

**INDEPENDENT SCHOOL
DISTRICT #624**



**SCHOOL BOARD
AGENDA**

September 8, 2014

MISSION STATEMENT

The mission of the White Bear Lake Area School District, a leader in innovative education and community partnerships, is to ensure our students:

- **develop a love for learning,**
- **excel academically,**
- **are inspired to realize their dreams, and**
- **become engaged citizens with a global understanding**

by challenging each student with a dynamic, respectful and inclusive environment that nurtures the unique talents and abilities of every student.

**INDEPENDENT SCHOOL DISTRICT NO. 624
WHITE BEAR LAKE, MN 55110**

To: Members of the School Board

From: Dr. Michael J. Lovett
Superintendent of Schools

Date: August 28, 2014

A meeting of the White Bear Lake Area School Board will be held on **Monday, September 8, 2014** at 7:00 p.m. in Room 112 at District Center, 4855 Bloom Avenue, White Bear Lake, MN.

AGENDA

A. PROCEDURAL ITEMS

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Seating of Student Representative
5. Approve Agenda
6. Consent Agenda
 - a) Approval of Minutes
 - b) Payment of Invoices
 - c) Correspondence
 - d) Acceptance of Gifts
 - e) Approve Field Trips
 - f) Human Resources Items

B. PUBLIC FORUM

During the Public Forum any person may address the School Board on a topic of interest or concern. Listed below are the procedures.

1. Public Forum will follow the Procedural Items on the agenda.
2. Public Forum will be open up to 30 minutes (3minutes per speaker, 10 minutes per topic, no more than 3 speakers per topic as a general rule). Comments should be brief, and repetition of public comments already expressed at the same meeting should be avoided.
3. Those wishing to address the Board should fill out the Public Forum Speaker Card and submit the card to the School Board clerk or other district official at the meeting
4. Questions may be asked on any topic, including those on the agenda.
5. School District policy and data privacy laws preclude the Board from publicly discussing personnel matters or data, including information, which, if discussed in a public meeting could violate law or policy. Under School Board Policy 206, complaints or concerns regarding individual school district employees should be presented in writing to school administration and signed by the person submitting the complaint or concern.
6. An attempt will be made to answer questions addressed to the Board. In those cases where an answer is not provided, a phone call from an appropriate school district official will be made as a follow-up.

7. A handout on the purpose of School Board meetings and the meeting process is available at each School Board meeting.
8. Citizens may be asked to address the school board on a particular subject during the discussion of that item.
9. The School Board chairperson will attempt to reasonably honor requests to speak, but shall also exercise discretion with regard to time constraints and therefore may limit the number of requests to speak accordingly.

C. INFORMATION ITEMS

1. Opening School Report
2. Superintendent's Report

D. DISCUSSION ITEMS

1. Measures of Student Success for 2013-14
2. First Reading of Policy 407, Employee Right to Know – Exposure to Hazardous Substance
3. First Reading of Policy 514, Bullying Prohibition Policy
4. First Reading of Policy 902, Use of District Facilities and Equipment.

E. OPERATIONAL ITEMS

1. Action on School Board/Superintendent Goals and Strategic Plan Priorities for 2014-15
2. Action on Funding of Student Activities
3. Action on Tentative Agreement with Bus Drivers and Aides

F. BOARD FORUM

G. ADJOURNMENT

AGENDA ITEM: **Consent Agenda**
MEETING DATE: **September 8, 2014**
SUGGESTED DISPOSITION: **Procedural Items**
CONTACT PERSON(S): **Dr. Michael J. Lovett, Superintendent**

Consent Agenda

- a) Approval of Minutes
- b) Payment of Invoices
- c) Correspondence
- d) Acceptance of Gifts
- e) Field Trip Request(s)
- f) Human Resources Items

RECOMMENDATION:

Approve the items listed on the Consent Agenda.

AGENDA ITEM: **School Board Minutes**
MEETING DATE: **September 8, 2014**
SUGGESTED DISPOSITION: **Consent Agenda**
CONTACT PERSON(S): **Lori Swanson, School Board Clerk**

Background:

The School Board minutes from last month's meeting are being presented for approval by the School Board.

Recommendation: Approve minutes.

**INDEPENDENT SCHOOL DISTRICT NO. 624
WHITE BEAR LAKE, MN 55110**

A meeting of the White Bear Lake Area School Board was held on Monday, **August 11, 2014** at 7:00 p.m. in Community Room 112 at District Center, 4855 Bloom Avenue, White Bear Lake, MN 55110.

A. PROCEDURAL ITEMS

1. Chair Newberg called the meeting to order at 7:00 p.m.
2. Roll Call – Present: Swanson, Storey, Chapman, Hiniker, Kimball, Newberg. Absent: Mullin
Ex-Officio: Michael J. Lovett, Superintendent of Schools
Cabinet: Garrison, Paul, Picha, Kazmierczak, Vette
3. Pledge of Allegiance
4. Hiniker moved and Swanson seconded to approve the agenda. ***Voice vote: all ayes. Motion carried.***
5. Storey moved and Kimball seconded to approve the consent agenda consisting of:
 - Approval of minutes of regular meeting on July 14 and work-study meeting on July 14, 2014;
 - Payment of invoices based upon a random sample, all of which met the standards and guidelines as set by the Board;
 - Passage of resolution regarding acceptance of gifts with thank you letters directed to the donors;
 - Passage of field trip requests;
 - Passage of resolution to approve personnel issues to include:
 - **RESIGNATIONS/TERMINATION – CLASSIFIED STAFF**
Roy Dennis III – Bus Driver, Bus Garage
Employed by District 624 since 12/14/2009
Effective Date: 07/15/2014
Lawrence Hanson – Assistant Head Custodian Engineer,
High School-North Campus
Employed by District 624 since 02/18/2014
Effective Date: 07/30/20
Sabine Mintzel – ELL Assistant, Oneka Elementary
Employed by District 624 since 02/13/2006
Effective Date: 07/15/2014
Susan Vickerman – Part Time Cook, High School-North Campus
Employed by District 624 since 11/01/1993
Effective Date: 07/22/2014
 - **RESIGNATIONS/TERMINATION - CERTIFIED STAFF**
Rick Hansen – 4th Grade Teacher, Vadnais Heights
Employed by District 624 since 08/25/2005
Effective Date: 06/06/2014
Cynthia Ragan – Spanish Teacher, Central Middle School
Employed by District 624 since 08/21/2008
Effective Date: 06/06/2014
 - **RETIREMENT – CLASSIFIED STAFF**
Lael Belisle – Administrative Assistant-Registrar/Records MS,
Central Middle School
Employed by District 624 since 09/28/1992, Effective Date: 09/22/201
Craige Knutson – Assistant Head Custodian Engineer, High School-South
Campus, Employed by District 624 since 03/19/2001
Effective Date: 08/05/2014

- **FULL - TIME LEAVE REQUEST – NON AFFILIATED STAFF**
Rebecca Edberg – Human Resource Coordinator, District Center
 Employed by District since 07/08/2013
 Effective Date: July 11, 2014 through October 17, 2014
- **PART - TIME LEAVE REQUEST – CERTIFIED STAFF**
Kristen Mcpherson – IB Coordinator, Matoska International
 .50 Leave (.50 position)
 Effective Date: August 25, 2014 through December 19, 2014
Jaclyn Whitcomb-Bremer – FACS Teacher, High School-South Campus
 .10 Leave (.90 position)
 Effective Date: 2014-2015 School Year
- **PART - TIME TEACHER PROGRAM – CERTIFIED STAFF**
Mary Jo Coleman – Occupational Therapist, Normandy Park
 Employed by District since 08/25/1985
 Effective Date: 2014-2015 School Year
Wendy Fitzsimmons – ECFC Teacher, Normandy Park
 Employed by District since 08/22/1985
 Effective Date: 2014-2015 School Year
- **FULL - TIME LEAVE REQUEST – CERTIFIED STAFF**
Kimberly Jeske-Walfoort – Kindergarten Teacher, Matoska International
 Employed by District since 08/27/2009
 Effective Date: August 26, 2014 through October 31, 2014
Katherine Marsh – Health Teacher, High School-South Campus
 Employed by District since 08/23/2007
 Effective Date: August 26, 2014 through October 31, 2014
- CHANGE IN PROBATIONARY CONTRACT – CERTIFIED STAFF**
Matthew Dymoke – Social Studies Teacher, High School-South Campus
 from .70 f.t.e. to .80 f.t.e.
 Effective Date: 2014–2015 School Year
Kirk Gednalske – Science & Health Teacher, Central & Sunrise Park Middle School
 From .80 f.t.e. to .90 f.t.e.
 Effective Date: 2014–2015 School Year
- **CHANGE IN CONTINUING CONTRACT – CERTIFIED STAFF**
Tracy Presseller – Special Education Teacher, District Wide
 From .80 f.t.e. to .90 f.t.e.
 Effective Date: 2014–2015 School Year
Elizabeth Waeghe – ECSE Teacher, Normandy Park
 From .40 f.t.e. to .80 f.t.e.
 Effective Date: 2014–2015 School Year
- **NEW PERSONNEL – CLASSIFIED STAFF**
Vong Thao – EL Assistant, Vadnais Heights
 \$16.25 / hr., 5.0 hrs. / 180 days \$14,625.00
 Effective Date: 09/01/2014
Melony Follmer – Student Information System Registration Assistant, District Center
 \$17.79 / hr., 8.0 hrs. / 242 days \$34,441.44 (Pro-rated on \$37,003.20)
 Effective Date: 07/28/2014
- **NEW PERSONNEL – CERTIFIED STAFF**
Sandra Burton – .5 French Teacher, Sunrise Park Middle School
 BA, Step 3 \$20,438.00, Effective Date: 2014 – 2015 School Year

- Ryan Clark – Health, PE and DAPE Teacher, Central Middle School
MA, Step 6 \$51,401.00
Effective Date: 2014 – 2015 School Year
- Michele Greenhalgh – 1.0 Language Arts Teacher, Sunrise Park Middle & Golfview ALC
BA+60, Step 4 \$46,539.00
Effective Date: 2014 – 2015 School Year
- Rochelle Gresafe – .6 FACS Teacher, High School-North Campus
MA+15, Step 12 \$40,407.80
Effective Date: 2014 – 2015 School Year
- Caleb Hardacre – Mathematics Teacher, High School-North Campus
BA, Step 3 \$40,876.00
Effective Date: 2014 – 2015 School Year
- Dustin Holman – .7 Health Teacher, High School-North Campus
BA, Step 2 \$28,082.60
Effective Date: 2014 – 2015 School Year
- Kristie Holman – Spanish Teacher, Central Middle School
BA+45, Step 3 \$43,837.00
Effective Date: 2014 – 2015 School Year
- Jill Osborne – Mathematics Teacher, High School-North Campus & Central Middle School
BA+45, Step 1 \$41,876.00
Effective Date: 2014 – 2015 School Year
- Sandra Peters – .3 Intervention Teacher, Matoska International
BA, Step 1 \$11,782.50
Effective Date: 2014 – 2015 School Year
- Sandra Vang – Language Arts Teacher, Sunrise Park Middle School
MA, Step 8 \$56,219.00
Effective Date: 2014 – 2015 School Year
- Jaime Verkuilen – Music Teacher, Hugo & Oneka Elementary
BA, Step 13 \$56,096.00
Effective Date: 2014 – 2015 School Year
- **NEW LONG TERM SUBSTITUTE – CERTIFIED STAFF**
Sandra Peters – .5 Intervention Teacher, Matoska International
BA, Step 1 \$8,553.44 (Pro-rated on \$39,275.00)
Effective Date: August 20, 2014 through December 19, 2014
Nichole Swanson – Kindergarten Teacher, Matoska International
BA, Step 3 \$10,429.65 (Pro-rated on \$40,876.00)
Effective Date: August 20, 2014 through October 31, 2014

B. PUBLIC FORUM – There were no speakers during public forum.

C. INFORMATION ITEMS

1. Review of 2014-15 Technology Initiatives – Mark Garrison, Director of Technology, provided an overview of the district’s technology initiatives for 2014-15, including district technology vision, infrastructure upgrades, instructional technology support and professional development, and the district’s 1:1 student technology plan for Sunrise and Central Middle Schools 8th graders. Detailed information on the presentation is contained in the board packet.

