



**Spring Lake Park Schools**  
District Services Center  
1415 81st Avenue NE  
Spring Lake Park, MN 55432

**SCHOOL BOARD MEETING**  
**Communication to the School Board and Administration**  
District Services Center – 6:45 p.m.

**SCHOOL BOARD REGULAR MEETING**  
**District Services Center**  
**Tuesday, June 13, 2017**  
**7:00 P.M.**  
*(Or immediately following the*  
*Communication to the School Board and Administration)*

**AGENDA**

**A. CALL TO ORDER AND PLEDGE OF ALLEGIANCE**

**B. AGENDA APPROVAL**

1. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the agenda as presented.
2. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the agenda with the following change(s):
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_

**C. SOME FUTURE EVENTS** (Please check the District Calendar and Resource Guide or the District website at [www.springlakeparkschools.org](http://www.springlakeparkschools.org) for a complete list of monthly events)

- Tuesday, June 27, 2017 School Board Work Session/Meeting 6:00 p.m.

**D. CONSENT AGENDA**

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the following items of the consent agenda:

1. Minutes of the:  
May 9, 2017 School Board Regular Meeting  
May 23, 2017 School Board Work Session

D-1a  
D-1b

2. Bills Paid for April 2017, in the following amounts:

<b>BILLS PAID</b>	
<b>April 2017</b>	
<b>Fund</b>	<b>Total Payments</b>
General	\$2,290,665
Food Service	208,643
Community Education	110,348
Debt Service	-
Trust and Agency	3,000
Building Construction	618,321
Internal Service Funds	59,429
OPEB Debt Services	-
OPEB Trust Account	-
<b>TOTAL</b>	<b>\$3,290,406</b>

3. Personnel Items

D-3

**E. PRESENTATIONS, SPECIAL GUESTS, AND RECOGNITIONS**

1. Panther Foundation – Presentation of Donation
  - o Colleen Pederson, Director of Community Education and Outreach
  - o Panther Foundation Board Members

**F. DISCUSSION, REPORTS, INFORMATION ITEMS**

1. **Student Learning and Development:** Improving student learning and realizing high achievement for all learners is our ultimate purpose and measure of success.

- Athletics and Activities 2016-17 Update
  - o Mr. Matt St. Martin, Athletics & Activities Director
- Elementary Recess Update
  - o Kim Fehringer, Principal Park Terrace Elementary
  - o Tyler Nelson, Associate Principal Westwood Intermediate

2. **Effective Operations:** Improve our effective management of human, financial, and physical resources.

- Monthly Financial Report for April 2017
  - o Ms. Amy Schultz, Director of Business Services
- Budget Planning: FY17 Budget Revisions and FY18 Proposed Budget
  - o Ms. Amy Schultz, Director of Business Services

F-2

3. Superintendent's Report

- Dr. Jeff Ronneberg, Superintendent of Schools

Each meeting, the Superintendent will take a few moments to update the Board on general items of interest such as accounts of visits to schools and classrooms, news about students and staff, community connections, or observations on past or upcoming events.

**G. ACTION ITEMS**

1. Approval of 2016-2017 Budget Revisions

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the revised FY17 budget as presented.

2. Approval of 2017-2018 Proposed Budget

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the proposed 2017-2018 budget as presented.

3. Approval of Lease Agreement for the Purchase of Technology Equipment

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the lease agreement for the purchase of technology equipment as presented.

4. Approval of the FY 2019 Application for Long-term Facilities Maintenance Revenue (LTFMR) to be submitted to the Minnesota Department of Education. LTFMR has replaced Health and Safety and deferred maintenance revenue and programming per 2015 Legislative Action.

Motion by \_\_\_\_\_ seconded by \_\_\_\_\_, to approve the FY 2019 Application for Long-term Facilities Maintenance Revenue be submitted to the Minnesota Department of Education as shown in attachment G-4.

