

SCHOOL BOARD
 INDEPENDENT SCHOOL DISTRICT No. 15
 St. Francis, Minnesota
 October 22, 2012
 Regular Meeting – 7:00 p.m.
 Central Services Center – Community Room
 4115 Ambassador Blvd.
 M I N U T E S

The regular meeting was called to order by Chair Van Denburgh at 7:00 p.m. with the following members present: Directors Anderson, Erkel, Glover, Grams, Kelly, Rustad and Superintendent Saxton.

Others present were Director of Human Resources Dave Lindberg, Director of Special Services Jacque Stein, Assistant Director of Community Services Troy Ferguson, student representative Mercedes Johnson, and community members.

Roll call was taken.

Board Calendar Dates: Regular meetings held at 7:00 p.m. at the Central Services Center, November 12, November 26, December 10, and January 14. Dialogue with the School Board will be at 6:30 p.m. prior to the regular meetings.

Happening Around the District – Madrigal Singers

Principal Neubauer provided an update on the choir program at St. Francis High School. The Madrigal singers under the director of Lucas Warren and Katelyn Larson performed. This year’s music department theme is more programming with the addition of a show choir and more students. Three years ago, about 200 students participated. That has increased to almost 400 student participants this year. There is more coordination of effort, working toward a common goal, more creativity, and more quality. Madrigal Dinner performances will be held November 8-11.

Consideration of Visitors

Glenn Morehouse Olson reported that the arts are alive in St. Francis. Many of the Madrigal students are also in the fall play, *Almost, Maine*. Performances will be November 1-4. The school received the rights to do a production of *A Christmas Carol* on November 29. Chris Randall addressed the School Board regarding Director Rustad and plagiarism. The School Board sets the standard and should exemplify what the community wants to see. He encouraged Mr. Rustad that the right thing to do is to step down from the School Board. Wm. Gardner commented on information he received regarding public information he requested. He also addressed that Mr. Lindberg was hired as an Assistant Human Resources Director and through research has found nothing that the School Board approved Mr. Lindberg as Human Resources Director. Maureen Ness read a statement of her opinions regarding comments made by administration, community members and School Board members that followed Mr. Rustad’s act of plagiarism. She recommended that Mr. Rustad sue District administration and four School Board members.

Agenda

Motion was made by Mr. Grams and second by Ms. Kelly.
 Motion carried, 7-0.

Consent Agenda

Motion was made to approve the revised Consent Agenda by Mr. Rustad and second by Ms. Erkel.

- A. THAT the minutes of October 8, 2012, be approved as presented.
- B. THAT the Personnel Items 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:

NEW EMPLOYMENT									
Name	Position	Replacement for	Site	Position Status	Days/Year	Hrs/Day	Salary Level	Wage	Effective
Boyum, Rachel	Cafeteria Monitor	Westbrook, Angela	SFE	CONT	173 Prorated	2.00	A11/1.0	\$11.27	10/08/12

Cederberg, LuAnn	Cafeteria Monitor	McCallum, Barb	EBCS	CONT	173.0 Prorated	2.25	A11/1.0	\$11.27	10/08/12
Curtis, Cynthia	Preschool Instructor	NEW POSITION	LLC	TEMP	40.0	7.25	CED	\$21.13	08/22/12 -6/30/13
Denning, Bonnie	Cafeteria Monitor	Heryla, Angela	SFMS	CONT	173.0 Prorated	1.75	A11/1.0	\$11.27	10/15/12
Gave, Michelle	EA-Classroom (from layoff pool)	NEW POSITION	SFE	TEMP	154.0	2.00	B21/4.0	\$13.46	10/08/12 -5/30/12
Nelson, Scott	Asst Dir-Business Svcs	Hawkins, Mae	CSC	CONT	260.0	8.0	Dir/1.0	\$89,598	11/1/12
Kamman, Krista	EA-Noon	Shore, Jon	EBCS	CONT	172.0 Prorated	3.00	A12/1.0	\$10.76	10/24/12
Leipzig, Catherine	EA-Special Education	Engberg, Jennifer	EBCS	CONT	172.0	6.50	B21/1.0	\$13.21	10/22/12
Zeik, Casey	EA-Noon	White, Melissa	EBCS	CONT	172.0 Prorated	3.00	A12/1.0	\$10.76	10/22/12

