

SCHOOL BOARD MEETING

INDEPENDENT SCHOOL
DISTRICT No. 15

REGULAR MEETING

October 22, 2012

SCHOOL BOARD
 INDEPENDENT SCHOOL DISTRICT No. 15
 St. Francis, Minnesota
 October 22, 2012
 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
 - Instructions for Consideration of Visitors
 - Roll Call

II. **Board Calendar Dates**

November 12, 2012 Dialogue with School Board – 6:30 p.m. Regular Meeting – 7:00 p.m. Central Services Center – Community Room	November 26, 2012 Dialogue with School Board – 6:30 p.m. Regular Meeting – 7:00 p.m. Central Services Center – Community Room
December 10, 2012 Dialogue with School Board – 6:30 p.m. Regular Meeting – 7:00 p.m. Central Services Center – Community Room	January 14, 2013 Dialogue with School Board – 6:30 p.m. Regular Meeting – 7:00 p.m. Central Services Center – Community Room

Happening Around the District – Madrigal Singers – Mr. Neubauer

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 October 8 5
 - Rev. B. Approval of Personnel Items..... 9
 - C. Approval of Disbursements (emailed to the Board by 10/17)
 - Rev. D. Approval of Gift Acknowledgements 10
- V. Reports
 - A. Student Report
 - B. Superintendent Communications and Report
 - C. Dialogue Session
 - D. School Board Member Reports
 - E. Administrative Report
- VI. Old Business
 - A. Approval of Proposed School Board Policy – 119 Data Access 13
 - B. Approval of Resolution Proposing Action Against M. Rustad 14
- VII. Other Matters
 - A.
 - B.
- VIII. Other Business
 - A.
 - B.
- IX. Adjournment

SCHOOL BOARD
 INDEPENDENT SCHOOL DISTRICT No. 15
 St. Francis, Minnesota
 October 8, 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, Kelly, Rustad and Superintendent Saxton. Absent: Director Grams.

Others present were Director of Human Resources Daye Lindberg, 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, October 22, November 12, November 26, and December 10. Dialogue with the School Board will be at 6:30 p.m. prior to the regular meetings.

Consideration of Visitors

Kathleen Miller, Editor of the Courier, introduced foreign exchange student Dilyara Gafurova from Kazan, Republic of Tatarstan, Russia. Dilyara is interested in becoming a journalist and wrote an article for The Courier. Dilyara shared information about herself, her experiences, and pictures from her country. She tried out for the St. Francis High School fall play and will be an understudy.

Agenda

Motion was made by Ms. Kelly and second by Ms. Erkel.
 Motion carried, 6-0.

Consent Agenda

Motion was made to approve the revised Consent Agenda by Ms. Glover and second by Mr. Anderson.

A. THAT the minutes of September 24, 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
Lysne, Bree	EA-Noon	Bonczek, Holly	EBCS	CONT	172.0 Prorated	3.0	A12/1	\$10.76	9/25/12
Moffatt, Brittney	Tchr-Lang Arts	Linton, Greta	CSVC	LSUB	58.0	8.0	T1-BA	\$12,198.71	12/03/12
Parson, Storm	EA-Noon	Hanenburg, Sue	EBCS	CONT	172.0 Prorated	3.0	A12/1	\$10.76	9/24/12
Sederstrom, Gary	Tchr-Math	Sederstrom, Gary	SFMS	YEAR	152.0	8.0	Individual Contract		
LEAVES OF ABSENCE									
RESIGNATION/RETIREMENTS/TERMINATIONS/DISCONTINUANCE OF POSITION									
Name	Position	Site	Reason	Effective	Last Date of Employment				
Evans, Sally	Teacher-Elementary	EBCS	Resignation	09/24/12	09/24/12				
McGoey, Sandy	EA-Special Education	SFHS	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:

Fund No.	Description	Amount
01	General	\$ 359,545.17
02	Food Service	\$ 17,372.23
04	Community Services	\$ 6,980.16
06	Construction	\$
07	Debt Redemption	\$
09	Trust and Agency	\$
20	Internal Service	\$ 254,214.01
47	OPEB Debt Service	\$
	TOTAL DISTRICT	\$ 638,111.57