2. Superintendent's Report – Lovett highlighted the district's recognition ceremony prior to tonight's board meeting celebrating the boys' lacrosse team participation in the state tournament. Back to school planning and activities are in full swing, including open houses and co-curricular activities and practices. The 2014-15 activities calendar will be sent to district families this month. Senior citizens are invited to request a free senior activities pass for 2014-15.

D. DISCUSSION ITEMS

1. Review of Data on Student Achievement and Success for 2013-14
Assessment Coordinator Brian Morris and Assistant Superintendent Sara Paul provided information as to the district's plan that all students will have the academic skills to be successful in a post-secondary institution. The presentation included overall student data on college readiness exams for 2013-14, including the EXPLORE exam (8th grade), PLAN exam (10th grade) and ACT exam (11th and 12th grades); Morris and Paul also explained how guidance counselors, teachers and principals use this information for course selection and student support. Detailed information on the presentation is contained in the board packet.
2. Preliminary Recommendation for School Board/Superintendent Goals for 2014-15 – Lovett and Newberg provided an overview of the 2014-15 goals. Complete detailed information on district goals is contained in the board packet.

E. OPERATIONAL ITEMS

1. Swanson moved and Hiniker seconded to approve the contract with MacPhail Center for Music for the 2014-15 school year. **Roll call vote: ayes: Swanson, Storey, Chapman, Hiniker, Kimball, Newberg; nays, none. Motion carried.**
2. Storey moved and Chapman seconded to approve the resolution awarding the sale, determining the form and details, authorizing the Execution, delivery, and registration, and providing for the payment of \$5,000,000 General Obligation Alternative Facilities Bonds, Series 2014A. **Roll call vote: ayes: Swanson, Storey, Chapman, Hiniker, Kimball, Newberg; nays, none. Motion carried.**
3. Hiniker moved and Kimball seconded to approve Addendum 1 to the Public Transportation Services Agreement with First Student for August 1, 2014 through July 31, 2016 consistent with Minnesota Statutes 2014, Section 123B.52, Subds. 1 and 3, reject the two proposed and quotations received in response to the February 5, 2014 legal notice inviting interested service providers to submit proposals for transportation services. **Roll call vote: ayes: Swanson, Storey, Chapman, Hiniker, Kimball, Newberg; nays, none. Motion carried.**
4. Storey moved and Kimball seconded to approve the lease extension with North Star Bank for the Transition Education Center for the term of September 1, 2014 through August 31, 2016 as presented. **Roll call vote: ayes: Swanson, Storey, Chapman, Hiniker, Kimball, Newberg; nays, none. Motion carried.**
5. Chapman moved and Hiniker seconded to approve the School Board Liaison Assignments for school years 2014-15 and 2015-16. **Voice vote: all ayes. Motion carried.**

F. BOARD FORUM – Kimball welcomed new staff to the district, and recognized retiring staff and thanked them for their years of service to the district.

ADJOURNMENT – Hiniker moved and Newberg seconded to adjourn the meeting at 8:18 p.m.
Voice vote: All ayes. Motion carried.

Submitted by: Lori Swanson, Clerk

**INDEPENDENT SCHOOL DISTRICT NO. 624
WHITE BEAR LAKE, MN 55110**

A work-study session of the White Bear Lake Area School Board was held on Monday, August 25, 2014 at 5:30 p.m. in Community Room 112 at the District Center, 4855 Bloom Avenue, White Bear Lake, MN 55110

A. PROCEDURAL ITEMS

1. Call to Order – Chair Newberg called the meeting to order at 5:30 p.m.
2. Roll Call – Present: Storey, Swanson, Chapman, Hiniker (arrived at 6:20 p.m.), Kimball, Mullin, Newberg
Ex-Officio: Michael J. Lovett, Superintendent of Schools
Cabinet: Paul, Garrison, Wehrkamp, Kazmierczak, Daniels
Administrators: Tate, Morris, Hermann, Schmidt

B. DISCUSSION ITEMS

1. School Board/Superintendent Goals
 - a) Strategy 1.1: Update on Student Achievement and Success Data for 2013-14 – Sara Paul, Assistant Superintendent, and Brian Morris, Assessment Coordinator, presented information on student proficiency trends (Minnesota Comprehensive Assessments) and student growth measures (Measure of Academic Progress) in math, reading and science. A more detailed presentation will be made to the School Board at the September work study.
 - b) Goal 5B: Update on Progress of Task Force Developing Recommendations for Elementary Program for Gifted and Talented – Jo Tate - Gifted and Talented Coordinator, Dan Schmidt – Principal, Lincoln Elementary School, and parent Stacy Ryan, reported on progress to date of the advisory committee charged with studying the district's development of an elementary school-within-a-school model for students identified as exceptionally gifted.
 - c) Strategy IV: Update on Technology Plans for 2014-15 – Mark Garrison – Director of Technology, reviewed the Technology Plan for 2014-15, including an update on network and capacity, Chromebook and tablet initiative, training and support.
2. Review of Student Activities Budget and Fees – Dr. Wayne Kazmierczak - Director of Finance and Operations, Kristine Wehrkamp - Director of Community Services and Recreation, and Tim Hermann - Activities Director, presented updated information on the boys lacrosse, girls lacrosse and boys swim and dive teams, overall middle school and high school activities fees, and district financial support and expenditures for activities. Administration will bring forward a

recommendation to the School Board at the September 8 meeting with regard to funding for boys and girls lacrosse and boys swim and dive.

3. Presentation on Community Services Program Review – Wehrkamp and Lovett provided information on the review and audit on programming, budget, structure and operations, partnerships and facility use.
 4. Review Proposed School Board/Superintendent Goals for 2014-15 – Lovett provided an overview of the 2014-15 goals. These goals were outlined at the August 11 School Board meeting and are scheduled for action at the September board meeting.
- C. **ADJOURNMENT** – Hiniker moved, and Mullin seconded to adjourn the work-study session at 7:37 p.m. *Voice vote: All ayes. Motion carried.*
5. Negotiation Study Session – A closed session of the school board was convened at 7:43 p.m. in Room 201 of District Center to consider strategy for labor negotiations pursuant to Minnesota Statutes 179.A.01 to 179.A.25. All board members were present, as well as Lovett and Kazmierczak. Representatives from National Insurance Services were present and provided a brief overview of potential changes to the school district's health insurance plans and the possible effect of those changes on the district's bargaining posture with its employee groups. The NIS representatives then left the room and Kazmierczak provided a status update of negotiations with bus drivers and paraprofessionals.

ADJOURNMENT – Hiniker moved, and Newberg seconded to adjourn the negotiations study session at 8:13 p.m. *Voice vote: All ayes. Motion carried.*

Submitted by: Lori Swanson, Clerk

AGENDA ITEM: **Monthly Check Registers**

MEETING DATE: **September 8, 2014**

SUGGESTED DISPOSITION: **Consent Agenda**

CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Director of Finance**
and Operations
Mary Vaske, Accountant

Background:

Enclosed in this packet are the monthly check registers for the previous period.

Recommendation:

Administration recommends that the Board approve the payments itemized in the check registers.

White Bear Lake Area Schools Electronic Transfers - August

	<u>8/15/2014</u>	<u>8/29/2014</u>
Direct Deposit 390784-391306	478,404.74	
U.S. Treasury (FICA, Medicare, withholding)	169,258.51	
MN State Income Tax	26,853.65	
PERA	48,577.45	
TRA	45,903.40	
ING	867.53	
American Funds	9,678.19	
Direct Deposit 391307-391869		427,219.72
U.S. Treasury (FICA, Medicare, withholding)		153,007.92
MN State Income Tax		24,508.26
PERA		47,910.08
TRA		40,094.42
ING		867.53
American Funds		9,793.00
Extended Day Dues		504.45

Check Nbr	Vendor Name	Check Date	Check Amount
54915	MN INSURANCE SCHOLASTIC TRUST	08/04/2014	277,471.00
1	Computer	Check(s) For a Total of	277,471.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	277,471.00
Total For	1	Manual, Wire Tran, ACH &	Computer Checks	277,471.00
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		277,471.00

Check Nbr	Vendor Name	Check Date	Check Amount
141500068	BAUER, DONALD V	08/05/2014	48.16
141500069	BRANHAM, CHELSEY J	08/05/2014	18.35
141500070	BURKE, ERIN M	08/05/2014	34.42
141500071	CHAKOLIS, RICHARD A	08/05/2014	150.12
141500072	CHARBONNEAU, JANET N	08/05/2014	70.00
141500073	DERAAD, MAX D	08/05/2014	792.08
141500074	DERBY, SARA A	08/05/2014	138.08
141500075	DORNER, JULIE A	08/05/2014	36.31
141500076	ENGSTRAN, PAUL A	08/05/2014	40.00
141500077	FERNANDEZ, KEVIN M	08/05/2014	371.70
141500078	FINKE, CARLA J	08/05/2014	9.10
141500079	FRY, JOHN E	08/05/2014	58.24
141500080	GRAY, DONALD E	08/05/2014	298.20
141500081	HARRIMAN, GRETCHEN E	08/05/2014	91.84
141500082	HOLT, RENEE E	08/05/2014	19.31
141500083	IMMEL, COLLEEN MARIE	08/05/2014	115.64
141500084	IVEY, JEFFREY D	08/05/2014	107.80
141500085	JOHNSON, KARI M	08/05/2014	45.42
141500086	KANCANS, ANDREW V	08/05/2014	38.08
141500087	KEESE, MATTHEW D	08/05/2014	473.76
141500088	LACASSE, KIM S	08/05/2014	33.90
141500089	LOHMANN, JOHN H	08/05/2014	45.00
141500090	LUBRANT, NANCY JEAN	08/05/2014	142.83
141500091	MALWITZ, REBECCA ANN	08/05/2014	882.58
141500092	MCCULLOUGH, KAREN K	08/05/2014	35.00
141500093	MUNDELL, KARLA J	08/05/2014	22.40
141500094	PETERSEN, JUDY L	08/05/2014	39.11
141500095	PETERSON, SCOTT JON	08/05/2014	88.00
141500096	PICHA, CHRISTINA K	08/05/2014	279.67
141500097	QUATMANN, MARK D	08/05/2014	88.00
141500098	ROESER, DANIEL WILLIAM	08/05/2014	65.00
141500099	SEHR, DEBRA JEAN	08/05/2014	86.36
141500100	VETTE, MARISA AA	08/05/2014	234.68
141500101	WILCOX, RICHARD L	08/05/2014	57.96
141500102	WILDMAN HILAL, ANDREA L	08/05/2014	1,232.00
141500103	WINKLER, PAMELA L	08/05/2014	255.00

36 ACH Check(s) For a Total of 6,544.10

ACH

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	36	ACH	Checks For a Total of	6,544.10
	0	Computer	Checks For a Total of	0.00
Total For	36	Manual, Wire Tran, ACH & Computer Checks		6,544.10
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		6,544.10