LEAVES OF ABSENCE

			Expected Duration		Most recent assignment	
Name	Position	Location	From	To	Days/ Year	Hrs/ Day
Addison, Sunshine	Educational Assistant-Transportation	Transportation	8/31/12	11/30/12	172.0	Varied
Baker, Rebecca	Speech/Language Pathologist	LLC	8/29/12	11/28/12	186.0	8.0
Beal, Melissa	Teacher-ELL	SFHS	08/28/12	11/29/12	186.0	8.0
Bottema, Bryan	Custodian	SFHS	09/11/12	09/11/13	260.0	8.0
Brockner, Larry	Technology Tech	SFE	10/23/12	11/4/12	260.0	8.0
Dieckhaus, Jyl	Teacher-World Language	SFHS	10/16/12	8/28/13	186.0	8.0
Ferguson, Cyril	Educational Asst-Special Education	SFE	10/10/12	11/21/12	172.0	6.5
Johnson, Christine	Asst Cook	SFHS	8/29/12	11/01/12	176.0	7.25
Kolodzienski, Douglas	Custodian	T15/LLC	10/2/12	10/3/12	260.0	8.0
Linton, Greta	Teacher-Language Arts	CSVC	11/19/12	1/10/13	186.0	8.0
Milner, Hilary	Preschool Teacher	LLC	12/18/12	1/30/13	190.0	3.5
Norstrem, Jennifer	School Social Worker	SFMS	11/26/12	12/21/12	186.0	8.0
Sears, Rebecca	Helper Server/Helper Clerk	SFHS	8/29/12	11/30/12	172.0	2.5
Steinke, Wendy	Administrative Asst-Transportation	Transportation	10/25/12	12/6/12	260.0	8.0
Stenberg, Deb	Teacher-Elementary	EBCS	9/17/12	12/21/12	186.0	8.0
Stone, Lucinda	Educational Asst-Special Education	T15	8/23/12	8/23/13	172.0	6.0
Swaggert, Brent	Teacher-Special Education	SFHS	11/12/12	12/21/12	186.0	8.0

RESIGNATION/RETIREMENTS/TERMINATIONS/DISCONTINUANCE OF POSITION					
Name	Position	Site	Reason	Effective	Last Work Day
Eik, Rosalina	Helper Server/Helper Clerk	SFHS	Resignation	10/24/2012	10/24/2012
Isum, Larry	Custodian	SFMS	Retirement	12/31/2012	12/31/2012

- C. THAT Disbursements be 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	\$ 984,003.49
02	Food Service	\$ 25,151.08
04	Community Services	\$ 31,207.25
06	Construction	\$
07	Debt Redemption	\$
09	Trust and Agency	\$
20	Internal Service	\$ 1,820.00
47	OPEB Debt Service	\$
	TOTAL DISTRICT	\$ 1,042,181.82

- 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 as set forth in the attached donor form(s):
 \$3,000.00, Family of John Fryer, to SFHS Baseball Field Improvements New Scoreboard Fund
 \$416.03, SF Grid Club, for scrimmage vests
 \$134.66 (in kind) Big Dog Press, Inc., printing reading tests for grade 5 SFES students
 \$1,000.00, Linda & Scott Schell, to CCCS at principal's discretion
 \$30.48, Wells Fargo Foundation, to CCCS at principal's discretion
 \$18.00, Wells Fargo Foundation, to CCCS at principal's discretion

Motion carried, 7-0.

Reports

Student Report

Mercedez Johnson provided the student report. Madrigals are performing November 8-11. Varsity football game is in Duluth on October 23. Sections for cross country are October 25. A Military/Veterans Hall of Fame will be held to recognize veterans.

Superintendent Report and Communications

- Minnesota School Boards Association (MSBA) School Board training will be November 1 at 5:30 p.m.
- Meeting October 23 with principals to discuss enrollment for 2013-14 planning.
- Auditors are nearly finished with preliminary audit.
- Had the opportunity to speak in St. Cloud at the administrative licensure program.
- PRT's are moving forward
- Ben Silbergitt from TIES was in the District to review opportunities available to staff.
- Mr. Ferguson met with staff regarding the TAIP Grant. Attended Lunch Bunch October 9, sold out show. Lunch and Learn is held at Sandhill Center monthly. Attended a Crossroads program of African drummers and dancers provided through a grant which assists in learning about cultural diversity. Anoka County

- sponsored a hazardous waste drop off at St. Francis Middle School (SFMS). Attended PRT's.
- Attended Schools for Equity in Education (SEE) meeting in Owatonna. SEE works to simplify the understanding of equity and equal opportunity for students. Video was shown regarding equalization.
- Communications committee will meet after meeting.

Dialogue

The community member that spoke during consider of visitors was in attendance.

School Board Member Reports

Mr. Rustad attended Professional Development committee meeting. He received two emails regarding resignation and a letter to the editor for The Courier, and several phone calls about resigning and not resigning his position on the School Board.

Ms. Kelly attended Professional Development meeting minutes. Met with superintendent to discuss preliminary negotiations. Received phone calls regarding resignation or removal of Mr. Rustad.

