

**REGULAR MEETING
BOARD OF EDUCATION
INDEPENDENT SCHOOL DISTRICT #152
PROBSTFIELD CENTER FOR EDUCATION
NOVEMBER 25, 2013
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MEMBERS PRESENT: Lisa Erickson, Cindy Fagerlie, Laurie Johnson, Scott Steffes, Trudy Wilmer, Bill Tomhave, Matt Valan, and Dr. Lynne A. Kovash.

MEMBERS ABSENT: None.

CALL TO ORDER: Chair Erickson called the meeting to order at 7:00 p.m. and led everyone in attendance with the Pledge of Allegiance.

PREVIEW OF AGENDA: Superintendent Kovash recommended approval of the agenda to proceed with a revision to page 12.

APPROVAL OF AGENDA: Fagerlie moved, seconded by Johnson, to approve the agenda as revised. Motion carried 7-0.

WE ARE PROUD:

We Are Proud of Moorhead High School student Connor Neill for being named a semifinalist in the National Merit Scholarship Program. Approximately 16,000 semifinalists were recognized this year. The nationwide pool of semifinalists represents less than one percent of U.S. high school seniors. More than 1.5 million juniors entered the 2014 National Merit Program by taking the 2012 Preliminary SAT/National Merit Scholarship Qualifying Test.

Semifinalists have an opportunity to continue in the competition for more than 8,000 National Merit Scholarships that will be offered next spring. To continue, semifinalists must fulfill several requirements and advance to finalist standing.

We Are Proud of the Red River Area Learning Center robotics team for winning first place for YouTube video and third place for team mascot at the Nov. 1-2 Bison BEST Robotics competition. Additionally, the team's engineering notebook earned them a spot in the wild card play-off round.

Team members are Solen Ahmet, Evelyn Serrata, Jordan TwoHearts, Jose Zamarron, Muhamed Zuka, Moses Munoz, Anahi Serrata, Gilbert Munoz and Zoie Gartner. Team advisors are Red River ALC teachers Aura Lee Mohror and Wylie Wisnewski, and mentors are Glen Meyer and Kirk Ogden from John Deere.

We Are Proud of Horizon Middle School and Moorhead High School students who earned VIP status at We Day on Oct. 8 in the Twin Cities for their work on a service project last spring. In May 2013, Sayra Rice's English Learner students at Horizon held a Free the Children fundraiser that raised \$1,597.65. The students presented to staff, made morning announcements and showed videos at lunch.

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Students who participated in the fundraiser were Edina Mustafic, Ayaanle Banade, Nick Beganovic, Nasuf Sadrija, Zahra Mustafa, Zabdi Tovar, Lydia Shaia, Mustafa Mustafa, Ibrahim Abdullah, Destinee Alaniz, Marc Alaniz, Dunya Ali, Hivi Brifki, Maria Charette, Kevin Lam, Tiba Mozan, Jimmy Tran, Allison Ybarra, Dzevahira Dzemailji, Carlos Perez and Sali Kakos.

We Day is an initiative of Free The Children, an international charity and educational partner that educates, engages and empowers youth to become agents of change. We Day is an educational event tied to the yearlong We Act program. Participants commit to completing one local action and one global action.

MATTERS PRESENTED BY CITIZENS/OTHER COMMUNICATIONS: Natalie Smith Carlson, 117 7th Avenue South, addressed the board regarding violence in the schools.

ACCEPTANCE OF SCHOOL BOARD MEMBER RESIGNATION: Chair Erickson announced Wilmer, who took a position with Eide Bailly, is unable to continue to serve on the board because of professional standards that require accounting firms to be independent of the firm's audit clients and free of conflict of interest. Eide Bailly serves as the district's auditor. The board will discuss how to fill the vacancy at the Dec. 9 meeting.

Tomhave moved, seconded by Steffes, to accept the resignation of Trudy Wilmer, School Board Director, effective immediately, and therefore declare a vacancy on the School Board. Motion carried 6-0.

Wilmer noted she appreciated working with the board and administration.

Wilmer left the meeting at 7:15 p.m.

CONSENT AGENDA: Tomhave moved, seconded by Steffes, to approve the following items on the Consent Agenda:

Donation - Accept the included donation and direct administration to send a thank you. David and Shannon Gelbart donated a Juzek Double Bass and case to the Moorhead High School Orchestra valued at approximately \$9,000.

University of Jamestown Physical Therapy Program Agreement - Approve the University of Jamestown Physical Therapy Program Agreement beginning November 25, 2013. Moorhead Area Public Schools will serve as a clinical experience education placement center for physical therapy.

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Family/Medical Leaves

Tamara Krupich - Paraprofessional, Moorhead High School, effective October 14, 2013 for an undetermined amount of time.

Ayako Dooher - Paraprofessional, Ellen Hopkins Elementary, effective December 4, 2013 for the remainder of the school year.

Scott Peterson - Teacher, Horizon Middle School, effective November 5, 2013 for undetermined amount of time.

Michelle Sailer - Teacher, S.G. Reinertsen Elementary, effective December 4, 2013 for approximately six to eight weeks.

Resignations

Katherine Shanku - Food and Nutrition Computer Operator, S.G. Reinertsen Elementary, effective November 15, 2013.

Kacie Schulz - Teacher, Horizon Middle School, effective November 30, 2013.

Change in Contract

Rose Husel - Food and Nutrition server to Assistant Head Cook, Ellen Hopkins Elementary, A11 (1) \$13.62 per hour, 4 hours per day, effective November 7, 2013 (new position due to addition of All-Day Kindergarten).

