

1. **CALL TO ORDER / PLEDGE OF ALLEGIANCE:** The January 23, 2012 regular school board meeting was called to order by Chair Amy Johnson at 7:00 p.m. at Delano City Hall.
ROLL CALL: Present: Amy Johnson, Sarah Baker, Lisa Seguin, Randy Durick and Peter Brasket.
Absent: Carolyn Milano and Erika Frake.
2. **MEETING AGENDA:** P Brasket moved, R Durick seconded, to approve the meeting agenda as presented with the exception of adding item J under Board Reports. Motion passed 5-0.
3. **PROGRAM REVIEW: Resources that Change Pedagogy and Engage Learners – Presented by Technology Committee, Shane Baughman, Chair:** Paul Ludwig, Seth Potter and Joe Haas presented examples of how technology is being used throughout the district. P Ludwig gave examples of lessons from three Elementary classrooms and how those lessons were delivered using different technology devices. S Potter demonstrated how the Phy Ed staff in the Middle School are using iPads for attendance, tracking parent and doctor notes, using the camera on the device to post pictures on the PE website, using the video component to show students how their skills are improving, and using different apps that are appropriate for Phy Ed and Health, such as an app that creates tournament schedules and an app used in the Health classes, which is the same app used by the U of M Medical School in Duluth. J Haas stated that they are always looking at how to reach that additional students, and feels that technology can help in meeting that goal; it is important to understand what technology the district already has and how it can be used, keeping in mind to be aware of what may be coming in the future. Mr. Haas demonstrated how the iPad, along with Google Docs, is being used for teacher mini observations, as well as using the video feature to upload a private YouTube video for the teacher of his or her lesson delivery. He also presented the link to the website where there are many free textbooks available for student and teacher use.
4. **CONSENT AGENDA:** S Baker moved, L Seguin seconded to approve the consent agenda. Minutes: Board minutes for December 19, 2011 Regular School Board Meeting Minutes, January 5, 2012 Organizational School Board Meeting Minutes; Financial Affairs: Current Budget Status with Year to Date Adjustments, Investment Transactions, Wire Transfers, and Minnesota Liquid Assets Fund. Cash Report, Revenue and Expense Fund Totals, Expense Report by Program, Expense Report by Object, and Bills Presented for Payment. Donations: \$350 cash donation to ECFE from Dan and Kim Menk; Wells Fargo Educational Matching Gift Program \$839.26 from seven different donors. Motion passed 5-0.
5. **PERSONNEL MATTERS:** L Seguin moved, S Baker seconded to approve the following personnel matters.
 - A. Retirements/Resignations/Terminations
 1. Terresa Huselid, DHS Nurse, Reduction in Force, effective 6-30-12
 2. Elaine Rehmman, Community Education Admin Assistant, resignation effective 1-11-12
 3. Jessica Slavec, DMS Paraprofessional, resignation effective 1-6-12
 4. Jeanne Kaiser, Tiger Activity Center, resignation effective 12-20-11
 5. Lucas Schoen, Tiger Activity Center, resignation effective 12-31-11
 - B. Recommendations for Employment
 - C. Contract/Assignment Changes/Approvals
 - D. Leaves of Absence
 1. Marjorie Miller, DMS Teacher, requesting family leave beginning approximately 3-31-12 through 6-5-12 Motion passed 5-0