5. Resolution Approving Northeast Metropolitan Intermediate School District No. 916's Long Term Facility Maintenance Budget and Authorizing the Inclusion of a Proportionate Share of Those Projects in the District's Application for Long Term Facility Maintenance Revenue

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the following resolution:

BE IT RESOLVED by the School Board of Independent School District No. 16, State of Minnesota, as follows:

1. The school board of Northeast Metropolitan Intermediate School District No. 916 has approved a long term facility maintenance budget for its facilities for the 2017-2018 and 2018-2019 school year in the amount of \$326,860. The various components of this program budget are attached as EXHIBIT A hereto and are incorporated herein by reference. Said budget is hereby approved.

2. Minnesota Statutes, Section 163B.53, Subdivision 1, as amended, provides that if an intermediate school district's o budget is approved by the school boards of each of the intermediate school district's member school districts, each member district may include its proportionate share of the costs of the intermediate school district program in its long term facility maintenance revenue application.

3. The proportionate share of the costs of the intermediate school district's long term facility maintenance program for each member school district to be included in its application shall be determined by utilizing a blended rate where half of the rate is determined by multiplying the total cost of the intermediate school district long term facility maintenance times the ratio of the member school district's net tax capacity to the total net tax capacity of the intermediate school district and half of the rate is determined by multiplying the total cost of the intermediate school district long term facility maintenance times the ratio of ADM utilization by district to the total ADM utilization.

The inclusion of this proportionate share in the district's long term facility maintenance revenue application for fiscal year 2018 is hereby approved, subject to approval by the Commissioner of the Minnesota Department of Education.

4. Upon receipt of the proportionate share of long term facility maintenance revenue attributable to the intermediate school district program, the district shall promptly pay to the intermediate school district the applicable aid or levy proceeds.

Roll Call:

6. Resolution Relating to Termination and Non-renewal of Probationary Teaching Contracts

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the following resolution:

NOW THEREFORE BE IT RESOLVED, by the School Board of Independent School District 16, that pursuant to M.S. 122A40, the teaching contracts of the following probationary teachers in Independent School District 16, are hereby terminated at the close of the 2016-2017 school year.

BE IT FURTHER RESOLVED, that written notice shall be sent to the following teachers regarding termination of pay and fringe benefits as provided by law:

<b>Name</b>	<b>Location</b>	<b>FTE</b>	<b>Position</b>
Steven Veenstra	District Wide	0.4	School Counselor

7. Approval of 2017-18 Annual QComp Memorandum of Understanding (MOU)

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the QComp Memorandum of Understanding as shown in attachment G-7.

8. Approval of Spring Lake Park Teacher's Master Agreement for 2017-2019

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the 2017-2019 Master Agreement between Spring Lake Park School District 16 and Spring Lake Park Teachers United as negotiated and recommended by the School Board Negotiation Committee and the Administration.

9. Approval of Bid for Re-roofing of Area E at Westwood Middle School

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the bid for re-roofing of Area E at Westwood Middle as presented.

*Bid opening takes place the afternoon of Thursday, June, 8, 2017*

9. Designation of School Board Meetings for the 2017-2018 School Year

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to designate the second Tuesday of the month for the Regular School Board Meeting (7:00pm, with communication to the Board and Administration starting at 6:45pm) and the fourth Tuesday of the month for School Board Work Sessions (6:00pm) for the 2017-2018 school year (unless otherwise noted) at the District Services Center, 1415 81<sup>st</sup> Ave NE, Spring Lake Park, MN:

August 15	Regular Meeting
August 29	Work Session
September 12	Regular Meeting
September 26	Work Session
October 10	Regular Meeting
October 30	Work Session
November 14	Work Session
November 30	Board Retreat
December 12	Regular Meeting
January 9	Regular Meeting
January 23	Work Session
February 13	Regular Meeting
February 27	Work Session
March 6	Regular Meeting
March 27	Work Session
April 10	Regular Meeting
April 26	Board Retreat
May 8	Regular Meeting
May 22	Work Session
June 12	Regular Meeting
June 26	Work Session

10. Approval of Second Reading of Revised School Board Policies

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the second reading of the following revised policies:

- 511 Fundraising
- 520 Student Surveys
- 801 Equal Access to School Facilities
- 806 Emergency Preparedness/Response