Check Nbr	Vendor Name	Check Date	Check Amount
54916	AARP DRIVER SAFETY PROGRAM	08/07/2014	365.00
54917	AARP DRIVER SAFETY PROGRAM	08/07/2014	585.00
54918	AMAZON	08/07/2014	35.30
54919	AMERICAN MESSAGING	08/07/2014	154.54
54920	ANDERSON'S	08/07/2014	162.49
54921	APPLIED ENVIRONMENTAL SCI INC	08/07/2014	4,542.40
54922	AQUA ENGINEERING INC	08/07/2014	1,375.00
54923	ARENA SERVICES AND PRODUCTS LL	08/07/2014	448.00
54924	AT & T MOBILITY	08/07/2014	881.56
54925	BARNETT WB CHRYSLER JEEP DODGE	08/07/2014	100.00
54926	BAUDVILLE	08/07/2014	388.13
54927	BEARINGS & PT COMPONENTS	08/07/2014	59.88
54928	BECOME WORTH FOLLOWING	08/07/2014	2,000.00
54929	BUSINESS IMPACT GROUP	08/07/2014	1,028.41
54930	BLICK ART MATERIALS	08/07/2014	2,054.94
54931	BREMER BANK	08/07/2014	3,200.00
54932	CANON PRESS	08/07/2014	3,694.18
54933	CARR, DAVID	08/07/2014	21.25
54934	CDW GOVERNMENT INC	08/07/2014	30,970.00
54935	CENTURY POWER EQUIPMENT	08/07/2014	28.72
54936	COBORNS DELIVERS	08/07/2014	26.24
54937	COMCAST	08/07/2014	43.90
54938	CONNEY SAFETY	08/07/2014	565.38
54939	CONTINENTAL SAFETY EQUIPMENT	08/07/2014	1,442.81
54940	COOL AIR MECHANICAL	08/07/2014	12,153.17
54941	COPY IMAGES INC	08/07/2014	371.78
54942	COPY IMAGES INC	08/07/2014	62.00
54943	CORAL, DAVID	08/07/2014	75.00
54944	CRESS, ROMAN W	08/07/2014	364.00
54945	CRETIN-DERHAM HALL	08/07/2014	41.28
54946	CUB FOODS OF WHITE BEAR TWSHP	08/07/2014	250.00
54947	CUMMINS NPOWER LLC	08/07/2014	62.38
54948	D ERVASTI SALES CO LLC	08/07/2014	338.60
54949	Vendor Continued Check	08/07/2014	0.00
54950	Vendor Continued Check	08/07/2014	0.00
54951	Vendor Continued Check	08/07/2014	0.00
54952	Vendor Continued Check	08/07/2014	0.00
54953	DALCO CORPORATION	08/07/2014	41,407.32
54954	DEJARLAIS, MARILYN	08/07/2014	19.33
54955	DESIGNER SIGN SYSTEMS INC	08/07/2014	68.08
54956	DISCOUNT SCHOOL SUPPLY	08/07/2014	22.46
54957	DIVISION V SHEET METAL INC	08/07/2014	3,984.40
54958	EBSCO INFORMATION SERV	08/07/2014	270.50
54959	EDUCATIONAL RESEARCH AND DEV	08/07/2014	16,029.63
54960	EDUCATION WEEK	08/07/2014	2,450.00
54961	FAHEY & FARRELL SALES LLC	08/07/2014	2,375.00
54962	Vendor Continued Check	08/07/2014	0.00
54963	FASTENAL COMPANY	08/07/2014	142.68
54964	FEDEX	08/07/2014	28.50
54965	FITNESS DISTRIBUTING INC	08/07/2014	625.00

Check Nbr	Vendor Name	Check Date	Check Amount
54966	FLAHERTY'S ARDEN BOWL	08/07/2014	240.00
54967	FLAHERTY'S ARDEN BOWL	08/07/2014	864.00
54968	FLORIN, JOLYN A	08/07/2014	568.00
54969	FRONTRUNNER EVENTS	08/07/2014	1,001.00
54970	GARDEN & ASSOCIATES INC	08/07/2014	120.00
54971	GE CAPITAL RETAIL BANK	08/07/2014	40.60
54972	GOLDCOM INC	08/07/2014	885.99
54973	GOPHER	08/07/2014	55.21
54974	GRAFFIC TRAFFIC LLC	08/07/2014	609.00
54975	GRAINGER	08/07/2014	1,716.98
54976	GREATAMERICA FINANCIAL SERVICE	08/07/2014	508.02
54977	GREEN VALUE NURSERY INC	08/07/2014	814.70
54978	GROUP HEALTH INC - WORKSITE	08/07/2014	133.10
54979	HAAG, LOIS	08/07/2014	22.10
54980	HANDWRITING WITHOUT TEARS	08/07/2014	143.99
54981	HANSON, DONNA	08/07/2014	10.20
54982	HANSON, LAWRENCE W	08/07/2014	70.84
54983	HEDBERG AGGREGATES	08/07/2014	503.89
54984	HERC-U-LIFT	08/07/2014	600.00
54985	Vendor Continued Check	08/07/2014	0.00
54986	HOUGHTON MIFFLIN HARCOURT	08/07/2014	6,185.73
54987	HUGO CITY OF	08/07/2014	1,919.58
54988	IFD	08/07/2014	10,836.16
54989	INDIAN HILLS GOLF CLUB	08/07/2014	9,823.76
54990	INTEGRA	08/07/2014	4,719.28
54991	INTERMEDIATE DISTRICT 287	08/07/2014	8,000.00
54992	ISD #659 NORTHFIELD PUBLIC SCH	08/07/2014	500.00
54993	IXL LEARNING	08/07/2014	660.00
54994	JC ENVIRONMENTAL & DEMOLITION	08/07/2014	2,150.00
54995	JOHN DEERE LANDSCAPES	08/07/2014	1,902.70
54996	JOSLIN PAT	08/07/2014	968.26
54997	JW PEPPER & SON INC	08/07/2014	459.99
54998	KAPLAN	08/07/2014	20.90
54999	KATH FUEL OIL SERVICE CO	08/07/2014	220.50
55000	KELLINGTON CONSTRUCTION INC	08/07/2014	2,878.00
55001	KEYS CAFE & BAKERY	08/07/2014	779.87
55002	KIMBALL MIDWEST	08/07/2014	192.51
55003	KRAFT CONTRACTING & MECHANICAL	08/07/2014	6,195.23
55004	LAKESHORE LEARNING MATERIALS	08/07/2014	202.40
55005	LANGUAGE LINE SERVICES	08/07/2014	51.94
55006	LARSON, MELANIE	08/07/2014	17.75
55007	LEE, DAO	08/07/2014	200.00
55008	LHB INC	08/07/2014	6,682.91
55009	LOFFLER	08/07/2014	139.00
55010	MAD SCIENCE OF MINNESOTA	08/07/2014	2,286.00
55011	MANPOWER	08/07/2014	2,259.00
55012	MASA	08/07/2014	1,144.00
55013	MASE	08/07/2014	435.00
55014	MN ASSOC OF SCHOOL MAINTENANCE	08/07/2014	25.00
55015	MN ASSOC OF SECONDARY SCHOOL P	08/07/2014	150.00

Check Nbr	Vendor Name	Check Date	Check Amount
55016	MEDCO SUPPLY CO	08/07/2014	1.57
55017	METRO ECSU	08/07/2014	3,050.00
55018	MID CITY SERVICES - INDUSTRIAL	08/07/2014	608.43
55019	MIDAMERICA ADMIN & RETIREMENT	08/07/2014	4,253.00
55020	MILLIGAN, THERESA J	08/07/2014	21.25
55021	MINNETONKA PUBLIC SCHOOLS	08/07/2014	538.00
55022	MINVALCO INC	08/07/2014	122.78
55023	MN CONWAY FIRE & SAFETY	08/07/2014	420.00
55024	MN ELEVATOR INC	08/07/2014	296.00
55025	MN PREMIER PUBLICATIONS	08/07/2014	825.00
55026	MN SWORD PLAY	08/07/2014	1,140.00
55027	MN WANNER COMPANY	08/07/2014	1,331.02
55028	MN SCHOOL BOARDS ASSN	08/07/2014	480.00
55029	NARDINI FIRE EQUIPMENT CO INC	08/07/2014	171.15
55030	NATL ASSOC OF STUDENT COUNCILS	08/07/2014	95.00
55031	NATL HONOR SOCIETY	08/07/2014	85.00
55032	NCPERS MINNESOTA	08/07/2014	266.00
55033	NCS PEARSON INC	08/07/2014	1,010.00
55034	NEXTEL COMMUNICATIONS	08/07/2014	417.37
55035	NIELSEN, JIM	08/07/2014	50.00
55036	NORTHEAST METRO INTERMEDIATE D	08/07/2014	77,602.54
55037	NATL SCHOOL PUBLIC RELATIONS A	08/07/2014	260.00
55038	NYSTROM PUBLISHING CO INC	08/07/2014	1,124.28
55039	O'REILLY AUTOMOTIVE INC	08/07/2014	999.32
55040	OAKDALE RENTAL	08/07/2014	517.00
55041	Vendor Continued Check	08/07/2014	0.00
55042	Vendor Continued Check	08/07/2014	0.00
55043	ON SITE SANITATION INC	08/07/2014	1,120.00
55044	ORTON-GILLINGHAM OF MINNESOTA	08/07/2014	1,000.00
55045	PARTS NOW ! LLC	08/07/2014	417.90
55046	PIONEER	08/07/2014	445.00
55047	PRAXAIR DISTRIBUTION INC	08/07/2014	125.45
55048	REINDERS INC	08/07/2014	6,988.00
55049	RESERVE ACCOUNT	08/07/2014	5,000.00
55050	RICOH AMERICAS CORP	08/07/2014	450.96
55051	RIDDELL INC	08/07/2014	4,286.35
55052	RIOS, ANNE	08/07/2014	60.00
55053	ROBERTS BUSINESS FORMS	08/07/2014	288.55
55054	SAINTS NORTH MAPLEWOOD	08/07/2014	960.00
55055	SAM'S CLUB/GEMB	08/07/2014	85.97
55056	SAM'S CLUB/GEMB	08/07/2014	322.90
55057	SAMACO SUPPLY	08/07/2014	1,812.00
55058	SHOREVIEW AREA YOUTH BASEBALL	08/07/2014	1,464.00
55059	SCHOLASTIC INC	08/07/2014	228.13
55060	SCHOLASTIC INC	08/07/2014	1,253.40
55061	SCHOLOGY INC	08/07/2014	8,500.00
55062	SENTRY SYSTEMS INC	08/07/2014	125.00
55063	SOUTHWEST BINDING & LAMINATING	08/07/2014	312.09
55064	SPENCER, DOROTHY	08/07/2014	17.00
55065	ST AGNES	08/07/2014	166.40