6. PUBLIC COMMENT: Kathy Workman, resident of Delano and member of the Elementary School staff for 40 years, commented that she has seen many changes in the community, school and education. She stated that she has pride in Delano Schools and Delano teachers and was proud to be able to represent them that evening. Ms. Workman stated that the teachers work hard to make sure all students receive an excellent education, and that she felt offended and disrespected by comments made during the Public Comment portion of prior Board meetings by community members. Ms. Workman noted that Delano's MCA's and ACT's rank among the highest in the state and that teachers are committed to the schools and community; teachers are the backbone of the school and finances should not be balanced on their backs. Lindsay Wallace, resident of Independence, teacher for 22 years in the Delano School District, stated that teachers perform a public service and are on the job all day, every day, and they care about the community, students and young adults who live in the district. Mr. Wallace stated that the following opinions are his own and that he was not there to negotiate for the teachers or attack any individuals. Mr. Wallace commented that the current Board lacks institutional knowledge and that teacher morale and work satisfaction is at an all time low – the district is losing teachers because of that fact, and he feels that the district is failing by not retaining excellent staff. Mr. Wallace also stated that hiring a lawyer to negotiate their contract shows disrespect to the teachers and is unethical and wrong. He stated that the teachers are constantly asked to do more with less and that the tank is empty; teachers have been asked to sacrifice their time and money and it is time to stop.

7. ADMINISTRATIVE REPORTS:

A. Superintendent: Dr. Sweet reported on the district's energy savings efforts. Schools for Energy Efficiency has compiled the first year report, which shows that the district saved 5% in energy costs, which amounts to \$23,042 in cost avoidance for the first year. The savings were attributable to the efforts of Scott Yanke, Marty Kittok, and staff. SEE gets reimbursed out of those cost savings. The overall energy savings goal is 10% in 5 years, and ½ of that goal was met in year one. The energy savings program was put in place because it is good stewardship of tax dollars and it is hoped that what is learned through this process at the district will carry through to the homes of staff and students. A nonpartisan state budget balancing workshop will be held at Delano City Hall at 7 p.m. on February 8, 2012; the workshop is being presented by the Citizens League and participation is encouraged. The workshop is free, but an RSVP is needed; e-mail or telephone Dr. Sweet or e-mail the Delano Chamber of Commerce if you are interested in attending.

B. Middle School Principal: Renee Klinkner reported on what is done on a day like today, which was a district staff development day. Ms. Klinkner worked with High School staff for the first part of the day on educational interventions; Joe Vieau worked with Middle School staff discussing trends in instructional strategies; a couple of Middle School staff went up to the Elementary School for Guided Reading sessions. There was time for curriculum committees to get together to discuss upcoming issues. A survey had been done asking staff what areas they would like to receive in-services on; the district staff has a lot of expertise, so internal staff was used as much as possible for the different in-service presentations. The Middle School is planning for the 2012-2013 school year – scheduling, budgeting, and standards changes. All decisions are based on what is best for students.

High School Principal: Matt Schoen reported that the High School is working on the registration process. Registration will be held one week from today. Mr. Schoen thanked the 8th Grade Encore teachers for helping prepare the 8th graders for coming up to High School and understanding the registration process. Winterfest will be taking place next month; it is an opportunity for students and staff to take a little break and have fun; the High School Student Council puts together the program.

Elementary School Principal: Darren Schuler reported that the Elementary School is working with PIE to get the Leveled Libraries set up. Three staff from the Anoka-Hennepin district came during the staff development day to provide training on Guided Reading Instruction for the Leveled Libraries. Food for Troops, a community service project taken on by the Elementary Social Studies Committee, led by Meredith Huikko, is collecting food and letters for the troops. The last collection day will be Wednesday, and the group will be asking YAR for help with packaging and funding for the mailing of the packages. Other groups will also be asked for donations to help with the mailing costs. Climb Theatre gave a presentation on bullying; bullying will continue to be a theme addressed throughout the school year. "I Love to Read" month will take place from Feb. 3rd through March 5th. It will have a popcorn theme this year – "Pop Open a Good Book". The reading carnival will take place on March 9th in the Elementary School Gym.