11. Approval of Second Reading to Delete School Board Policy

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the second reading to delete the following policies:

- 802 Disposition of Obsolete Equipment and Material
- 803 Warning Systems and Emergency Plans
- 804 Bomb Threats
- 805 Waste Reduction and Recycling
- 807 Health and Safety

12. Approval of First Reading of Revised School Board Policies

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the first reading of the following revised policies:

- 601 School District Curriculum and Instruction Goals
- 602 Organization of School Calendar and School Day
- 603 Curriculum Development
- 606 Textbooks and Instructional Materials
- 610 Field Trips
- 611 Home Schooling
- 612.1 Development of Parental Involvement Policies for Title 1 Programs
- 616 School District System Accountability
- 620 Credit for Learning

13. Approval of First Reading to Delete School Board Policy

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ to approve the first reading to delete the following policies:

- 604 Instructional Curriculum
- 605 Alternative Programs
- 607 Organization of Grade Levels
- 608 Instructional Services - Special Education
- 609 Religion
- 611 Home Schooling
- 614 School District Testing Plan and Procedure
- 615 Basic Standards Testing, Accommodations, Modifications and Exemptions for IEP, Section 504, Accommodation and LEP Students
- 623 Early Graduation
- 624 Distance Learning Enrollments

14. Acknowledgment of Gifts

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to acknowledge gifts to the district, as shown in attachment G-14, and to extend the School Board's thanks and appreciation.

**H. BOARD FORUM AND REPORTS (IF ANY)**

The Board Forum provides individual School Board members an opportunity to share with the School Board items of interest and information.

**I. ADJOURNMENT**

Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to adjourn the meeting.

**ATTACHMENT D-1a**

**To be attached as an addendum.**

## ATTACHMENT D-1b

### MINUTES OF THE SCHOOL BOARD WORK SESSION

School Board, Independent School District 16

Spring Lake Park, MN

Tuesday, May 23, 2017

#### **A. CALL TO ORDER**

Chairperson Stroebel called the meeting to order at 6:01pm. The following School Board members were present: John Stroebel, Jodi Ruch, Jim Amundson, Marilynn Forsberg, Kelly Delfs, and Tony Easter, along with Superintendent Jeff Ronneberg.

School Board members absent: Amy Hennen to attend son's jazz concert.

#### **B. AGENDA APPROVAL**

*Motion by Delfs, seconded by Forsberg, to approve the agenda as presented. Motion carried unanimously with all members present voting yes. (6-0)*

#### **C. DISCUSSION ITEMS**

1. Enhancing Student Engagement – A Glimpse into Innovation Evening 2.0 – Dr. Ronneberg introduced Ms. Janelle Todd, Spring Lake Park High School English teacher. Ms. Todd gave a brief recap of the presentation that she shared at the recent Spring Lake Park Schools Innovation Evening 2.0, an opportunity for over 100 staff members to come together and share and collaborate on innovative ideas taking place in our district classrooms. Ms. Todd's presentation focused on how she is using technology and the 1:1 initiative to further engage students and increase student learning. Highlights of the presentation include: use of iPads by students to create class presentations; Flex Fridays offering students the opportunity to further prepare for the responsibility of time management in college; use of apps in theater class offering different ways for students to participate. Board comments followed.

2. District Operational Plan and Board Priorities for 2017-18 - Brief Overview – Dr. Ronneberg shared a draft summary of the projects within the 2017-18 District Operational Plan (DOP). These projects, the associated milestones, and how the projects align with the budget will be presented at the June board meeting. Accomplishments of the 2016-17 DOP will be shared at the June work session.

3. Fundraising Update – Ms. Colleen Pederson, Director of Community Education and Outreach, shared the why behind this district operational plan project and summarized the work and collaboration done to align fundraising with district goals, school goals and the overall budget. A summary of the new fundraising application process was highlighted. Board comments and questions focused on communication of the new process, clarification of the potential impact to current fundraising, and clarification of roles and responsibilities of those involved in the process.