Check Nbr	Vendor Name	Check Date	Check Amount
55066	ST CLOUD STATE UNIV - CH 215	08/07/2014	150.00
55067	ST PAUL LINOLEUM & CARPET COMP	08/07/2014	9,720.00
55068	ST PAUL PIONEER PRESS	08/07/2014	113.98
55069	STATE SUPPLY CO	08/07/2014	140.55
55070	SVL SERVICE CORPORATION	08/07/2014	364.00
55071	TA SCHIFSKY & SONS INC	08/07/2014	11,875.00
55072	TAUER, KATHLEEN	08/07/2014	32.60
55073	TEACHERS DISCOVERY	08/07/2014	579.28
55074	TEACHING STRATEGIES INC	08/07/2014	4,112.50
55075	TEACHSTONE TRAINING LLC	08/07/2014	17,000.00
55076	THYSSENKRUPP ELEVATOR CORP	08/07/2014	387.54
55077	TIES	08/07/2014	1,115.00
55078	TIGER OAK PUBLICATIONS	08/07/2014	9,464.00
55079	TOWN LIFE	08/07/2014	1,215.00
55080	TRADE PRESS INC	08/07/2014	120.00
55081	TRANE US INC	08/07/2014	18.15
55082	TRIO SUPPLY COMPANY	08/07/2014	1,054.82
55083	TRUSTED EMPLOYEES	08/07/2014	755.00
55084	TURFWERKS INC	08/07/2014	131.31
55085	TWIN CITY NURSERY INC	08/07/2014	195.76
55086	U.S. ENERGY SERVICES INC	08/07/2014	3,808.56
55087	UNIVERSITY OF MINNESOTA	08/07/2014	145.00
55088	VAIL, GAYLE J	08/07/2014	40.80
55089	VENBURG TIRE CO	08/07/2014	122.01
55090	VER-TECH INC	08/07/2014	178.15
55091	VERIZON WIRELESS	08/07/2014	74.46
55092	VINCENT A RESTAURANT	08/07/2014	918.00
55093	VISI	08/07/2014	525.00
55094	THE VOLUNTEER BRIDGE	08/07/2014	30.00
55095	WATCH ME DRAW! LLC	08/07/2014	3,304.00
55096	WHITE BEAR LOCKSMITH INC	08/07/2014	176.92
55097	WHITE BEAR RENTAL EQUIPMENT	08/07/2014	42.12
55098	WL HALL COMPANY	08/07/2014	10,708.38
55099	XCEL ENERGY	08/07/2014	4,342.29
55100	ZANER-BLOSER	08/07/2014	1,917.10
185	Computer	Check(s) For a Total of	432,218.42

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	185	Computer	Checks For a Total of	432,218.42
Total For	185	Manual, Wire Tran, ACH & Computer Checks		432,218.42
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		432,218.42

Check Nbr	Vendor Name	Check Date	Check Amount
55101	AIG	08/11/2014	415.28
55102	AMERICAN UNITED LIFE	08/11/2014	1,500.00
55103	AMERIPRISE FINANCIAL SERVICES	08/11/2014	3,483.63
55104	Vendor Continued Check	08/11/2014	0.00
55105	AXA EQUITABLE	08/11/2014	4,952.38
55106	DS ERICKSON & ASSOC PLLC	08/11/2014	13.90
55107	EDUCATION MN ESI BILLING TRUST	08/11/2014	3,644.22
55108	IUOE LOCAL 70	08/11/2014	1,357.37
55109	METROPOLITAN LIFE	08/11/2014	207.50
55110	MN CHILD SUPPORT	08/11/2014	2,210.90
55111	RAUSCH, STURM, ISRAEL,	08/11/2014	235.00
55112	Vendor Continued Check	08/11/2014	0.00
55113	SCHOOL SERVICE EMPLOYEES	08/11/2014	859.76
55114	VANGUARD SMALL BUSINESS SERVIC	08/11/2014	5,454.73
14	Computer	Check(s) For a Total of	24,334.67

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	14	Computer	Checks For a Total of	24,334.67
Total For	14	Manual, Wire Tran, ACH & Computer Checks		24,334.67
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		24,334.67

Check Nbr	Vendor Name	Check Date	Check Amount
141500104	ACKERKNECHT, CATHYANN M	08/19/2014	224.89
141500105	ANDERSON, JON C	08/19/2014	745.97
141500106	BARTH, CARRIE M	08/19/2014	225.00
141500107	BARTHOL, JOEL D	08/19/2014	211.12
141500108	CHAKOLIS, RICHARD A	08/19/2014	56.89
141500109	CHAPLIN, MARILEE A	08/19/2014	398.66
141500110	DANIELS, KATHLEEN S	08/19/2014	598.78
141500111	FROST, LORI J	08/19/2014	358.23
141500112	FRY, JOHN E	08/19/2014	46.76
141500113	GESE, SANDRA JEANNE	08/19/2014	57.50
141500114	GETTY, JOSEPH P	08/19/2014	37.24
141500115	GORIS, PAMELA L	08/19/2014	495.14
141500116	GRANT, SHANNON	08/19/2014	42.50
141500117	GRUN, SUSAN L	08/19/2014	215.75
141500118	HARDING, KARLA J	08/19/2014	510.00
141500119	HUBBARD, MICHELLE K	08/19/2014	36.00
141500120	KAZMIERCZAK, WAYNE A	08/19/2014	629.36
141500121	KELLEY, DEBRA K	08/19/2014	1,059.76
141500122	KELZER, LYND SAY L	08/19/2014	45.72
141500123	KITTELSON, LOUANN	08/19/2014	31.55
141500124	KNUTSON, MOLLY J	08/19/2014	26.60
141500125	KOCHEVAR, MARGARET L	08/19/2014	36.09
141500126	KUPFERSCHMIDT, ROBERT B	08/19/2014	195.00
141500127	LOVETT, MICHAEL J	08/19/2014	1,260.21
141500128	MCGLOTHLIN, MATTHEW D	08/19/2014	36.51
141500129	MELQUIST, NANCY J	08/19/2014	121.16
141500130	MENCKE, LAURIE ANN	08/19/2014	189.52
141500131	MORTENSEN, KIM K	08/19/2014	185.00
141500132	MURPHY, MARY W	08/19/2014	104.68
141500133	MUSSETTER, RENEE L	08/19/2014	172.82
141500134	OLMSTEAD, DIANE M	08/19/2014	128.18
141500135	PASQUALINI, LISA M	08/19/2014	422.43
141500136	PERCIVAL, PATRICIA A	08/19/2014	174.44
141500137	PICHA, CHRISTINA K	08/19/2014	304.64
141500138	PLANA, CHRISTINE M	08/19/2014	218.85
141500139	POUPORE, JULIANNE	08/19/2014	28.39
141500140	RITTENOUR, SAMANTHA J	08/19/2014	24.18
141500141	ROESER, DANIEL WILLIAM	08/19/2014	196.56
141500142	RUSTAND, AMBER J	08/19/2014	37.52
141500143	SCHMIDT, NOEL N	08/19/2014	1,682.20
141500144	SHAFER, JOHN RH	08/19/2014	53.20
141500145	SIEBENALER, KEVIN R	08/19/2014	357.00
141500146	SKUPA, NANCY A	08/19/2014	195.70
141500147	SMITH, GAVIN D	08/19/2014	57.14
141500148	STETTNER, CHERYL L	08/19/2014	18.48
141500149	SYNAN, ERIN K	08/19/2014	114.30
141500150	THAYER-MARMITT, CHRISTINA E	08/19/2014	110.88
141500151	VAUGHN, DEBRA JEAN	08/19/2014	384.17
141500152	VETTE, MARISA AA	08/19/2014	8.48
141500153	VUE, NENG	08/19/2014	252.28

ACH

Check Nbr	Vendor Name	Check Date	Check Amount
141500154	WEHRKAMP, KRISTINE J	08/19/2014	125.42
141500155	WILHELMY, MARIE F	08/19/2014	314.70
52	ACH	Check(s) For a Total of	13,563.55

ACH

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	52	ACH	Checks For a Total of	13,563.55
	0	Computer	Checks For a Total of	0.00
Total For	52	Manual, Wire Tran, ACH & Computer Checks		13,563.55
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		13,563.55

Check Nbr	Vendor Name	Check Date	Check Amount
55115	ABBOTT PAINT & CARPET INC	08/21/2014	2,134.97
55116	ADVANCED SPORTSWEAR INC	08/21/2014	277.00
55117	ALEXANDRIA PUBLIC SCHOOLS	08/21/2014	200.00
55118	AMAZON	08/21/2014	200.40
55119	AMAZON	08/21/2014	503.98
55120	ANOKA HIGH SCHOOL	08/21/2014	100.00
55121	APPLE COMPUTER INC	08/21/2014	499.00
55122	APPLIED ENVIRONMENTAL SCI INC	08/21/2014	2,890.75
55123	ARMSTRONG HIGH SCHOOL	08/21/2014	100.00
55124	Vendor Continued Check	08/21/2014	0.00
55125	AVON BUSINESS FORMS & PROMOTIO	08/21/2014	2,589.02
55126	BARNES & NOBLE	08/21/2014	225.42
55127	BARRIER GROUP LLC	08/21/2014	500.00
55128	BATTERIES PLUS BULBS	08/21/2014	333.09
55129	BEHLOW, DAVID	08/21/2014	190.65
55130	BENILDE ST MARGARET SCHOOL	08/21/2014	150.00
55131	BEST WESTERN WB COUNTRY INN	08/21/2014	992.00
55132	BUSINESS IMPACT GROUP	08/21/2014	102.43
55133	BLICK ART MATERIALS	08/21/2014	214.39
55134	BLUEBIRD SCREEN PRINT	08/21/2014	736.21
55135	BRAKE & EQUIPMENT WAREHOUSE, I	08/21/2014	1,231.34
55136	CAMBIUM LEARNING INC	08/21/2014	3,299.75
55137	CAPITAL ONE COMMERCIAL	08/21/2014	199.40
55138	CDW GOVERNMENT INC	08/21/2014	5,606.40
55139	CERTIFIED LABORATORIES	08/21/2014	597.15
55140	CG HOOKS EATERY	08/21/2014	2,210.00
55141	CITI-CARGO & STORAGE CO INC	08/21/2014	85.00
55142	CONSTRUCTION MANAGEMENT BUILDI	08/21/2014	94,166.19
55143	COLUMBUS HIGH SCHOOL	08/21/2014	110.00
55144	COMCAST	08/21/2014	10.54
55145	COMCAST	08/21/2014	303.09
55146	COMCAST	08/21/2014	299.61
55147	CONNEY SAFETY PRODUCTS	08/21/2014	170.70
55148	CONTINENTAL RESEARCH CORP	08/21/2014	2,399.69
55149	COON RAPIDS HIGH SCHOOL	08/21/2014	200.00
55150	Vendor Continued Check	08/21/2014	0.00
55151	COPY IMAGES INC	08/21/2014	20,007.41
55152	COPY IMAGES INC	08/21/2014	659.62
55153	CRISIS PREVENTION INSTITUTE IN	08/21/2014	561.00
55154	CUB FOODS OF WHITE BEAR TWSHP	08/21/2014	259.99
55155	CUMMINS NPOWER LLC	08/21/2014	874.35
55156	CUP AND CONE	08/21/2014	330.00
55157	DAKOTA TRUCK UNDERWRITERS	08/21/2014	57,244.00
55158	Vendor Continued Check	08/21/2014	0.00
55159	Vendor Continued Check	08/21/2014	0.00
55160	Vendor Continued Check	08/21/2014	0.00
55161	Vendor Continued Check	08/21/2014	0.00
55162	DALCO CORPORATION	08/21/2014	17,832.44
55163	Vendor Continued Check	08/21/2014	0.00
55164	DELL MARKETING LP	08/21/2014	90,888.00