- C. Business Manager: Mary Reeder reported that the district office is finishing up calendar year end process - Bonnie has mailed out the W-2's to staff, and Brooks has mailed out the 1099-Misc forms to vendors. The office is starting to prepare for the 2012-2013 budget process.
- D. Community Education Director: Diane Johnson reported that the winter/spring brochure was mailed out right after Christmas, and she thanked Carley Boll for her design work. "Of Mice and Men" will be presented on Feb. 11th in the DMS Auditorium; a project grant of \$3,570 was received for the GFWC Concerts in the Park series; TKC had approximately 225 people attend the HoliDAZE Family Fun Night; there are currently 186 children enrolled in Tiger Kids Club; ECFE winter/spring sessions resumed the week of Jan. 9th; 68 children and parents are attending parent-child classes; there are 110 children currently enrolled in Wee Tiger Preschool; Preschool Screening will be held on Jan. 26th and 27th and Feb. 23rd and 24th; SHARP students will be touring the Buffalo Law Enforcement Center in February; YAR received grant money to support a community shoe drive, which will take place Feb. 6th – 27th; DI held its Instant Challenge Day on Jan. 14th; 37 students are participating in the ski and snowboarding activity at Powder Ridge; there are new fitness classes being offered at the TAC; Ridgeview Rehab Specialties is now providing personal training at the TAC and teaching the kettle bells class.

8. BOARD REPORTS

- A. MAWSECO: A Johnson reported that MAWSECO will meet tomorrow, Jan. 24, 2012.
- B. Wright Technical Center: R Durick reported that the organizational meeting will take place on Feb. 1, 2012.
- C. Community Education Advisory Council: L Seguin reported that there was no meeting and that the group will be meeting the first week in February.
- D. Curriculum Advisory Council: A Johnson reported that the next meeting is scheduled for Feb. 9, 2012.
- E. Schools for Equity in Education (SEE): There was no meeting; the next meeting is on Friday.
- F. DASA: P Brasket reported that the annual meeting with elections will be held on Feb. 15th. The bylaws will be amended so that the meetings with elections will be held annually. Mr. Brasket also reiterated that DASA is totally non-school funded; DASA receives its money by renting out ice time and the arena to other groups.
- G. Safe Schools Committee: R Durick reported that there was a meeting on Jan. 13th. Synthetic drugs and bath salts were discussed, along with the Elementary bullying awareness program.
- H. Staff Development: There was no meeting.
- I. City/School: L Seguin reported that there was no meeting.

- J. Update on Teacher Negotiations: P Brasket stated that it was good to see staff at the meeting, no matter whether they come in small groups or en masse. He also thanked Ms. Workman and Mr. Wallace for their public comments, and noted that it is important to share their comments if they feel offended by comments by other public constituents. P Brasket reported that every two years, the contract with the educators is negotiated. The teacher compensation and benefits is 52% of the budget – last year that amount was \$10.1 million. Thus far, the negotiating committee has met with the DTA negotiators eight times; the gap is coming together, but the two groups are still quite far apart. Mediation has been requested, but there is another negotiation meeting scheduled for Feb. 9th. The Board's current proposal is \$508,797 – 4.99% - \$3,630 per educator. DTA's current proposal is \$668,036 – 6.63% - \$4,771 per educator. Mr. Brasket agreed that there is a lack of institutional knowledge of the Board, which has a lot to do with the amount of turnover on the Board; it is very difficult for members to get up to speed on areas such as school finance, PELRA, etc, which makes it very challenging. Mr. Brasket noted that it is not unethical to use a lawyer during the negotiation process; he feels that outside legal advice helps with language issues. Mr. Brasket reiterated that the Board does not abdicate the district goals and objectives to the lawyer; in fact, Mr. Brasket remains the lead negotiator. Mr. Brasket agreed that hiring and retaining quality staff used to be in the site goals and that it should be reinstated.

9. OLD BUSINESS:

- A. Review Operating Levy Information: Dr. Sweet stated that this is a standing item on the agenda. The Board will need to decide the levy amount by the June meeting. Dr. Sweet noted that the public meetings held last year were not well attended. L Seguin commented that the volunteer committee would like to meet regarding strategy and fundraising. A Johnson and S Baker are creating a survey in the hopes of reaching a greater number of people to find out opinions on an amount for the upcoming levy.