4. Facilities Update – Dr. Ronneberg reminded the board members that the groundbreaking ceremony is Friday, May 26. The outline of the process for naming the new school was discussed. Students, parents and the community will be involved in submitting potential names. The process will be introduced at the groundbreaking ceremony. Early Learning space design is taking place, as well as review of funding and priorities of various projects. Member Easter pointed out that construction at the high school is moving along.



5. FY18 Budget Planning and Development – Ms. Amy Schultz, Director of Business Services, shared the current budget guiding change. Ms. Schultz asked for board feedback regarding breakfast and lunch costs for the 2017-18 school year. Discussion centered around an increase by 10 cents based on federal requirements.

6. Other – Chairperson Stroebel reminded board members about the upcoming Tower Days Parade on June 8. Dr. Ronneberg mentioned that the Bush Foundation has awarded the district a \$10,000 grant based on district involvement in the Innovative and Personalized Learning Cohort.

**D. CLOSED SESSION**

*Motion by Ruch, seconded by Delfs, to enter in to Closed Session to discuss employee negotiations. Motion carried unanimously with all members present voting yes. (6-0) Entered in to Closed Session at 7:31pm.*

*Motion by Delfs, seconded by Easter, to reconvene the meeting. Motion carried unanimously with all members present voting yes. (6-0) Meeting reconvened at 7:58pm.*

**E. ADJOURNMENT**

*Motion by Ruch, seconded by Forsberg, to adjourn the meeting. Motion carried unanimously with all members present voting yes. (6-0) Meeting adjourned at 7:58pm.*

\_\_\_\_\_  
Date

\_\_\_\_\_  
Amy Hennen, Clerk  
Spring Lake Park Schools  
Independent School District 16

## PERSONNEL AGENDA ITEMS



**SPRING LAKE PARK SCHOOLS**

*High expectations. High achievement for all. No excuses.*

**DATE:** June 7, 2017

**TO:** Dr. Jeff Ronneberg, Superintendent

**FROM:** Ryan Stromberg, Director of Human Resources and Organizational Development

**RE:** Personnel Agenda Items for the June 13, 2017 School Board Meeting

### I. EMPLOYMENTS

Name	Location	Position	Start Date	New or Replace
<b>Sarah Byrdziak</b>	DSC	Administrative Assistant	6/19/2017	Replace
<b>Jeanette Delgado Nazario</b>	WWMS	Science Teacher – Spanish Immersion	8/28/2017	Replace
<b>Brenna Edman</b>	PT	Academic Specialist – ELL	8/28/2017	Replace
<b>Elizabeth Geroy</b>	Early Ed	ECSE Teacher (0.8 FTE)	7/3/2017	Replace
<b>Kathryn Hellen</b>	WCSI	Academic Specialist	8/28/2017	New
<b>Kimberly Horst</b>	WWMS	Language Arts Teacher	8/28/2017	New
<b>Nathaniel Johnson</b>	DSC	Accounting Technician	6/9/2017	Replace
<b>Allison Midura</b>	WCSI	Grade 2 Teacher	8/28/2017	Replace

### II. TERMINATIONS/RESIGNATIONS/NON-RENEWAL OF CONTRACT

Name	Location	Employee Group	Notes
<b>Fernando Cubillo Manzanero</b>	WCSI	Teachers	Resignation as of June 9, 2017
<b>Tiffany Fearing</b>	SLPHS	Teachers	Resignation as of June 9, 2017
<b>Amy Gaides</b>	WWMS	Teachers	Resignation as of June 9, 2017
<b>Jennifer Graber</b>	Early Ed	Teachers	Resignation as of June 30, 2017
<b>Whitney Graden</b>	NP	Teachers	Resignation as of June 9, 2017
<b>Emily Hautala</b>	NP	Teachers	Resignation as of June 9, 2017
<b>Lesli Huettl</b>	WWI	Teachers	Resignation as of June 9, 2017

