

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.
 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 Suzanne Erkel, Janet Hunt, Barbara Jahnke, Amy Kelly, Dave Roberts, Scott Schwarz, and Superintendent Troy Ferguson.

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 September 14, September 28, October 12 and October 26. Dialogue with the School Board will be at 6:30 p.m. prior to the regular meetings.

Consideration of Visitors

Mr. Dan Long, ISD 15 maintenance staff, executive board member of Service Employees International Union (SEIU) Local 284, union steward for the Custodial, Grounds, Maintenance and Laundry Workers of ISD#15, parent of a St. Francis Middle School student and taxpayer of ISD#15, addressed the School Board with a signed document from the ISD#15 Custodial, Grounds, Maintenance and Laundry Workers of the District to reinstate Mr. Ferguson with a 2-year contract.

Ms. Deb Parson, community member, parent and leader of the District, addressed the School Board about due diligence with the superintendent search. Ms. Parson asked the School Board to take into consideration how Mr. Ferguson has stepped up to the plate and how he has taken the District this far. With that being said, is conducting a superintendent search the right choice for the District?

Agenda

Motion was made to approve the agenda by Ms. Erkel, second by Ms. Hunt.
 Motion carried 7-0.

Consent Agenda

Ms. Van Denburgh inquired if any board member wanted to remove any items from the consent agenda. Motion was made by Ms. Hunt, second by Ms. Erkel.

- A. THAT the minutes of August 10, 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
Ackerman, Melissa	Bus Rider/Driver	Jennifer Kappelhoff	TRANS	CONT	172	6	B21-3	\$13.52	9/8/15
Arvidson, Steven	Bus Rider/Driver	Ed Orejel	TRANS	CONT	172	6	B21-3	\$13.52	9/8/15
Duessel, Cassandra	Educational Assistant	Emily Fox	SFHS	CONT	172	7.25	B22-3	\$13.61	9/8/15
Dunrud, Laura	Teacher	Cathy Paquay	SFE	CONT	186	8	T2-BA	\$46,312	9/2/15
Fuller, Christine	Cafeteria Monitor	Shannon Loons	CCCS	CONT	173	2.5	A11-2	\$11.84	9/2/15
Halfman, Joseph	Bus Driver	Theresa Dennison	TRANS	CONT	172	6	B21-3	\$15.09	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	EBC S	TEMP	45	8	Sub	\$125/day	9/15/15
Keding, Sara	Teacher	Jackie Larson	EBC S	CONT	186	8	T1-BA	\$39,696	9/2/15
Kelley, Kay	Bus Driver	Corey Pearson	TRANS	CONT	172	6	B21-3	\$15.09	9/8/15
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
Metcalf, Anna	Kids Connection Site Coordinator	NEW	CCCS	CONT	188	6.5	UA-4	\$16.83	9/1/15
Nordstrom, Joshua	Bus Rider/Driver	Scott Pryd	TRANS	CONT	172	6	B21-3	\$13.52	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	299.5 hrs	\$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
Backlin, Jessica	Preschool Instructor	LLC	8/31/15	6/30/16 Partial LOA		299.5 hrs
Fetzk, Steven	Teacher	SFHS	8/18/15	9/15/15	186	8

RESIGNATION/RETIREMENTS/TERMINATIONS/DISCONTINUANCE OF POSITION

Name	Position	Site	Reason	Effective
Day, Karen	Helper Servier	SFMS	Resignation	8/6/15
DeRung, Lillian	Assistant Principal Data and Assessment	CSC	Resignation	8/13/15
Eilers, Jami	COTA	DW	Resignation	8/16/15
Ingalls, Cheri	Helper Server Position Only	SFMS	Resignation	8/13/15

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/CSV C	Resignation	8/19/15
Stewart, Michelle	Educational Assistant	SFE	Resignation	8/17/15

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	\$ 3,367,189.25
02	Food Service	\$ 51,751.76
04	Community Services	\$ 87,363.76
06	Construction	\$
07	Debt Redemption Bond Payments	\$ 404,848.13
09	Trust and Agency	\$
20	Internal Service-Health Self Insured	\$ 3,217.02
21	Internal Service-Dental Self Insured	\$ 42,503.60
47	OPEB Debt Service	\$
	TOTAL DISTRICT	\$ 3,956,973.52

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:

\$78.00, Wells Fargo Community Support Campaign, purchase 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

\$263,497.00 In-Kind, United States Department of Agriculture, 149 HP desktops, laptops, tablets with accessories

E. Memorandum of Agreement-Teacher
Motion carried 7-0.

Reports

Superintendent Report and Communications

- Reminder that the All Staff Kick-Off is September 2, in the Performing Arts Center (PAC) at St. Francis High School, 7:00-10:00 a.m.
- Congratulations to Trina Schulz on her new position as the Assistant Principal for Curriculum & Instruction.
- Discussion at C+3 last week on the need to organize, sort, re-purpose and purge unused curriculum material in the storage areas. Mr. Ferguson contacted all the non-public schools in the District, offering them the

opportunity to have the materials. So far, Zion Lutheran of Crown has responded with interest. Ms. Rens will coordinate with the Districts LAC to deem what is needed and what can be donated or purged.