New Employees

Vicki Anderson - Bus Assistant, Transportation, 2 hours per day, 3 days per week, \$12.86 per hour, effective November 15, 2013 (replaces Malory Highness).

Erik Lien - Assistant Basketball Coach, Moorhead High School, .080 (0) \$3000.00 effective November 11, 2013 (replaces Chad Durand).

Miranda Wells - Lunchroom Supervisor, Ellen Hopkins Elementary, 2.5 hours per day \$10.00 per hour, effective November 8, 2013 (replaces Darla Aagenes).

Motion carried 6-0.

ADMINISTRATIVE CABINET BANDING AND GRADING STUDY: Dehmer provided information regarding the recommended changes to the banding and grading of positions within the Administrative Cabinet group. The contracts involved with this banding and grading study include Non-Aligned, Principals, Supervisors, Administration and Superintendent. The comparable worth committee worked with Kathleen Murphy of Murphy's Consulting. Murphy has extensive experience working with school districts to complete job evaluation and compensation reviews.

The committee was trained utilizing the Decision-Band Method of job evaluation. School districts are required to determine comparable work value through job evaluation, and to determine pay equity as required under the Local Government Pay Equity Act of 1984. All job descriptions in this group have been reviewed and updated in order to complete the job

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evaluation process. The completion of this project will move the district forward in revising all current job descriptions and banding and grading of all positions in accordance with the Decision-Band Method. This project is identified in the 2013-2014 District Strategic Priorities and the initial timeline for completion is two years.

The committee recommends that all positions in this study with an identified increased band and grade based on job evaluation be adjusted as of January 1, 2014. It was further recommended, based on past practice, that positions requiring a decrease in band and grade will be adjusted upon resignation or retirement of the employee currently holding the position.

Based on a January 1, 2014 adjustment date, the total cost of this adjustment based on Annual Salary will be \$41,570.

Fagerlie moved, seconded by Johnson, to approve the Administrative Cabinet Banding and Grading Recommendation effective January 1, 2014 as presented. Motion carried 6-0.

NATIONAL INCIDENT MANAGEMENT SYSTEM (NIMS) ADOPTION: Dan Bacon, Director of Property Services and Transportation, Lynn Day, Technology Projects Coordinator and Chad Stangeland, Emergency Manager with the City of Moorhead, provided the history of NIMS as it relates to the district's incident management efforts. NIMS principles provide a systemic and proactive approach for agencies of all types to work seamlessly in an effort to prevent, protect against, respond to, recover from, and mitigate the effects of incidents regardless of cause, size, location or complexity.

Adoption of the NIMS standard is an important step as the revision of the district's crisis management policy is underway. Additionally, school districts represented by the Cass Clay Unified School Response (CCUSR) structure will be moving toward the NIMS standard.

Steffes moved, seconded by Johnson, to approve the resolution adopting NIMS as the official standard by which Moorhead Area Public Schools conducts all emergency and incident management. Motion carried 6-0.

WORLD'S BEST WORKFORCE: Kovash presented information related to the World's Best Workforce legislation passed by the Minnesota legislature last spring. Districts must develop World's Best Workforce plans with the goals of having all students meet school readiness goals, having all third grade students achieve grade-level literacy, closing the academic achievement gap between all subgroups (ethnic, special education, poverty), having all students graduate from high school, and having all students attain college and career preparedness.

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School boards must establish an advisory committee that ensures community engagement in the development and review of the plan, reflects the diversity of the district and its school sites and makes recommendations to the board regarding rigorous academic standards and student achievement goals and measures. Responsibilities of the district's existing Instruction and Curriculum Advisory Committee will be updated to meet this requirement.

The legislation requires school districts to annually publish a report on district plan results, which will be similar to the existing annual report, and to periodically survey constituencies about their connection to schools and level of satisfaction. The School Board must hold an annual public meeting and submit an electronic summary of the annual report to the Minnesota Commissioner of Education.

The Minnesota Department of Education will be assisting districts in identifying and implementing effective strategies and practices and identifying districts in any three-year period not making sufficient progress toward improving teaching and learning. Identified districts may be required to set aside revenue to implement targeted strategies and practices.

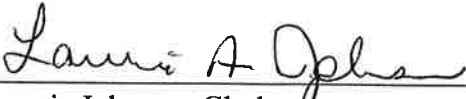
FIRST READING OF POLICIES: The board conducted a first reading of the following policies: Tuition Fees 512, Home Schooled Students 608, Safety and Security Technology 712, District Fiscal Management 801, Credit Card Usage and Electronic Funds Transfer 805, Reimbursement for Travel, Professional Meetings and Conferences 824, Rental of District Musical Instruments 831, Visitors to Moorhead Area Public School Buildings and Sites 905, and Rewards 907.

SUPERINTENDENT REPORT: Dr. Kovash reminded board members the LCSC Board of Directors election ballots were due prior to Dec. 3. Kovash requested board members to contact Michelle with travel plans related to the MSBA Leadership Conference in January.

COMMITTEE REPORTS: Brief reports were heard related to the Instruction and Curriculum Advisory Committee, Policy Review Committee, Superintendent's Advisory Council, District Technology Committee, Horizon PTAC, Executive Finance Committee, and Community Education Advisory Council meetings and the MHS play "Jesus Christ Superstar."

OTHER PERTINENT ITEMS TO COME BEFORE THE BOARD: None.

ADJOURNMENT: Hearing no objections, the Chair adjourned the meeting at 8:14 p.m.


Laurie Johnson, Clerk