<b>Nathaniel Johnson</b>	NP	Child Care	Resignation as of June 8, 2017
<b>Daniel Kretchmar</b>	WWMS	Teachers	Resignation as of June 9, 2017
<b>Daniel Mueller</b>	Early Ed	Community Ed	Resignation as of June 6, 2017
<b>Sara Nielsen</b>	WWI	Teachers	Resignation as of June 9, 2017
<b>Veronica Nihart-Arango</b>	WCSI	Teachers	Resignation as of June 9, 2017
<b>Kelly Romano</b>	SLPHS	Clerical	Resignation as of June 8, 2017
<b>Kacie Schugel</b>	PT	Teachers	Resignation as of June 9, 2017
<b>Pamela Trujillo Trujillo</b>	WCSI	Teachers	Resignation as of June 9, 2017

### III. LEAVES OF ABSENCE

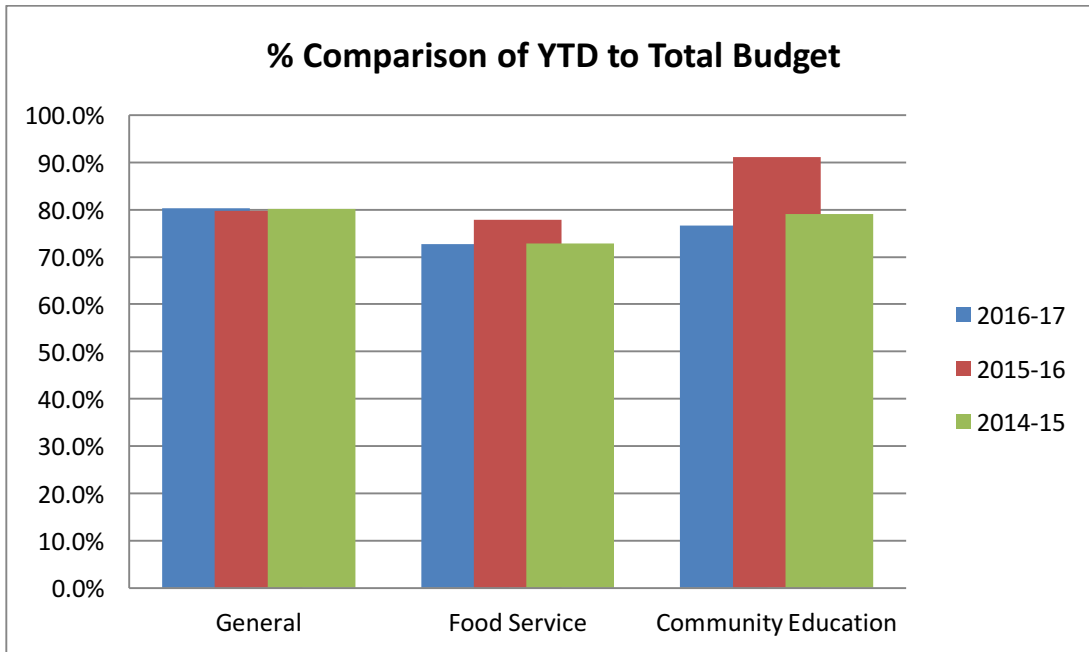
<b>Name</b>	<b>Location</b>	<b>Employee Group</b>	<b>Notes</b>
<b>Julie Fahey</b>	WWMS	Teachers	July 1, 2017 through June 30, 2018
<b>April Kirkland</b>	PT	Teachers	August 28, 2017 through October 13, 2017
<b>Stephanie Olmedo</b>	NP	Teachers	August 28, 2017 through October 20, 2017
<b>Thomas Young</b>	SLPHS	Teachers	August 28, 2017 through June 8, 2018 (0.4 leave)