- D. THAT the SFHS HOSA Extended Trip be approved as presented.
 BE IT RESOLVED by the School Board of Independent School District No. 15 that the SFHS HOSA program trip for the Fall Leadership Conference November 8-9, 2012 be approved as requested.
- 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 as set forth in the attached donor form(s):
 \$1,204.06, St. Francis Grid Club, to purchase practice pants, scrimmage vests, back plate, storage equipment (shoulder pad rack)
 \$332.22, United Way, to SFMS to purchase supplies
 \$1,665.62, Target, to SFMS to purchase supplies
 \$138.48, Wells Fargo Community Support & Jennifer Larson, to SFMS to purchase supplies
 \$138.48, Wells Fargo Community Support & Jennifer Larson, to SFMS to purchase supplies

Motion carried, 6-0.

Reports

Student Report

Mercedez Johnson provided the student report. Homecoming was last week with the following events: football necklaces were given to all girls, power buff, powder puff, football game, and semi formal Harvest Ball dance with a great turnout.

Superintendent Report and Communications

- Met with principals regarding Accelerated Reader
- In the process of filling the permanent position for Business Director by November 1.
- Read to East Bethel Community School kindergarten class. Program puts pictures to music.
- Hall of Fame induction went well. Mr. Ferguson acknowledged and highlighted the activities that took place at the American Indian Education kick off. He acknowledged the Hall of Fame committee who put on the outstanding event. Mr. Ferguson met with Theresa Antinozzi regarding the St. Francis Historic Society utilizing some of the space at Sandhill Center. He also attended the Metro Community Education Director's Association meeting.
- Principal Kathy Kohnen was awarded the Administrator of the Year by the Minnesota Association of Educational Office Professionals.
- A draft of four possible superintendent goals was distributed. School Board members requested to provide

feedback to Mr. Saxton.

- Board training sessions were reviewed briefly. The board will prioritize the sessions before contacting Minnesota School Boards Association for available dates and times.
- Communications committee will meet after the Board meeting.

Dialogue

Four community members attended with the following comments: one expressed that Mr. Rustad resign, one expressed Mr. Rustad's removal from the School Board, one spoke of cohesion on the Board, and one with thoughts of comments that were inappropriate.

School Board Member Reports

Mr. Rustad has nothing to report.

Ms. Kelly received several calls from community members that the School Board take further action against Mr. Rustad. She expressed disappointment in Ms. Erkel's statements in the StarTribune article on plagiarism regarding the opinions of old versus new School Board members. Ms. Kelly encouraged respect for opinions of fellow School Board members.

Mr. Anderson met with negotiations committee for superintendent. He attended the outstanding Hall of Fame event and acknowledged the football team. He received phone calls regarding the plagiarism of Mr. Rustad and concern that the School Board is not taking the issue as serious as it is. He requested that a resolution for the resignation of Mr. Rustad be placed on the next agenda. Mr. Lindberg explained that there is a procedure for removal of a School Board member. Mr. Anderson changed his request from resignation to removal. Ms. Van Denburgh recommended that legal counsel be contacted. Mr. Lindberg researched Minnesota School Boards Association and MN Statute 123B.09 subd. 9 which he will provide to the School Board. Ms. Erkel received a few calls. Ms. Glover is comfortable in receiving information first from Mr. Lindberg. Discussion regarding the research provided and removal of School Board Director Rustad will be on the October 22 agenda. Mr. Anderson also requested that "required notification" be clarified in the information sent.

Ms. Glover reported events coming up at Cedar Creek Community School are Walk a Thon and Family Reading Night. There was discussion regarding Mr. Rustad and concern that censoring was not enough.

Ms. Erkel attended a legal seminar which was very informative. Attended the Site Management Council meeting at East Bethel Community School and she found most interesting is how testing will take place.

Ms. Van Denburgh received one letter regarding the censure and a couple calls to remove, however cautioned the importance in being careful in proceeding. She attended part of the Hall of Fame event. Negotiations with the superintendent have begun. She acknowledged St. Francis Elementary School regarding designation of a Reward School from the Minnesota Department of Education.

