROVAL OF SCHOOL BOARD POLICY 523 - BLOODBORNE PATHOGENS

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 523 – Bloodborne Pathogens

MOTION:

SECOND:

11/24/08

VI. L. APPROVAL OF SCHOOL BOARD POLICY 524 - HEPATITIS B VACCINATION

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 524 – Hepatitis B Vaccination.

MOTION:

SECOND:

11/24/08

VI. M. APPROVAL OF SCHOOL BOARD POLICY 525 – WORKER’S COMPENSATION

BE IT RESOLVED that the School Board of Independent School District No. 15 adopts revised Policy 525 – Worker’s Compensation.

MOTION:

SECOND:

11/24/08

VI. N. REMOVAL OF SCHOOL BOARD POLICY 575 – WORKER’S COMPENSATION

BE IT RESOLVED that the School Board of Independent School District No. 15
removes Policy 575 – Worker’s Compensation.

MOTION:

SECOND:

11/24/08

VII. A. FISCAL YEAR 2010 BUDGET PARAMETERS AND GUIDELINES

WHEREAS the Financial Planning Action Committee has agreed to and made the following recommendations to the Superintendent at the November 13, 2008 meeting and these recommendations are being presented by the Superintendent to the School Board on November 24, 2008.

THEREFORE, BE IT RESOLVED that the School Board of Independent School District No. 15 approve the FY10 Budget Parameters and Guidelines as recommended by the Superintendent.

Background:

FY10 (2009-10) Budget Parameters and Guidelines

The FY10 budget reflects a projected base revenue decrease due to the non-renewal of the operating referendum, projected decrease in enrollment and an anticipated 0.0% increase from state sources and projected average expenditure increases of 2.5%. The budget parameters for the 2009-10 school year include \$5,600,000 in reductions.

Financial Planning Action Committee Recommendations:

Recommendation #1: The Financial Planning Action Committee recommends the following budget reductions that are required to balance the budget for the 2009-10 school year. (More detail is attached.)

2009-10	
District wide reductions	\$1,114,000
Allocate to Sites	<u>\$4,500,000</u>
Total Reductions	\$5,614,000

Recommendation #2: The Financial Planning Action Committee recommends that the School Board engage a research firm to analyze the outcome of the last election and to do research about future operating referendums.

Recommendation #3: Dependent on the outcome of the data from the research recommended above. The Financial Planning Action Committee recommends that the district should put an operating referendum on the November 2009 ballot.

*Additionally, sites would be authorized to curtail expenditures for the current year forfeiting the resulting FY09 equivalent respective budget amount which would be then be added to the FY10 budget allocations scheduled for the respective site. Any such curtailed expenditures resulting in budget forfeitures are subject to prior approval by the Director of Business Affairs.

Site plans must be in accordance with school District policies and all site leaders will meet with the Superintendent, the Director of Human Resources and the Director of Business Affairs to review their budget proposals and site usage plans.

MOTION:

SECOND:

11/24/08