**ATTACHMENT F-2**

<b>TREASURER'S REPORT</b>				
<b>April 2017</b>				
<b>Fund</b>	<b>Beginning Balance</b>	<b>Receipts</b>	<b>Disbursements</b>	<b>Ending Balance</b>
General	\$30,229,092	\$7,068,295	\$5,462,151	\$31,835,236
Food Service	\$694,168	\$411,972	\$393,759	\$712,381
Community Education	\$135,788	\$257,806	\$335,706	\$57,888
Debt Service	\$1,554,839	\$3,553	\$-	\$1,558,392
Trust and Agency	\$69,875	\$46,850	\$4,000	\$112,725
Building Construction	\$46,450,089	\$345,000	\$963,321	\$45,831,768
Internal Service Funds	\$1,290,884	\$431,564	\$410,076	\$1,312,372
OPEB Trust Account	\$6,099,310	\$-	\$-	\$6,099,310
OPEB Debt Services	\$180,117	\$-	\$-	\$180,117
<b>TOTAL</b>	<b>\$86,704,163</b>	<b>\$8,565,040</b>	<b>\$7,569,013</b>	<b>\$87,700,190</b>

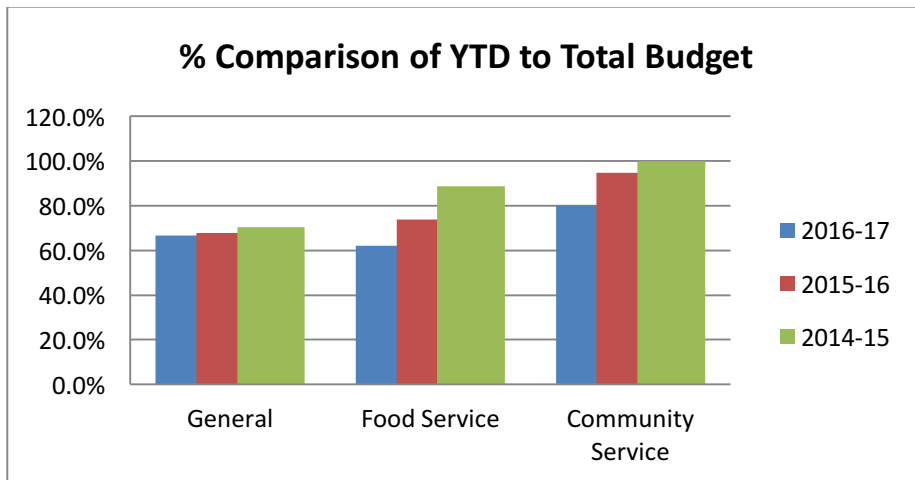
**ATTACHMENT F-2, con't**

<b>STATEMENT OF REVENUES</b>						
<b>For the month ended April 30, 2017</b>						
<b>Fund</b>	<b>Month</b>	<b>Year</b>	<b>Budget</b>	<b>YTD as % of Budget</b>		
	<b>To-Date</b>	<b>To-Date</b>		<b>2016-17</b>	<b>2015-16</b>	<b>2014-15</b>
General	\$5,974,666	\$49,209,409	\$61,303,446	80.3%	79.8%	80.1%
Food Service	283,559	2,167,652	2,979,000	72.8%	77.8%	72.9%
Community Education	200,088	2,455,823	3,202,000	76.7%	91.1%	79.1%
	<b>\$6,458,313</b>	<b>\$53,832,884</b>	<b>\$67,484,446</b>	<b>79.8%</b>	<b>80.2%</b>	<b>79.8%</b>
Debt Service	3,553	5,650,729	9,440,574	59.9%	89.8%	93.0%
Trust and Agency	45,850	47,516	50,000	95.0%	59.6%	64.0%
Building Construction	-	50,114,993	50,337,605	N/A	N/A	N/A
Internal Service Funds	431,564	3,697,210	-	N/A	N/A	N/A
OPEB Debt Service	-	571,975	969,113	59.0%	58.8%	10.0%
<b>Total All Funds</b>	<b>\$6,939,280</b>	<b>\$113,915,307</b>	<b>\$128,281,738</b>	<b>88.8%</b>	<b>87.1%</b>	<b>85.4%</b>