Administrative Report

American Indian Education Report

Dennis Sargent, American Indian Education Coordinator, provided the update. The fall kickoff was well attended. Mr. Ferguson and an eighth grade teacher and family were in attendance. Approximately \$5,000 of excess grant money and \$2,500 from the District was used to purchase books and language tapes, and distributed to all schools. He thanked Kurt Becker and Wendy Bengtson for their work last year. Tutoring will begin this year. Most things are going well. This is a work in progress toward building a good program. Some students are attending leadership camp. Fall feast will be held, and display cases in all schools will be decorated in November. Scheduled events are noted on the website.

Old Business

Revised Policy 106 – Meetings of the School Board

Motion was made by Ms. Erkel and second by Ms. Kelly.

BE IT RESOLVED by the School Board of Independent School District No. 15 that the School Board Policy 106 – Meetings of the School Board previously revised and adopted March 26, 2012 be approved as presented.

Motion carried 6-0.

New Business

Proposed School Board Policy – 119 Data Access

First reading of the proposed new policy. Ms. Van Denburgh inquired about how someone might request to inspect

data. Mr. Lindberg reported that it is dependent on the form (hard copy/electronic) that the data exists. There is an obligation that needs to be addressed for data access policy to address all areas that are in district policies.

The meeting was adjourned at 8:21 p.m.

Suzanne Erkel, 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
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	Mae Hawkins	CSC	CONT	260.0	8.0	Dir/1.0	\$89,598	11/1/12
Kamman, Krista	EA-Noon	Jon Shore	EBCS	CONT	172.0 Prorated	3.00	A12/1.0	\$10.76	10/24/12
Leipzig, Catherine	EA-Special Education	Jennifer Engberg	EBCS	CONT	172.0	6.50	B21/1.0	\$13.21	10/22/12
Zeik, Casey	EA-Noon	Melissa White	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

			<i>Expected Duration</i>		<i>Most recent assignment</i>	
<i>Name</i>	<i>Position</i>	<i>Location</i>	<i>From</i>	<i>To</i>	<i>Days/ Year</i>	<i>Hrs/ Day</i>
<i>Norstrem, Jennifer</i>	<i>School Social Worker</i>	<i>SFMS</i>	<i>11/26/12</i>	<i>12/21/12</i>	<i>186.0</i>	<i>8.0</i>
<i>Sears, Rebecca</i>	<i>Helper Server/Helper Clerk</i>	<i>SFHS</i>	<i>8/29/12</i>	<i>11/30/12</i>	<i>172.0</i>	<i>2.5</i>
<i>Steinke, Wendy</i>	<i>Administrative Asst-Transportation</i>	<i>Transportation</i>	<i>10/25/12</i>	<i>12/6/12</i>	<i>260.0</i>	<i>8.0</i>
<i>Stenberg, Deb</i>	<i>Teacher-Elementary</i>	<i>EBCS</i>	<i>9/17/12</i>	<i>12/21/12</i>	<i>186.0</i>	<i>8.0</i>
<i>Stone, Lucinda</i>	<i>Educational Asst-Special Education</i>	<i>T15</i>	<i>8/23/12</i>	<i>8/23/13</i>	<i>172.0</i>	<i>6.0</i>
<i>Swaggert, Brent</i>	<i>Teacher-Special Education</i>	<i>SFHS</i>	<i>11/12/12</i>	<i>12/21/12</i>	<i>186.0</i>	<i>8.0</i>

RESIGNATION/RETIREMENTS/TERMINATIONS/DISCONTINUANCE OF POSITION

<i>Name</i>	<i>Position</i>	<i>Site</i>	<i>Reason</i>	<i>Effective</i>	<i>Last Work Day</i>
<i>Eik, Rosalina</i>	<i>Helper Server/Helper Clerk</i>	<i>SFHS</i>	<i>Resignation</i>	<i>10/24/2012</i>	<i>10/24/2012</i>
<i>Isum, Larry</i>	<i>Custodian</i>	<i>SFMS</i>	<i>Retirement</i>	<i>12/31/2012</i>	<i>12/31/2012</i>

MOTION:

SECOND:

10/22/12

SCHOOL BOARD MEETING DATE: 10/22/2012

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	\$ 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

All checks processed between 10/09 and 10/17/12, and all Accounts payable items processed

MOTION:

SECOND:

October 22, 2012

Check Register	637,599.68
P-Card	-
VISA	262,437.07
Vendor Disbursement lists	142,145.07
Total Disbursements	1,042,181.82

IV. D. GIFT ACKNOWLEDGMENT(S)

Revised

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

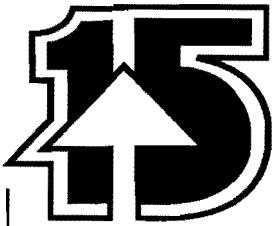
\$30.48, Wells Fargo Foundation, to CCCS at principal's discretion

\$18.00, Wells Fargo Foundation, to CCCS at principal's discretion

MOTION:

SECOND:

10/22/12



GIFT CONTRIBUTION FORM

Date 10/4/12

To: Independent School District 15 School Board
4115 Ambassador Boulevard
St. Francis, MN 55070

The Family of John Fryer
would like to contribute \$ 3000⁰⁰ to Independent School District 15. We request that the contribution be used for the following purposes:

SFHS Baseball Field Improvements
New Scoreboard Fund

It is our desire that any excess monies be expended at the Board's discretion, for items similar in nature and purpose.

Sincerely, Lisa Fryer

Check number: 1002

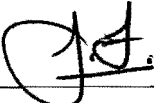
Name: Lisa Fryer

Street address: 5425 240th Ave NW

City/State/Zip: St Francis MN 55070

Officer of contributing organization: _____

Office Use Only

Requester: Jeff Fink 

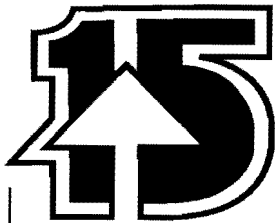
Revenue code: 01-200-292-000-096-000

Expenditure code: 01-200-292-000-530-000

Thank you letter sent by building. Date: 10-11-12

Building principal signature: Paul Neubauer

School Board approval date: 10-22-12



GIFT CONTRIBUTION FORM


Date 10/2/12

To: Independent School District 15 School Board
4115 Ambassador Boulevard
St. Francis, MN 55070

The SF Grid Club
would like to contribute \$ 416.⁰³ to Independent School District 15. We request that the
contribution be used for the following purposes: Scrimmage vests

Team Sporting Goods- Inv # AAG 013422-AH03

It is our desire that any excess monies be expended at the Board's discretion, for items similar in nature and purpose.

Sincerely, 

Check number: 2697

Name: SF Grid Club

Street address: PO Box 387

City/State/Zip: St. Francis, MN 55070

Officer of contributing organization: Chris Lindquist

Office Use Only

Requester: Jeff Fink J.F.

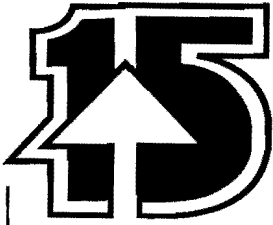
Revenue code: 01-200-294-000-096-000

Expenditure code: 01-200-294-000-430-289

Thank you letter sent by building, Date: 10-11-12

Building principal signature: Paul Neubauer

School Board approval date: 10.22-12



GIFT CONTRIBUTION FORM

Date 10-16-12

To: Independent School District 15 School Board
4115 Ambassador Boulevard
St. Francis, MN 55070

The Big Dog Press, Inc
would like to contribute \$ in kind (\$134.66) to Independent School District 15. We request that the contribution be used for the following purposes:

\$134.66 worth of printing Reading Tests for grade 5 students at SFEN

It is our desire that any excess monies be expended at the Board's discretion, for items similar in nature and purpose.