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55165	DEY DISTRIBUTING	08/21/2014	10.85
55166	DOMINOS PIZZA	08/21/2014	106.75
55167	EAST METRO INTEGRATION DIST 60	08/21/2014	3,001.11
55168	EBSCO INFORMATION SERV	08/21/2014	366.94
55169	ECKROTH MUSIC	08/21/2014	1,677.84
55170	EFIONG, SIFON	08/21/2014	40.00
55171	ELECTRO MEDICAL EQUIP INC	08/21/2014	1,600.00
55172	FARIBAULT HIGH SCHOOL	08/21/2014	150.00
55173	FASTENAL COMPANY	08/21/2014	797.71
55174	FIRST CHOICE UNIFORMS	08/21/2014	493.46
55175	FIRST STUDENT INC	08/21/2014	40,909.31
55176	FITNESS DISTRIBUTING INC	08/21/2014	11,547.75
55177	FLINN SCIENTIFIC INC	08/21/2014	25.47
55178	FORD & HARRISON LLP	08/21/2014	1,131.45
55179	FOREST LAKE HIGH SCHOOL	08/21/2014	125.00
55180	FRATTALONES HARDWARE STORES	08/21/2014	1,139.13
55181	FRONTLINE TECHNOLOGIES INC	08/21/2014	6,000.00
55182	G&K SERVICES	08/21/2014	1,133.37
55183	GALLAGHERS NORTHWESTERN TIRE C	08/21/2014	1,333.40
55184	GENERAL PARTS LLC	08/21/2014	18.39
55185	GENERATIVE LEARNING	08/21/2014	2,500.00
55186	GENERATIVE LEARNING	08/21/2014	860.00
55187	GILLUND ENTERPRISES	08/21/2014	389.52
55188	GMS INDUSTRIAL SUPPLIES INC	08/21/2014	126.67
55189	GOOGLE INC	08/21/2014	323.58
55190	GOPHER BEARING CO	08/21/2014	136.26
55191	GRAINGER	08/21/2014	718.65
55192	GREATAMERICA FINANCIAL SERVICE	08/21/2014	383.65
55193	GREEN VALUE NURSERY INC	08/21/2014	1,337.15
55194	GROTH MUSIC CO	08/21/2014	48.10
55195	GROUP HEALTH INC - WORKSITE	08/21/2014	133.10
55196	HALLBERG ENGINEERING INC	08/21/2014	3,871.72
55197	HEALY AWARDS INC	08/21/2014	204.67
55198	HEDBERG AGGREGATES	08/21/2014	296.20
55199	HISDAHL INC	08/21/2014	569.68
55200	Vendor Continued Check	08/21/2014	0.00
55201	Vendor Continued Check	08/21/2014	0.00
55202	Vendor Continued Check	08/21/2014	0.00
55203	HOGLUND BUS AND TRUCK CO	08/21/2014	4,247.90
55204	HORN, ANGELA M	08/21/2014	299.00
55205	HOUGHTON MIFFLIN HARCOURT	08/21/2014	1,677.50
55206	IMAGE BUILDERS	08/21/2014	358.90
55207	IMAGINE DESIGN & CREATIVE	08/21/2014	3,000.00
55208	INSIGHT INVESTMENTS LLC	08/21/2014	282.20
55209	INTEGRA TELECOM	08/21/2014	319.02
55210	ISD #621 MOUNDS VIEW PUBLIC SC	08/21/2014	7,888.00
55211	ISD #625 ST PAUL PUBLIC SCHOOL	08/21/2014	6,789.96
55212	ISD #938 MAWSECO	08/21/2014	1,108.08
55213	ISD #8492 NEW DOMINION SCHOOL	08/21/2014	2,687.55
55214	JAYTECH INC	08/21/2014	5,265.68

Check Nbr	Vendor Name	Check Date	Check Amount
55215	JOHN DEERE LANDSCAPES	08/21/2014	208.27
55216	JW PEPPER & SON INC	08/21/2014	50.00
55217	KELLERMANS EVENT CENTER	08/21/2014	36.00
55218	KEYS CAFE & BAKERY	08/21/2014	78.96
55219	KLEIN, TIMOTHY	08/21/2014	200.00
55220	KRAFT CONTRACTING & MECHANICAL	08/21/2014	1,869.84
55221	KRAUS ANDERSON CONSTRUCTION CO	08/21/2014	103,347.93
55222	KUYPERS CONSULTING INC	08/21/2014	47.40
55223	LAKEVILLE NORTH HIGH SCHOOL	08/21/2014	200.00
55224	LANGERS	08/21/2014	971.73
55225	LANO EQUIPMENT INC	08/21/2014	2,771.68
55226	LEARNING A-Z	08/21/2014	189.90
55227	LOYOLA PRESS	08/21/2014	455.85
55228	MN ADAPTED ATHLETICS ASSOC	08/21/2014	270.00
55229	MALLOY/MONTAGUE/KARNOWSKI & CO	08/21/2014	13,650.00
55230	MANPOWER	08/21/2014	1,602.00
55231	MARIS LLC	08/21/2014	520.00
55232	MARSTON, MELISSA MARIE	08/21/2014	15.00
55233	MASA	08/21/2014	319.00
55234	Vendor Continued Check	08/21/2014	0.00
55235	Vendor Continued Check	08/21/2014	0.00
55236	MCDONOUGH'S WATERJETTING AND	08/21/2014	4,491.92
55237	MCGRAW-HILL COMPANIES	08/21/2014	256.34
55238	MEDCO SUPPLY CO	08/21/2014	4.87
55239	MEDICARE PREMIUM COLLECTION CT	08/21/2014	146.90
55240	MEDTOX LABORATORIES	08/21/2014	36.80
55241	MIDWEST BUS PARTS INC	08/21/2014	380.96
55242	MIDWEST VOLLEYBALL WAREHOUSE	08/21/2014	787.23
55243	MILACA HIGH SCHOOL	08/21/2014	60.00
55244	MILL CITY MUSEUM	08/21/2014	945.00
55245	MINVALCO INC	08/21/2014	71.66
55246	MN CEC-DEC	08/21/2014	95.00
55247	MN CENTRAL SCHOOL BUS	08/21/2014	1,110.30
55248	MN COACHES INC	08/21/2014	842.16
55249	MN CONWAY FIRE & SAFETY	08/21/2014	137.50
55250	MN ELEVATOR INC	08/21/2014	290.77
55251	MN STATE HIGH SCHOOL LEAGUE	08/21/2014	4,119.00
55252	MP NEXLEVEL LLC	08/21/2014	130.00
55253	MN REC & PARK ASSN (MRPA)	08/21/2014	100.00
55254	MVP & ASSOC	08/21/2014	5,350.00
55255	N2Y	08/21/2014	1,056.00
55256	NASCO	08/21/2014	28.30
55257	NATL INTERSCHOLASTIC CYCLING	08/21/2014	150.00
55258	NORTH BRANCH HIGH SCHOOL	08/21/2014	290.00
55259	Vendor Continued Check	08/21/2014	0.00
55260	Vendor Continued Check	08/21/2014	0.00
55261	NORTH CENTRAL TRUCK EQUIPMENT	08/21/2014	7,185.18
55262	NORTH STAR BANK	08/21/2014	7,150.00
55263	NORTHWEST SHEETMETAL CO OF ST	08/21/2014	5,572.35
55264	NYE, KIM	08/21/2014	4.15

Check Nbr	Vendor Name	Check Date	Check Amount
55265	O'REILLY AUTOMOTIVE INC	08/21/2014	1,825.95
55266	OFFICE DEPOT	08/21/2014	53.54
55267	ON SITE SANITATION INC	08/21/2014	36.00
55268	OPTIMA COMPANIES	08/21/2014	50.90
55269	OXYGEN SERVICE CO INC	08/21/2014	312.09
55270	PAMS LUNCHROOM LLC	08/21/2014	83.37
55271	Vendor Continued Check	08/21/2014	0.00
55272	PETERSON BROS ROOFING & CONST	08/21/2014	22,980.00
55273	PIONEER	08/21/2014	2,808.75
55274	PODS COMPLETE CAR CARE	08/21/2014	18.95
55275	Vendor Continued Check	08/21/2014	0.00
55276	POLAR CHEVROLET MAZDA	08/21/2014	1,101.08
55277	POSTMASTER	08/21/2014	1,232.39
55278	PREMIER AGENDAS INC	08/21/2014	617.00
55279	PRESS PUBLICATIONS	08/21/2014	742.50
55280	PRESTIGE PROD/WB DANCE CENTER	08/21/2014	1,288.00
55281	PROF SERVICE INDUSTRIES	08/21/2014	4,014.50
55282	RODERICK, KATIE LYNN	08/21/2014	6.25
55283	ROETTGER, LINDA	08/21/2014	45.00
55284	ROGERS HIGH SCHOOL	08/21/2014	75.00
55285	RONDEAU, SHELLY R	08/21/2014	66.20
55286	ROSEMOUNT HIGH SCHOOL	08/21/2014	120.00
55287	ROSEVILLE AREA HIGH SCHOOL	08/21/2014	125.00
55288	RUTTIGERS BAY LAKE LODGE	08/21/2014	315.28
55289	SAFeway DRIVING SCHOOL	08/21/2014	6,615.00
55290	SAM'S CLUB #6309	08/21/2014	45.00
55291	SCHOLASTIC INC	08/21/2014	11,928.14
55292	SCHOLASTIC INC	08/21/2014	2,044.20
55293	SCHOLASTIC INC	08/21/2014	1,371.12
55294	Vendor Continued Check	08/21/2014	0.00
55295	Vendor Continued Check	08/21/2014	0.00
55296	Vendor Continued Check	08/21/2014	0.00
55297	Vendor Continued Check	08/21/2014	0.00
55298	Vendor Continued Check	08/21/2014	0.00
55299	Vendor Continued Check	08/21/2014	0.00
55300	Vendor Continued Check	08/21/2014	0.00
55301	SCHOOL HEALTH CORPORTION	08/21/2014	12,038.74
55302	SCHOOLFINANCES.COM	08/21/2014	750.00
55303	SCHOOLIDENTITY.COM	08/21/2014	306.25
55304	SCHOOLMART	08/21/2014	633.37
55305	SEEVER, GRAY	08/21/2014	165.00
55306	SELLARDS, DYLAN PAUL	08/21/2014	5.00
55307	SCHOOL NUTRITION ASSOC (SNA)	08/21/2014	140.25
55308	SOFTERWARE	08/21/2014	525.00
55309	SOLARWINDS	08/21/2014	395.00
55310	SOUTHEAST SERVICE COOP	08/21/2014	625.00
55311	ST ELIZABETH ANN SETON SCHOOL	08/21/2014	2,462.50
55312	ST PAUL LINOLEUM & CARPET COMP	08/21/2014	4,720.00
55313	STATE SUPPLY CO	08/21/2014	3,230.22
55314	STEWART, JENNIFER	08/21/2014	5.30

Check Nbr	Vendor Name	Check Date	Check Amount
55315	SUBWAY	08/21/2014	54.43
55316	TELIN TRANSPORTATION GROUP LLC	08/21/2014	70.28
55317	THINKING MOVES ORDERS	08/21/2014	66.90
55318	TIERNEY BROTHERS INC	08/21/2014	99.00
55319	TIES	08/21/2014	2,326.00
55320	TRADE PRESS INC	08/21/2014	3,596.33
55321	TRANE US INC	08/21/2014	21.96
55322	T.R.F. SUPPLY CO	08/21/2014	456.00
55323	TWIN CITY NURSERY INC	08/21/2014	31.14
55324	TWIN PINES IMPRINTING	08/21/2014	172.00
55325	U.S. ENERGY SERVICES INC	08/21/2014	675.00
55326	UCPGC INFINITEC MN GRANT	08/21/2014	4,089.50
55327	UNIVERSITY OF MINNESOTA CEED	08/21/2014	300.00
55328	VIKING ELECTRIC SUPPLY	08/21/2014	5,145.27
55329	WASTE MANAGEMENT OF WI-MN	08/21/2014	5,876.22
55330	WHITE BEAR GLASS INC	08/21/2014	228.00
55331	Vendor Continued Check	08/21/2014	0.00
55332	WHITE BEAR LAKE (CITY OF)	08/21/2014	6,841.38
55333	WHITE BEAR LAKE UMPIRES ASSN	08/21/2014	1,950.00
55334	WENGER CORP	08/21/2014	48,333.00
55335	WESTERN PSYCHOLOGICAL SERVICES	08/21/2014	214.50
55336	XEROX FINANCIAL SERVICES	08/21/2014	309.32
55337	YMCA CAMP ICAGHOWAN	08/21/2014	5,202.00
55338	YOUTH FRONTIERS	08/21/2014	2,575.00
224	Computer	Check(s) For a Total of	772,067.67