**ATTACHMENT F-2, con't**

<b>STATEMENT OF EXPENDITURES</b>						
<b>For the month ended April 30, 2017</b>						
<b>Fund</b>	<b>Month To-Date</b>	<b>Year To-Date</b>	<b>Budget</b>	<b>YTD as % of Budget</b>		
				<b>2016-17</b>	<b>2015-16</b>	<b>2014-15</b>
General						
Compensation	\$3,433,783	\$29,630,339	\$42,883,412	69.1%	66.9%	68.3%
Purchased Services	730,890	7,071,890	9,802,524	72.1%	72.1%	72.2%
Supplies & Materials	118,972	1,406,618	1,755,262	80.1%	77.0%	83.9%
Capital Expenditures	62,613	1,955,081	5,291,726	36.9%	62.6%	77.6%
Other Expenses	29,537	109,003	123,746	88.1%	90.7%	89.8%
Health and Safety	18,713	168,903	600,000	28.2%	118.5%	91.1%
<b>Total General Fund</b>	<b>4,394,508</b>	<b>40,341,834</b>	<b>60,456,670</b>	<b>66.7%</b>	<b>67.8%</b>	<b>70.4%</b>
Food Service	271,573	1,924,930	3,106,000	62.0%	73.7%	88.7%
Community Service	278,042	2,562,575	3,202,000	80.0%	94.8%	100.0%
	<b>\$4,944,123</b>	<b>\$44,829,339</b>	<b>\$66,764,670</b>	<b>67.1%</b>	<b>84.3%</b>	<b>94.7%</b>
Debt Service	-	42,192,798	42,196,898	100.0%	100.0%	102.7%
Trust and Agency	3,000	49,750	50,000	99.5%	87.0%	50.5%
Building Fund	618,321	4,263,855	5,000,000	N/A	N/A	N/A
Internal Service Funds	410,076	3,541,823	-	N/A	N/A	N/A
OPEB Debt Service	-	922,450	922,950	99.9%	99.9%	37.3%
<b>Total All Funds</b>	<b>\$5,975,520</b>	<b>\$95,800,015</b>	<b>\$114,934,518</b>	<b>83.4%</b>	<b>85.7%</b>	<b>76.1%</b>



## ATTACHMENT G-7

### LETTER OF AGREEMENT – Alternative Compensation Plan (Q Comp)

This Letter of Agreement is entered into between Independent School District 16 (hereinafter referred to as the School District) and Spring Lake Park Teachers United (hereinafter referred to as the Union), representing the Teachers of the School District as follows:

1. The parties have entered into a collective bargaining agreement covering the period July 1, 2017 through June 30, 2018 contingent on approval by the Minnesota Department of Education.
2. The parties have agreed to an alternative teacher professional pay system as described in Minn. Stat 122A.414 through June 30, 2017. The approved plan includes, but is not limited to: a career ladder process, professional development activities aligned with meeting the needs of all children, compensation linked to performance and student achievement, a comprehensive teacher evaluation system, and an alternative schedule.

In addition to the items listed above, an appeal process for teachers who have concerns with the reliability/accuracy of their formative evaluation has been established. This process is outlined in section 3.8 of the Q Comp application submitted and approved by MDE.

3. Eligibility
  - a. Hourly teachers who work fewer than 10 hours per week and contract teachers who work less than a .2 FTE may choose not to participate in Q Comp. Any of these teachers who choose not to participate in Q Comp must notify the GC Group in writing no later than September 15. Such notice must be given annually.
  - b. For the **2017-2018** school year, all teachers at a .2 FTE or higher shall be eligible for performance pay full amount, highlighted under item 4a., iii, of this agreement. It is understood and agreed upon all teachers, part-time or full-time, will participate in every requirement of the Q Comp process to receive their performance pay.
  - c. Teachers who work a partial year due to late hire, severed employment, partial leave, sabbatical, parental leave, or retirement shall be eligible for all incentive payments, prorated by the number of observations completed. A teacher hired for less than a 92-day assignment will not be eligible for a Q Comp performance award.

4. Performance Pay

- a. Teachers are eligible to earn the following in performance pay:
  - i. Teachers will earn **\$195** if the site in which they work or teach meets the site goal.
  - ii. PLC teams will set student achievement goals. Teachers who reach their PLC goals will earn **\$195**.
  - iii. Continuing contract teachers who are observed at the Proficient or Distinguished level according to the Observation rubrics by the third observation will receive **\$1,560**.
  - iv. Probationary teachers who are observed at the Developing level according to the Observation rubrics by the third observation will receive **\$1,560**.