Sincerely, _____

Check number: _____

Name: Larry Waddell

Street address: 3361 217th Ave NW

City/State/Zip: Anoka, Mn 55303

Officer of contributing organization: _____

Office Use Only

Requester: _____

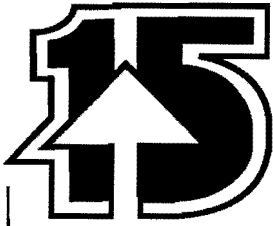
Revenue code: _____

Expenditure code: _____

Thank you letter sent by building. Date: 10/16/12

Building principal signature: Kathleen Johnson

School Board approval date: 10-22-12



GIFT CONTRIBUTION FORM

Date 10-17-12

To: Independent School District 15 School Board
4115 Ambassador Boulevard
St. Francis, MN 55070

The Linda + Scott Schell

would like to contribute \$ 1,000.00 to Independent School District 15. We request that the contribution be used for the following purposes:

principals discretion

It is our desire that any excess monies be expended at the Board's discretion, for items similar in nature and purpose.

Sincerely, _____

Check number: 104

Name: Linda + Scott Schell

Street address: 692 - 208th Ave NE

City/State/Zip: E. Bethel, MN 55011

Officer of contributing organization: _____

Office Use Only

Requester: _____

Revenue code: 01-404-000-000-096-000

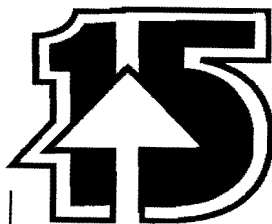
Expenditure code: 01-404-203-000-401-000

Thank you letter sent by building. Date: 10-17-12

Building principal signature: _____ 

School Board approval date: 10-22-12

White - Board Minutes Canary - Business Office Pink - Contributor Gold - Originating Building



GIFT CONTRIBUTION FORM

Date 10-17-12

To: Independent School District 15 School Board
4115 Ambassador Boulevard
St. Francis, MN 55070

The Wells Fargo Foundation
would like to contribute \$ 30.48 to Independent School District 15. We request that the
contribution be used for the following purposes:

principals Discretion

It is our desire that any excess monies be expended at the Board's discretion, for items similar in nature and purpose.

Sincerely, _____

Check number: 1020460

Name: Darrnel Aschenbach

Street address: 2050 Deerwood Lane

City/State/Zip: Wyoming MN 55092

Officer of contributing organization: _____

Office Use Only

Requester: _____

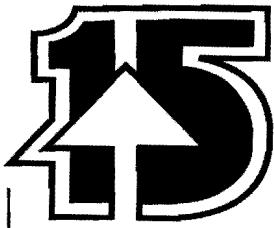
Revenue code: 01-404-000-000-096-000

Expenditure code: 01-404-203-000-401-000

Thank you letter sent by building. Date: 10-17-12

Building principal signature: _____

School Board approval date: 10-22-12



GIFT CONTRIBUTION FORM

Date 10-17-12

To: Independent School District 15 School Board
4115 Ambassador Boulevard
St. Francis, MN 55070

The Wells Fargo Foundation

would like to contribute \$ 18.00 to Independent School District 15. We request that the contribution be used for the following purposes:

principals discretion

It is our desire that any excess monies be expended at the Board's discretion, for items similar in nature and purpose.

Sincerely, _____

Check number: 1020460

Name: Anonymous Donor

Street address: _____

City/State/Zip: _____

Officer of contributing organization: _____

Office Use Only

Requester: _____

Revenue code: 01-404-000-000-096-000

Expenditure code: 01-404-203-000-401-000

Thank you letter sent by building. Date: 10-17-12

Building principal signature: _____ 

School Board approval date: 10-22-12

VI. A. APPROVAL OF SCHOOL BOARD POLICY 119 – DATA ACCESS

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.

Background:

Human Resources Director David Lindberg sought guidance on a data access policy from the Information Policy Analysis Division of the Minnesota Department of Administration (IPAD). This department had a checklist for a good data access policy, which the District is required to have. The checklist was completed based on the fragments of board policies related to data access. The District was in need of a fully articulated policy that complied with statute and administrative rules.

The subsequent policy was developed through several resources including IPAD, MN Statute, MN Administrative Rules, and the Code of Federal Regulations.

MOTION:

SECOND:

10/22/12

Member _____ 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 _____, and upon a vote being taken thereon, the following voted in favor of the motion:

and the following voted against the motion:

Whereupon said Resolution was declared duly passed and adopted.

RRM: #169010