Check Nbr	Vendor Name	Check Date	Check Amount
55022	MINVALCO INC	08/21/2014	122.78
1	Void	Check(s) For a Total of	122.78

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	224	Computer	Checks For a Total of	772,067.67
Total For	224	Manual, Wire Tran, ACH & Computer Checks		772,067.67
Less	1	Voided	Checks For a Total of	122.78
		Net Amount		771,944.89

Check Nbr	Vendor Name	Check Date	Check Amount
55339	AIG	08/25/2014	1,081.96
55340	AMERICAN UNITED LIFE	08/25/2014	1,500.00
55341	AMERIPRISE FINANCIAL SERVICES	08/25/2014	2,879.27
55342	AXA EQUITABLE	08/25/2014	5,627.18
55343	DELTA DENTAL PLAN OF MN	08/25/2014	62,411.80
55344	EDUCATION MN ESI BILLING TRUST	08/25/2014	3,644.22
55345	Vendor Continued Check	08/25/2014	0.00
55346	Vendor Continued Check	08/25/2014	0.00
55347	HEALTHPARTNERS	08/25/2014	1,095,409.60
55348	IUOE LOCAL 70	08/25/2014	1,353.07
55349	METROPOLITAN LIFE	08/25/2014	207.50
55350	MN CHILD SUPPORT	08/25/2014	1,791.10
55351	RAUSCH, STURM, ISRAEL,	08/25/2014	151.00
55352	SCHOOL SERVICE EMPLOYEES	08/25/2014	1,363.48
55353	VANGUARD SMALL BUSINESS SERVIC	08/25/2014	5,669.73
15	Computer	Check(s) For a Total of	1,183,089.91

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	15	Computer	Checks For a Total of	1,183,089.91
Total For	15	Manual, Wire Tran, ACH & Computer Checks		1,183,089.91
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		1,183,089.91

Check Nbr	Vendor Name	Check Date	Check Amount
55354	AMAZON	08/28/2014	233.62
55355	CHRISTIAN BOOK DISTRIBUTORS	08/28/2014	451.93
55356	CUB FOODS OF WHITE BEAR TWSHP	08/28/2014	347.46
55357	THE HERITAGE FOUNDATION	08/28/2014	50.04
55358	HOLIDAY INN HOTEL & CONFERENCE	08/28/2014	1,539.89
55359	POSTMASTER	08/28/2014	3,000.00
55360	SLOSSON EDUC PLUBLICATIONS	08/28/2014	121.00
55361	Vendor Continued Check	08/28/2014	0.00
55362	XCEL ENERGY	08/28/2014	71,103.67
9	Computer	Check(s) For a Total of	76,847.61

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	9	Computer	Checks For a Total of	76,847.61
Total For	9	Manual, Wire Tran, ACH &	Computer Checks	76,847.61
Less	0	Voided	Checks For a Total of	0.00
		Net Amount		76,847.61

RESOLUTION FOR ACCEPTANCE OF GIFTS

WHEREAS, the School Board believes it necessary and appropriate to accept the gifts that are reflected upon the following pages; and

WHEREAS, these gifts are consistent with State laws, School Board policy, and administrative practices; and

WHEREAS, acceptance of these gifts are consistent with the mission and educational programs of the White Bear Lake Area Schools; and

THEREFORE BE IT RESOLVED, that the School Board authorizes the acceptance and use of the following gifts:

AGENDA ITEM: **Acceptance of Gifts**
MEETING DATE: **September 8, 2014**
SUGGESTED DISPOSITION: **Operational Item**
CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Director of Finance and Operations**

Donation	Donor	Recipient
300 backpacks with school supplies	Eagle Brook Church	White Bear Lake Area Schools
136 backpacks and 188 bags of supplies for K-5 and 180 bags of supplies for 6-12 miscellaneous school supplies	First Lutheran Church	White Bear Lake Area Schools
18 backpacks with school supplies	Mom's Club of White Bear Lake/Vadnais Heights	White Bear Lake Area Schools
School supplies for high school students	The Lodge at White Bear	White Bear Lake Area Schools
\$500	Mildred House and Susan Allen	White Bear Lake Area High School Boys' Cross Country
\$180	Mr. Keith Sjostrom	Otter Lake Elementary School
\$300 for AWARE Program	Minnesota Deer Hunters Association	White Bear Lake Area Schools Transition Education Center
\$300 For AWARE Program	Pheasants Forever	White Bear Lake Area Schools Transition Education Center
\$1,817.71	Target Take Charge of Education	Central Middle School

RECOMMENDATION: Accept donations.

AGENDA ITEM: Field Trip Request

MEETING DATE: September 8, 2014

SUGGESTED DISPOSITION: Consent Agenda

CONTACT PERSON(S): Sara Paul, Assistant Superintendent

Background:

School Board Policy #610 – Field Trips requires School Board approval of any overnight field trip. The following field trips are being presented by the administration to the School Board for approval.

Date of Trip and Destination	Requesting Staff Member	Grade/ Team	Number of School Days Missed	Number of Students Attending	Total Cost per Student and Source of Revenue	Means of Transportation	Purpose of Field Trip
Friday, December 19, – Saturday, December 20, 2014 Coleraine, MN Superior, WI	Tim Sager	Boys Hockey Program	1	40	Total cost per student: \$0 Student Portion: \$0 Other Source(s): Fundraising	School Bus	Two non-conference hockey games is a great competition which promotes team unity and bonding.

RESOLUTION FOR HUMAN RESOURCES ITEMS

WHEREAS, the School Board believes it necessary and appropriate to approve the human resources items that are reflected upon the following pages; and

WHEREAS, that human resources items, A-5(f), as revised be approved on the premise that they conform to previously Board approved actions or contractual agreements.

THEREFORE BE IT RESOLVED, that the School Board authorizes the approval of the human resources items listed in Consent Agenda Items A-5(f).

INDEPENDENT SCHOOL DISTRICT NO.624
Department of Human Resources

RESIGNATIONS/TERMINATION – CLASSIFIED STAFF
--

KUMARI ARIMILLI – Program Leader, Birch Lake Elementary
Employed by District 624 since 10/04/1996
Effective Date: 08/26/2014

MATTHEW BRADSHAW – Program Assistant Leader, Matoska International
Employed by District 624 since 09/03/2013
Effective Date: 08/22/2014

CATHERINE EVANS – Program Assistant Leader, Otter Lake Elementary
Employed by District 624 since 10/08/2007
Effective Date: 08/31/2014

LORI FELTON – Program Assistant Leader, Otter Lake Elementary
Employed by District 624 since 09/16/2013
Effective Date: 10/01/2013

BRITTANY HEIMERL – Program Assistant Leader, Oneka Elementary
Employed by District 624 since 09/16/2013
Effective Date: 08/08/2014

GARRETT LEWIS – Program Assistant Leader, Oneka Elementary
Employed by District 624 since 02/10/2014
Effective Date: 08/08/2014

BUSAYO OKUSANYA – Pupil Support Assistant, Lakeaires Elementary
Employed by District 624 since 09/03/2013
Effective Date: 09/02/2014

TIRA SMITH – Pupil Support Assistant, Birch Lake Elementary
Employed by District 624 since 03/17/2003
Effective Date: 08/07/2014

KEVIN TANTHOLT – Assistant Head Engineer “A” Building, Sunrise Park Middle School
Employed by District 624 since 08/25/2014
Effective Date: 08/29/2014

NENG VUE – Part Time Cook, Central Middle School
Employed by District 624 since 12/12/2013
Effective Date: 08/22/2014

DEBRA WHEELER – Program Assistant Leader, Oneka Elementary
Employed by District 624 since 09/05/2006
Effective Date: 08/22/2014

BROOKE ZEEB – Program Assistant Leader, Matoska International & Birch Lake Elementary
Employed by District 624 since 09/30/2013
Effective Date: 08/29/2014

RESIGNATIONS/TERMINATION - CERTIFIED STAFF

JESSICA ELBING – 1st Grade Teacher, Willow Lane Elementary
Employed by District 624 since 08/27/2009
Effective Date: 08/14/2014

KRISTIN HATLING – Science Teacher, High School-North Campus
Employed by District 624 since 08/22/2012
Effective Date: 08/19/2014

ANNETTE SMITH – 1st Grade Teacher, Willow Lane Elementary
Employed by District 624 since 08/27/2009
Effective Date: 08/14/2014

CHRISTOPHER SORENSEN – Language Arts Teacher, High School-South Campus
Employed by District 624 since 08/21/1997
Effective Date: 06/06/2014

RESIGNATIONS/TERMINATION - CABINET

CHRIS PICHA – Director of Human Resources, District Center
Employed by District 624 since 12/28/2009
Effective Date: 10/31/2014

THREE YEAR EXTENDED LEAVE REQUEST – CERTIFIED STAFF
--

JOANNE ANDERSON – Intervention Teacher, Vadnais Heights
Employed by District since 08/26/1991
Effective Date: 2014-2015 School Year through 2016-2017 School Year

PART - TIME TEACHER PROGRAM – CERTIFIED STAFF
--

LESA BRANDT – Speech Clinician, Normandy Park
Employed by District since 08/21/1997
Effective Date: 2014-2015 School Year

JANIS MCDANIELS – Speech Clinician, Normandy Park
Employed by District since 02/24/1986
Effective Date: 2014-2015 School Year

PART – TIME LEAVE REQUEST – CERTIFIED STAFF
--

JACLYN WHITCOMB-BREMER – FACS Teacher, High School-South Campus
.10 Leave (.90 position)
Effective Date: 2014-2015 School Year

FULL – TIME LEAVE REQUEST – CERTIFIED STAFF
--

JENNIFER KIRKHAM – Language Arts Teacher, High School-South Campus

Employed by District since 08/21/2008

Effective Date: August 28, 2014 through October 31, 2014

CHANGE IN PROBATIONARY CONTRACT – CERTIFIED STAFF
--

KATHERINE BENSEN – Music Teacher, Otter Lake & Central Middle School

From .70 f.t.e. to .90 f.t.e.

Effective Date: 2014–2015 School Year

NICHOLAS DEVET – Science Teacher, High School-South Campus

From .60 f.t.e. to .80 f.t.e.

Effective Date: 2014–2015 School Year

BRIAN GRIEBENOW – Health, PE & DAPE Teacher, Sunrise Middle School

From .50 f.t.e. to .60 f.t.e.

Effective Date: 2014–2015 School Year

CHANGE IN CONTINUING CONTRACT – CERTIFIED STAFF
--

ODELIS GARCIA-ANDERSON – Music Teacher, Sunrise Park Middle School

From .90 f.t.e. to 1.0 f.t.e.

Effective Date: 2014–2015 School Year

KAY KOTILINEK – German Teacher, Central and Sunrise Park Middle School

From .50 f.t.e. to .70 f.t.e.

Effective Date: 2014–2015 School Year

KATHERINE MANN – FACS Teacher, Sunrise Park Middle School

From .90 f.t.e. to 1.0 f.t.e.

Effective Date: 2014–2015 School Year

BRIAN PERRY – Art Teacher, Central and Sunrise Park Middle School

From .55 f.t.e. to 1.0 f.t.e.