5. A primary component of the Alternative Compensation Plan (Q Comp) is the coaching positions. The qualifications for the coaching positions are listed on the position description within the Q Comp application and posting.
  - a. Open positions will be hired for on an annual basis.
  - b. Effective with this agreement per the **2017-2018** school year, teachers hired for the coaching positions will be expected to participate for a minimum of three years. After the completion of a fifth year in a Q Comp funded coaching position, a coach (teacher) that remains interested in coaching will need to reapply and be interviewed for the position along with all other qualified applicants. The district will continue to identify, develop and place internal candidates for potential coaching/leadership positions whenever possible. The school district reserves the right for final placement of all staff based on the needs of the educational system.
  
6. The parties have agreed that under the alternative teacher professional pay system as described in Minn. Stat 122A.414 the revised Schedule B for **2017-2017** shall be translated as:
 

Level 1 = BA	Level 7 = MA
Level 2 = BA15	Level 8 = MA15
Level 3 = BA30	Level 9 = MA30
Level 4 = BA45	Level 10 = MA45
Level 5 = BA60	Level 11 = MA60
Level 6 = BA75 (Article 9.01b)	Level 12 = MA75 (Article 9.01b)
  
7. The parties have agreed that if either party declines to renew the alternative professional pay system or if Minn. Stat 122A.414 is repealed, Salary Schedules A and B of the **2017-2019** Agreement will reflect the components of Schedule A of the 2017 - 2019 Agreement.
  
8. The parties have agreed that if either party declines to renew the alternative professional pay system or if Minn. Stat 122A.414 is repealed, cell placement on Schedules A and B of the **2017-2019** Agreement will reflect the accrued career steps and educational lane movement earned between July 1, **2017** and June 30, **2018**.
  
9. The parties have agreed that expenses must not exceed revenue within the Q Comp plan as it aligns with the district approved plan/application. Item 4 of this agreement (performance pay) is where the initial adjustments will be made if necessary. The budget for the plan will be reviewed annually to ensure fiscal stability.
  
10. The parties have agreed that if the Q Comp plan would dissolve, the remaining funds would be allocated appropriately in accordance with any and all state statutes and the Minnesota Department of Education.
  
11. This Letter of Agreement will sunset on June 30, 2018.



Spring Lake Park Teachers United  
1415 81<sup>st</sup> Avenue NE  
Minneapolis, MN 55432

Independent School District 16  
1415 81<sup>st</sup> Avenue NE  
Minneapolis, MN 55432

\_\_\_\_\_  
Representative

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Representative

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Clerk

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Dated:

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Dated:

**ATTACHMENT G-14**

**Spring Lake Park Schools ISD 16  
Donation summary for June 13, 2017 Regular Board Meeting**

**Monetary Donations**

<b>Description</b>	<b>Value</b>	<b>Donor</b>	<b>Purpose/To</b>
Monetary	\$ 100.00	Comm Shares of MN	Park Terrace Elementary
Monetary	\$ 90.00	Wells Fargo Community Support	Park Terrace Elementary
Monetary	\$ 90.00	Wells Fargo Community Support	Park Terrace Elementary
Monetary	\$ 8,500.00	SLP Panther Basketball Club	Park Terrace Elementary Gym Floor
Monetary	\$ 87.72	Wells Fargo Community Support	Spring Lake Park High School
Monetary	\$ 389.80	Wells Fargo Community Support	Woodcrest Spanish Immersion
<b>Total</b>	<b>\$ 9,257.52</b>		

**Non-Monetary Donations**

<b>Description</b>	<b>Donor</b>	<b>Purpose/To</b>
Craft Supplies	Debbie Waytashek	Community Education - Learning Ventures
Food	Joanne Lero	Community Education - Panther Pantry
Books/Games	Joe and Amanda Hauck	Lighthouse School