Mr. Anderson attended SFMS Site Management Council meeting. Met with negotiations committee and superintendent. Attended the Educational Cooperative Services Unit (ECSU) open house.

Ms. Glover received two calls regarding Mr. Rustad and encouraged the callers to send emails to the School Board. Cedar Creek Community School PTO meeting is coming up.

Ms. Erkel met with Mr. Sullivan for information about the levy. Went to Transition 15 and acknowledged the program.

Mr. Grams had nothing to report.

Ms. Van Denburgh attended the Indian Education Parent Committee meeting and the Fall Feast is December 2. Met with auditors. Met with negotiations committee for the superintendent. She has not received a lot of phone calls and no one requested Mr. Rustad be removed over the last two weeks.

Administrative Report

SFMS choir performs at a recognition breakfast for Veterans at the American Legion on November 9. School Board members and those in attendance are encouraged to attend.

Old Business

Proposed School Board Policy – 119 Data Access

Motion was made by Mr. Grams and second by Mr. Anderson.

BE IT RESOLVED by the School Board of Independent School District No. 15 that the School Board Policy 119 – Data Access be approved as presented.

Motion carried 7-0.

Resolution Proposing Action Against M. Rustad

Resolution was read by Chair Van Denburgh.

Motion to accept was made by Ms. Glover second by Mr. Grams. Discussion: Ms. Erkel continues to be against this action and provided her reasons. Mr. Rustad inquired about inaccuracies referred to in the resolution when he had admitted his mistakes after the first meeting. Mr. Lindberg explained. Ms. Kelly requested clarification of the proposed approval of the resolution. Mr. Anderson requested explanation of the hearing. Mr. Lindberg and Mr. Saxton explained that the hearing involves an independent hearing officer and that legal counsel represents the majority of the School Board.

Ms. Van Denburgh made a motion that information given to the other six School Board members be released to Mr. Rustad, second by Ms. Erkel. Mr. Lindberg reported that if the information is released, the School Board would be waving attorney/client privilege. Mr. Lindberg read an excerpt from legal counsel.


Ms. Van Denburgh voiced concern regarding removal of a School Board member and if removed other than by a recall vote would it be unconstitutional.

Ms. Kelly commented that this is a difficult decision of individual choices and that the hearing would provide more information to the School Board in taking a vote.

Motion carried 4-2, nays being Ms. Erkel and Ms. Van Denburgh, with one abstention, Mr. Rustad.

Motion to release information to Mr. Rustad failed 3-4, nays being Ms. Glover, Ms. Kelly, and Mr. Anderson with one abstention, Mr. Rustad. (resolution is attached)

The meeting was adjourned at 8:13 p.m.


Suzanne Erkel, Clerk

Member Janet Glover introduced the following Resolution and moved its adoption:

RESOLUTION PROPOSING ACTION AGAINST A SCHOOL BOARD MEMBER

WHEREAS, St. Francis School Board (“School Board”) member Matt Rustad plagiarized an article that was published in the School District’s monthly newsletter, the Courier;

WHEREAS, Mr. Rustad moved to censure himself for that action and the School Board unanimously approved the motion;

WHEREAS, School Board members have learned additional information since that action took place, including that the original explanation that Mr. Rustad provided to the School Board Chairwoman and administration when he first met to discuss this issue was inaccurate;

WHEREAS, the School Board does not believe that censure is the appropriate action for Mr. Rustad’s misconduct and thus rescinds the motion to censure Mr. Rustad;

BE IT RESOLVED by the School Board of Independent School District No. 15, St. Francis Public Schools (“District”), as follows:

1. The School Board considers Board members to be elected officials and not employees of the District.
2. The School Board proposes the removal of Mr. Rustad from the School Board based upon proper cause as set forth in the attached letter.
3. The School Board authorizes the Chairwoman to sign the attached letter and directs the Superintendent to provide a copy to Mr. Rustad.
4. The School Board authorizes the Superintendent to work with the District’s legal counsel to arrange a hearing on the District’s proposed action against Mr. Rustad before an Independent Hearing Officer. The hearing will provide Mr. Rustad with an opportunity to be heard.
5. After the Independent Hearing Officer has provided his/her Findings, Conclusions, and Recommendations to the parties, the School Board will meet to consider the Independent Hearing Officer’s recommendation and will vote on the proposed action against Mr. Rustad.

The motion for the adoption of the foregoing Resolution was duly seconded by Harry Grams, and upon a vote being taken thereon, the following voted in favor of the motion: David Anderson, Janet Glover, Harry Grams, and Amy Kelly

and the following voted against the motion: Suzanne Erkel, and Marsha Van Denburgh with one abstention Matt Rustad.

Whereupon said Resolution was declared duly passed and adopted.

RRM: #169010