Effective Date: 2014–2015 School Year

EXTRA ASSIGNMENT – CERTIFIED STAFF

RACHEL GIESE – .1 Spanish Teacher, Sunrise Middle School

BA+45, Step 1 \$4,187.60

Effective Date: 2014 – 2015 School Year

MARGARET JAKOBLICH – .1 Art Teacher, High School-North Campus

BA, Step 5 \$4,381.00

Effective Date: 2014 – 2015 School Year

PAUL MEUWISSEN – .05 Industrial Technology Teacher, Sunrise Park Middle School

MA+60, Step 13 \$3,987.00

Effective Date: 2014 – 2015 School Year

DANIEL ROSSITER – .2 Industrial Technology Teacher, High School-North Campus
MA+45, Step 13 \$15,092.60
Effective Date: 2014 – 2015 School Year

JACQUELINE RUDDY – .1 Mathematics Teacher, Central Middle School
MA, Step 13 \$7,068.50
Effective Date: 2014 – 2015 School Year

TERESA WALD – .2 Special Education Teacher, High School-North Campus
BA+60 Step 12 \$3,050.83
Effective Date: 08/25/2014 through 10/31/2014

NEW PERSONNEL – NON-AFFILIATED

JENNIFER ESTES – Chemical Health Specialist, Central, Sunrise Park & North Campus
\$25,000.00
Effective Date: 08/20/2014

MATTHEW RIEBOW – Community Education Recreation Programmer, District Center
\$32,614.94 (Pro-rated on \$37,500.00)
Effective Date: 08/18/2014

NEW PERSONNEL – CLASSIFIED STAFF

JAMES BERNIER – Assistant Head Engineer “B” Building, Lincoln Elementary
\$19.58 / hr., + .25 SD, 8.0 hrs. / 220 days \$34,900.80 (Pro-rated on \$41,405.04)
Effective Date: 08/27/2014

REBECCA FAULHABER – Pupil Support Assistant, High School-South Campus
\$16.65 / hr., 6.5 hrs. / 140 days \$15,151.50
Effective Date: 09/01/2014

LAURIE KODYTEK – Attendance Clerk, Central Middle School
\$16.29 / hr., 8.0 hrs. / 191 days \$24,891.12 (Pro-rated on \$25,412.40)
Effective Date: 08/18/2014

RISA MALMSTEDT – Program Assistant Leader, Otter Lake Elementary
\$12.92 / hr., 2.5 hrs. / 210 days \$6,783.00
Effective Date: 09/03/2014

MAUREEN MCMAHON – Nurse Paraprofessional, Birch Lake Elementary
\$17.15 / hr., 6.5 hrs. / 180 days \$20,065.50
Effective Date: 09/01/2014

HANNAH SCHOCHET – Part Time Cook, High School-North Campus
\$14.44 / hr., 3.75 hrs. / 181 days \$9,801.15
Effective Date: 09/01/2014

MARIBETH SPREEMAN – Part Time Cook, High School-North Campus
\$13.94 / hr., 3.5 hrs. / 181 days \$8,830.99
Effective Date: 09/01/2014

JENNIFER SULLIVAN – Part Time Cook, Central Middle School

\$13.94 / hr., 3.5 hrs. / 181 days \$8,830.99

Effective Date: 09/01/2014

KEVIN TANTHOLT – Assistant Head Engineer “A” Building, Sunrise Park Middle School

\$20.36 / hr., + .25 SD, 8.0 hrs. / 222 days \$36,603.36 (Pro-rated on \$43,033.68)

Effective Date: 08/25/2014

GEE VUE – Custodian, High School-North Campus

\$16.78 / hr., + .25 SD, 8.0 hrs. / 227 days \$30,926.48 (Pro-rated on \$35,558.64)

Effective Date: 08/18/2014

MOUA YANG – ELL Assistant, Birch Lake & Otter Lake Elementary

\$16.25 / hr., 6.0 hrs. / 140 days \$13,650.00

Effective Date: 09/01/2014

NEW PERSONNEL – CERTIFIED STAFF
--

NANCY BERNSTEIN – Kindergarten Teacher, Vadnais Heights Elementary

BA+30, Step 13 \$59,123.00

Effective Date: 2014 – 2015 School Year

ELLEN ETTINGER – Intervention Teacher, Vadnais Heights Elementary

MA, Step 1 \$43,783.00

Effective Date: 2014 – 2015 School Year

BRIAN GRIEBENOW – .5 PE / DAPE Teacher, Sunrise Park Middle School

BA, Step 1 \$19,637.50

Effective Date: 2014 – 2015 School Year

MICHELLE GROVER – 2nd Grade Teacher, Birch Lake Elementary

MA, Step 1 \$43,783.00

Effective Date: 2014 – 2015 School Year

JULIE LAW – 1st Grade Teacher, Willow Lane Elementary

BA, Step 6 \$45,175.00

Effective Date: 2014 – 2015 School Year

JESSICA LEIGHTON – 1st Grade Teacher, Willow Lane Elementary

BA+45, Step 11 \$57,069.00

Effective Date: 2014 – 2015 School Year

JASON MICHALICEK – Mathematics Teacher, Area Learning Center

BA, Step 1 \$39,275.00

Effective Date: 2014 – 2015 School Year

STEPHEN NELSON – .6 Science Teacher, High School-North & South Campus

BA+60, Step 2 \$26,301.00

Effective Date: 2014 – 2015 School Year

KELLY WOMERSLEY – Social Worker, Matoska, Lakeaires & Willow Lane Elementary

MA, Step 4 \$45,032.80 (Pro-rated on \$48,002.00)

Effective Date: 09/10/2014

NEW LONG TERM SUBSTITUTE – CERTIFIED STAFF

MAGGIE CLARK – 4th Grade Teacher, Oneka Elementary

MA, Step 1 \$11,171.43 (Pro-rated on \$48,783.00)

Effective Date: August 25, 2014 through October 31, 2014

LISA MATHENY – Health Teacher, High School-South Campus

BA, Step 3 \$10,640.35 (Pro-rated on \$40,876.00)

Effective Date: August 25, 2014 through November 03, 2014

LEIGH MILLS – 4th Grade Teacher, Lakeaires Elementary

BA, Step 13 \$14,312.93 (Pro-rated on \$56,096.00)

Effective Date: August 25, 2014 through October 31, 2014

HARRY NARA III – .6 Social Studies Teacher, High School-South Campus

BA, Step 8 \$7,366.34 (Pro-rated on \$47,164.00)

Effective Date: August 25, 2014 through November 03, 2014

INDEPENDENT SCHOOL DISTRICT NO.624
Department of Human Resources

RESIGNATIONS/TERMINATION – CLASSIFIED STAFF
--

KUMARI ARIMILLI – Program Leader, Birch Lake Elementary
Employed by District 624 since 10/04/1996
Effective Date: 08/26/2014

MATTHEW BRADSHAW – Program Assistant Leader, Matoska International
Employed by District 624 since 09/03/2013
Effective Date: 08/22/2014

CATHERINE EVANS – Program Assistant Leader, Otter Lake Elementary
Employed by District 624 since 10/08/2007
Effective Date: 08/31/2014

LORI FELTON – Program Assistant Leader, Otter Lake Elementary
Employed by District 624 since 09/16/2013
Effective Date: 10/01/2013

BRITTANY HEIMERL – Program Assistant Leader, Oneka Elementary
Employed by District 624 since 09/16/2013
Effective Date: 08/08/2014

GARRETT LEWIS – Program Assistant Leader, Oneka Elementary
Employed by District 624 since 02/10/2014
Effective Date: 08/08/2014

BUSAYO OKUSANYA – Pupil Support Assistant, Lakeaires Elementary
Employed by District 624 since 09/03/2013
Effective Date: 09/02/2014

TIRA SMITH – Pupil Support Assistant, Birch Lake Elementary
Employed by District 624 since 03/17/2003
Effective Date: 08/07/2014

KEVIN TANTHOLT – Assistant Head Engineer “A” Building, Sunrise Park Middle School
Employed by District 624 since 08/25/2014
Effective Date: 08/29/2014

NENG VUE – Part Time Cook, Central Middle School
Employed by District 624 since 12/12/2013
Effective Date: 08/22/2014

DEBRA WHEELER – Program Assistant Leader, Oneka Elementary
Employed by District 624 since 09/05/2006
Effective Date: 08/22/2014

BROOKE ZEEB – Program Assistant Leader, Matoska International & Birch Lake Elementary
Employed by District 624 since 09/30/2013
Effective Date: 08/29/2014

RESIGNATIONS/TERMINATION - CERTIFIED STAFF

JESSICA ELBING – 1st Grade Teacher, Willow Lane Elementary
Employed by District 624 since 08/27/2009
Effective Date: 08/14/2014

KRISTIN HATLING – Science Teacher, High School-North Campus
Employed by District 624 since 08/22/2012
Effective Date: 08/19/2014

ANNETTE SMITH – 1st Grade Teacher, Willow Lane Elementary
Employed by District 624 since 08/27/2009
Effective Date: 08/14/2014

CHRISTOPHER SORENSEN – Language Arts Teacher, High School-South Campus
Employed by District 624 since 08/21/1997
Effective Date: 06/06/2014

RESIGNATIONS/TERMINATION - CABINET

CHRIS PICHA – Director of Human Resources, District Center
Employed by District 624 since 12/28/2009
Effective Date: 10/31/2014

THREE YEAR EXTENDED LEAVE REQUEST – CERTIFIED STAFF
--

JOANNE ANDERSON – Intervention Teacher, Vadnais Heights
Employed by District since 08/26/1991
Effective Date: 2014-2015 School Year through 2016-2017 School Year

PART - TIME TEACHER PROGRAM – CERTIFIED STAFF
--

LESA BRANDT – Speech Clinician, Normandy Park
Employed by District since 08/21/1997
Effective Date: 2014-2015 School Year

WENDY FITZSIMMONS – ECFE Teacher, Normandy Park
Employed by District since 08/22/1985
Effective Date: 2014-2015 School Year

JANIS MCDANIELS – Speech Clinician, Normandy Park
Employed by District since 02/24/1986
Effective Date: 2014-2015 School Year

PART – TIME LEAVE REQUEST – CERTIFIED STAFF
--

JACLYN WHITCOMB-BREMER – FACS Teacher, High School-South Campus
.10 Leave (.90 position)
Effective Date: 2014-2015 School Year

FULL – TIME LEAVE REQUEST – CERTIFIED STAFF
--

JENNIFER KIRKHAM – Language Arts Teacher, High School-South Campus
Employed by District since 08/21/2008
Effective Date: August 28, 2014 through October 31, 2014

CHANGE IN PROBATIONARY CONTRACT – CERTIFIED STAFF
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KATHERINE BENSEN – Music Teacher, Otter Lake & Central Middle School
From .70 f.t.e. to .90 f.t.e.
Effective Date: 2014–2015 School Year

NICHOLAS DEVET – Science Teacher, High School-South Campus
From .60 f.t.e. to .80 f.t.e.
Effective Date: 2014–2015 School Year

BRIAN GRIEBENOW – Health, PE & DAPE Teacher, Sunrise Middle School
From .50 f.t.e. to .60 f.t.e.
Effective Date: 2014–2015 School Year

CHANGE IN CONTINUING CONTRACT – CERTIFIED STAFF
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ODELIS GARCIA-ANDERSON – Music Teacher, Sunrise Park Middle School
From .90 f.t.e. to 1.0 f.t.e.
Effective Date: 2014–2015 School Year

KAY KOTILINEK – German Teacher, Central and Sunrise Park Middle School
From .50 f.t.e. to .70 f.t.e.
Effective Date: 2014–2015 School Year

KATHERINE MANN – FACS Teacher, Sunrise Park Middle School
From .90 f.t.e. to 1.0 f.t.e.
Effective Date: 2014–2015 School Year