- Met with Oak Land superintendents and Ms. Rebecca Fuller. A special meeting will be held August 26, at 6:00 p.m. at Bridge Street Coffee Shop in St. Francis.
- Toured Cedar Creek Community School with Mr. Hahn, Ms. Van Denburgh and Mr. Wirz.
- Congratulated the Saints varsity football team on the win against Bemidji, 24-14.
- Information on the 2015 Minnesota School Boards Association (MSBA) statewide advocacy tour scheduled in Spring Lake Park, September 16. Agenda will include: advocacy matters, straight talk, dinner, MSBA going forward and leadership development awards.
- New teacher orientation starts Tuesday, August 25, at 8:00 a.m.
- A schedule on the ISD#15 Strategic Plan community presentation's was handed out. Presentations have been given to custodial, maintenance, bus drivers, District Leadership Team (DLT) and St. Francis Area Chamber of Commerce.

Dialogue Session

Discussion included: keeping Mr. Ferguson as superintendent, his epic leadership, love the direction the District is going, morale has quadrupled since he has taken over, doing a superintendent search would be a waste of time and money, giving Mr. Ferguson a contract will show faith in the School Board.

School Board Member Reports

Ms. Erkel attended Level 3 Grievance, C+3 and many negotiations.

Ms. Jahnke was on the interview team for the assistant principal of Curriculum & Instruction. Attended technology and EA negotiations and a C+3 meeting.

Ms. Kelly attended Preschool and EA negotiations. Will be attending the Oak Land Area Cooperative Learning Center meeting this Week.

Mr. Schwarz attended custodial negotiations. Spent time conversing with some neighbors, students and ISD#15 residents trying to bring himself up to speed in regards to Mr. Ferguson and the superintendent search.

Mr. Roberts attended the 13th Annual St. Francis Area Chamber of Commerce golf tournament, negotiations and Princeton school board meeting. Received phone calls on not having the back-to-school supply list available and phone calls with a vast majority in favor of issuing a contract to Superintendent Ferguson, congratulated the Northern Nippy's, a community group on the Susan G. Komen 3-day walk, for being the second largest fundraising group in the state, Trina Schultz as the new assistant principal for Curriculum & Instruction and the St. Francis High School football team.

Ms. Hunt attended custodial, bus driver and EA negotiations. Received phone calls to keep Mr. Ferguson as the superintendent and to halt the superintendent search.

Ms. Van Denburgh attended Preschool negotiations, teacher and bus driver negotiations and a Level 3 Grievance. Toured CCCS. Thanked Mr. Wirz and his staff for the upkeep on the aging facilities in the District. Received an email reporting three students slipped on bleachers and an adult fell off a scooter during a St. Francis Football game. Noted that BoardBook training will be this week or next with Ms. Springer and Mr. Kienitz.

Old Business

None reported

New Business

Approval of Policy 436 - Student Parental, Family, And Marital Status Nondiscrimination

Motion was made by Ms. Hunt, second by Ms. Jahnke.

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

Motion carried 7-0

Approval of Revised Policy 515 – Veteran's Preference

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 515 – Veteran's Preference as revised and updated.

Motion carried 7-0

Approval of Revised Policy 535 – Tobacco-Free Environment

Motion was made by Ms. Hunt, second by Ms. Erkel.

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

Motion carried 7-0

Approval of Revised Policy 588 – Hazing Prohibition

Motion was made by Ms. Jahnke, second by Ms. Erkel.

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

Motion carried 7-0

Other Matters

Approval of Additional Skyward Setup and Training Assistance

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

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.

Motion carried 7-0.

Approval of Employment Agreement – Preschool Instructors (pending ratification)

Motion was made by Ms. Hunt, second by Ms. Erkel.

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.

Motion carried 7-0

Approval of Level III Grievance

Member Ms. Van Denburgh introduced and Ms. Erkel 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 Ms. Jahnke seconded the motion and upon a vote being taken thereon, voted in favor thereof.

Motion carried 7-0.

Discussion on Superintendent Search

Motion was made by Ms. Van Denburgh, second by Mr. Roberts, to extend Mr. Ferguson a 2-year contract.

Discussion included: offering a 2-year contract vs. extending the contract. What is fair to the District and Mr. Ferguson? Qualifications on an applicant need to consider, crisis management, staffing changes,

budget, curriculum and instruction and communication. Mr. Ferguson's track record shows itself on all categories. An evaluation on a superintendent needs to be done. If the School Board does a search, we could lose stability/consistency in the District and a waste of time and dollars.

Amended Motion was made by Ms. Van Denburgh to offer Mr. Ferguson a 2-year contract, July 1, 2016 - June 30, 2018, second by Ms. Erkel.
Motion carried 7-0.

The regular meeting was adjourned at 7:51p.m.

Barbara Jahnke, School Board Clerk