10. NEW BUSINESS:

- A. Music Department Request for Out of State Trip in 2012-2013: Jason Koets asked for approval for himself and Andrew Beard to take the 11th and 12th grade Wind Ensemble and Concert Choir to Chicago during the MEA break in October 2012. They feel it would be a good team building activity and would give the students experience performing outside of the community. The groups would travel to Chicago by bus, and the cost of the trip would be paid for by the individuals and through fundraising efforts. R Durick moved, L Seguin seconded to approve the Music Department request for the out of state trip in 2012-2013 as presented. Motion passed 5-0
- B. Consider Recommendation to Change Activity Fees: Mike Lindquist, Activities Director, presented a recommendation to change activity fees beginning with the spring sports this year, with the exception of the change to the family max, which would not take place until the fall of 2012. Mr. Lindquist met with the Activity Council several times and gathered information from the Wright County Conference and surrounding school districts regarding current fees. Two or three years ago, the Athletics/Activities program had to decrease expenses by \$14,000; fees were not raised at that time. Delano currently ranks in the bottom third in fee rates when compared to WCC and surrounding schools, and with the proposed fee changes, will then be ranked in the middle third. Mr. Lindquist was also able to negotiate with Ridgeview Training Services to provide training at all 9-12 and 7-12 wrestling events, along with having those same athletes tested for concussions. Mr. Lindquist noted that Ridgeview has gone above and beyond in helping Delano provide trainers at all events, which is a real asset for the district. The Council will continue to meet regarding the possible outcome and process if the levy fails next fall. Mr. Lindquist informed the Board that there is a form for families to use to apply for payment options if there is a need or hardship. P Brasket

moved, R Durick seconded to approve the recommendation to change activity fees as presented, and that the new fees will take effect in the spring of 2012, with the exception of the family max increase, which take effect in the fall of 2012. Motion passed 5-0

- C. First reading revision to Policy 707 – Transportation of Public School Students: Changes to walking area for elementary students, no bus passes will be allowed, students may be required to walk .5 miles instead of .2 miles to a bus stop, and nonresident student transportation within the district will be allowed on a space available basis. P Brasket moved, L Seguin seconded to approve the first reading revision to Policy 707 – Transportation of Public School Students as presented.

Motion passed 5-0

- D. School Calendar for 2012-2013: The school calendar for 2012-2013 was presented; a request was made that there be a notation made on “Last Day of School” to make it clear that it is the last day of school only if there are no makeup days. S Baker moved, A Johnson seconded to approve the school calendar for 2012-2013 as presented.

Motion passed 5-0

- E. Consider Amending Resolution Limiting Open Enrollment: Dr. Sweet requested that the Board consider amending the resolution limiting open enrollment for financial reasons; amending the resolution would allow the district to accept 20 additional students, which would amount to \$109,651 additional revenue increase. This enrollment increase would more than likely lead to the hiring of one additional ½ day Kindergarten teacher at a cost of \$25,000. There were a total of 53 open enrollment applications received by the January 15th deadline. R Durick moved, A Johnson seconded to approve amending the resolution limiting open enrollment as presented.

Motion passed 5-0

- F. Set Workshop and Special Meeting for February 6th – 6 p.m. workshop and 7 p.m. meeting: A workshop and special meeting for the superintendent search would be scheduled to take place at Delano City Hall on Feb. 6th. P Brasket moved, S Baker seconded to approve setting the workshop and special meeting dates and times as presented.

Motion passed 5-0

- 11. ADJOURNMENT**: L Seguin moved, P Brasket seconded to adjourn the meeting at 9:32 p.m.

Motion passed 5-0

RECORDER _____
Mary Reeder

BOARD CLERK _____
Carolyn Milano