BRIAN PERRY – Art Teacher, Central and Sunrise Park Middle School
From .55 f.t.e. to 1.0 f.t.e.
Effective Date: 2014–2015 School Year

EXTRA ASSIGNMENT – CERTIFIED STAFF

RACHEL GIESE – .1 Spanish Teacher, Sunrise Middle School
BA+45, Step 1 \$4,187.60
Effective Date: 2014 – 2015 School Year

MARGARET JAKOBLICH – .1 Art Teacher, High School-North Campus
BA, Step 5 \$4,381.00
Effective Date: 2014 – 2015 School Year

PAUL MEUWISSEN – .05 Industrial Technology Teacher, Sunrise Park Middle School
MA+60, Step 13 \$3,987.00
Effective Date: 2014 – 2015 School Year

DANIEL ROSSITER – .2 Industrial Technology Teacher, High School-North Campus
MA+45, Step 13 \$15,092.60
Effective Date: 2014 – 2015 School Year

JACQUELINE RUDDY – .1 Mathematics Teacher, Central Middle School
MA, Step 13 \$7,068.50
Effective Date: 2014 – 2015 School Year

TERESA WALD – .2 Special Education Teacher, High School-North Campus
BA+60 Step 12 \$3,050.83
Effective Date: 08/25/2014 through 10/31/2014

NEW PERSONNEL – NON-AFFILIATED

JENNIFER ESTES – Chemical Health Specialist, Central, Sunrise Park & North Campus
\$25,000.00
Effective Date: 08/20/2014

MATTHEW RIEBOW – Community Education Recreation Programmer, District Center
\$32,614.94 (Pro-rated on \$37,500.00)
Effective Date: 08/18/2014

NEW PERSONNEL – CLASSIFIED STAFF

JAMES BERNIER – Assistant Head Engineer “B” Building, Lincoln Elementary
\$19.58 / hr., + .25 SD, 8.0 hrs. / 220 days \$34,900.80 (Pro-rated on \$41,405.04)
Effective Date: 08/27/2014

REBECCA FAULHABER – Pupil Support Assistant, High School-South Campus
\$16.65 / hr., 6.5 hrs. / 140 days \$15,151.50
Effective Date: 09/01/2014

LAURIE KODYTEK – Attendance Clerk, Central Middle School
\$16.29 / hr., 8.0 hrs. / 191 days \$24,891.12 (Pro-rated on \$25,412.40)
Effective Date: 08/18/2014

RISA MALMSTEDT – Program Assistant Leader, Otter Lake Elementary
\$12.92 / hr., 2.5 hrs. / 210 days \$6,783.00
Effective Date: 09/03/2014

MAUREEN MCMAHON – Nurse Paraprofessional, Birch Lake Elementary
\$17.15 / hr., 6.5 hrs. / 180 days \$20,065.50
Effective Date: 09/01/2014

HANNAH SCHOCHET – Part Time Cook, High School-North Campus
\$14.44 / hr., 3.75 hrs. / 181 days \$9,801.15
Effective Date: 09/01/2014

MARIBETH SPREEMAN – Part Time Cook, High School-North Campus
\$13.94 / hr., 3.5 hrs. / 181 days \$8,830.99
Effective Date: 09/01/2014

JENNIFER SULLIVAN – Part Time Cook, Central Middle School

\$13.94 / hr., 3.5 hrs. / 181 days \$8,830.99

Effective Date: 09/01/2014

KEVIN TANTHOLT – Assistant Head Engineer “A” Building, Sunrise Park Middle School

\$20.36 / hr., + .25 SD, 8.0 hrs. / 222 days \$36,603.36 (Pro-rated on \$43,033.68)

Effective Date: 08/25/2014

GEE VUE – Custodian, High School-North Campus

\$16.78 / hr., + .25 SD, 8.0 hrs. / 227 days \$30,926.48 (Pro-rated on \$35,558.64)

Effective Date: 08/18/2014

MOUA YANG – ELL Assistant, Birch Lake & Otter Lake Elementary

\$16.25 / hr., 6.0 hrs. / 140 days \$13,650.00

Effective Date: 09/01/2014

NEW PERSONNEL – CERTIFIED STAFF
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NANCY BERNSTEIN – Kindergarten Teacher, Vadnais Heights Elementary

BA+30, Step 13 \$59,123.00

Effective Date: 2014 – 2015 School Year

ELLEN ETTINGER – Intervention Teacher, Vadnais Heights Elementary

MA, Step 1 \$43,783.00

Effective Date: 2014 – 2015 School Year

BRIAN GRIEBENOW – .5 PE / DAPE Teacher, Sunrise Park Middle School

BA, Step 1 \$19,637.50

Effective Date: 2014 – 2015 School Year

MICHELLE GROVER – 2nd Grade Teacher, Birch Lake Elementary

MA, Step 1 \$43,783.00

Effective Date: 2014 – 2015 School Year

JULIE LAW – 1st Grade Teacher, Willow Lane Elementary

BA, Step 6 \$45,175.00

Effective Date: 2014 – 2015 School Year

JESSICA LEIGHTON – 1st Grade Teacher, Willow Lane Elementary

BA+45, Step 11 \$57,069.00

Effective Date: 2014 – 2015 School Year

JASON MICHALICEK – Mathematics Teacher, Area Learning Center

BA, Step 1 \$39,275.00

Effective Date: 2014 – 2015 School Year

STEPHEN NELSON – .6 Science Teacher, High School-North & South Campus

BA+60, Step 2 \$26,301.00

Effective Date: 2014 – 2015 School Year

KELLY WOMERSLEY – Social Worker, Matoska, Lakeaires & Willow Lane Elementary

MA, Step 4 \$45,032.80 (Pro-rated on \$48,002.00)

Effective Date: 09/10/2014

NEW LONG TERM SUBSTITUTE – CERTIFIED STAFF

MAGGIE CLARK – 4th Grade Teacher, Oneka Elementary

MA, Step 1 \$11,171.43 (Pro-rated on \$48,783.00)

Effective Date: August 25, 2014 through October 31, 2014

LISA MATHENY – Health Teacher, High School-South Campus

BA, Step 3 \$10,640.35 (Pro-rated on \$40,876.00)

Effective Date: August 25, 2014 through November 03, 2014

LEIGH MILLS – 4th Grade Teacher, Lakeaires Elementary

BA, Step 13 \$14,312.93 (Pro-rated on \$56,096.00)

Effective Date: August 25, 2014 through October 31, 2014

HARRY NARA III – .6 Social Studies Teacher, High School-South Campus

BA, Step 8 \$7,366.34 (Pro-rated on \$47,164.00)

Effective Date: August 25, 2014 through November 03, 2014

B. PUBLIC FORUM

During the Public Forum any person may address the School Board on a topic of interest or concern. Listed below are the procedures.

1. Public Forum will follow the Procedural Items on the agenda.
2. Public Forum will be open up to 30 minutes (3 minutes per speaker, 10 minutes per topic, no more than 3 speakers per topic as a general rule). Comments should be brief, and repetition of public comments already expressed at the same meeting should be avoided.
3. Those wishing to address the Board should fill out the Public Forum Speaker Card and submit the card to the School Board clerk or other district officials at the meeting.
4. Questions may be asked on any topic, including those on the agenda.
5. School District policy and data privacy laws preclude the Board from publicly discussing personnel matters or data, including information, which, if discussed in a public meeting could violate law or policy. Under School Board Policy 206, complaints or concerns regarding individual school district employees should be presented in writing to school administration and signed by the person submitting the complaint or concern.
6. An attempt will be made to answer questions addressed to the Board. In those cases where an answer is not provided, a phone call from an appropriate school district official will be made as a follow-up.
7. A handout on the purpose of School Board meetings and the meeting process is available at each School Board meeting.
8. Citizens may be asked to address the School Board on a particular subject during the discussion of that item.
9. The School Board chairperson will attempt to reasonably honor requests to speak, but shall also exercise discretion with regard to time constraints and therefore may limit the number of requests to speak accordingly.

C. INFORMATION ITEMS

AGENDA ITEM: **Opening School Report**
MEETING DATE: **September 8, 2014**
SUGGESTED DISPOSITION: **Information Item**
CONTACT PERSON: **Dr. Michael Lovett, Superintendent**

Background:

Summer Professional Development

The first day of school for the 2014-15 school year was Tuesday, September 2, the day after Labor Day. This presentation will highlight professional development and orientation activities which occurred during the month of August, 2014 to prepare teachers, administrators, and support staff.

New Staff Profile

We will provide information and a profile of our new employees for 2014-15.

Facilities Report

In preparation for the school year, our school facilities and building and grounds staff have worked to prepare our school buildings, grounds, fields, and playgrounds to be in excellent condition for the beginning of the school year.

At the School Board meeting on Monday night, we will highlight major improvements made this summer.

Opening School Enrollment

The administration will present opening school enrollment based on student enrollment from the opening days of school. The official enrollment count will be on October 1, consistent with state law, but the opening day enrollment gives us an indication of what our anticipated enrollment will be for the year. We will also provide an update on enrollment in our pre-school and childcare programs.

Preschool and Youth Programming

For many families, school begins before kindergarten, and many children participate in activities before and after school through our various youth programs. We will highlight this year's programs.

AGENDA ITEM: **Superintendent's Report**
MEETING DATE: **September 8, 2014**
SUGGESTED DISPOSITION: **Information Item**
CONTACT PERSON(S): **Dr. Michael J. Lovett, Superintendent**

BACKGROUND:

Dr. Lovett will provide information on current issues and events pertaining to the White Bear Lake Area Public School District.

D. DISCUSSION ITEMS

AGENDA ITEM: **Measure of Student Success for 2013-14**

MEETING DATE: **September 8, 2014**

SUGGESTED DISPOSITION: **Information Item**

CONTACT PERSON(S): **Dr. Michael J. Lovett, Superintendent**
Sara Paul, Assistant Superintendent
Brian Morris, Assessment and Accountability
Coordinator

BACKGROUND:

This is our third report on details of student data for 2013-14, each one providing greater depth. This presentation will have additional details on World's Best Workforce from Assistant Superintendent Sara Paul, and Assessment Coordinator Brian Morris will provide detailed school by school and grade by grade on 2013-14 performance.

We have attached a press release dated August 28, 2014 which summarizes our MAP and MCA data results for 2013-14.



Marisa Vette, APR
Director of Communications
and Community Relations

4855 Bloom Avenue
White Bear Lake, MN 55110
651-407-7695
marisa.vette@isd624.org

For Immediate Release: August 28, 2014

Data Contact: Brian Morris, Assessment and Accountability Coordinator
651-407-7573, brian.morris@isd624.org

White Bear Lake Area Schools' scores continue to rise

WHITE BEAR LAKE, Minn. – This week, the Minnesota Department of Education released student proficiency percentages in reading, mathematics, and science. These state tests, called Minnesota Comprehensive Assessments (MCAs), are required annually of Minnesota students in response to Federal No Child Left Behind legislation.

White Bear Lake Area School District scores in all areas of the 2014 MCA tests were higher than state scores. The district's 2014 math proficiency was 68%, 6 percentage points higher than the state. The score shows a modest district gain of .5 percentage points over the 2013 assessment, during a year when the state's math growth was flat. Since 2011, math scores for the White Bear Lake Area Schools have risen almost 5 percentage points.

Reading proficiency in the White Bear Lake Area Schools in 2014 was better than 65%, 5 points higher than the state. Since 2013, when the test was changed to reflect new Minnesota state standards, both the district and the state have seen a modest gain of one percentage point.

"The district is getting the greatest growth at the elementary grades where we've phased in the implementation of a new literacy curriculum over the last two years," said Ann Malwitz, professional learning and development coordinator. "Elementary reading proficiency increased a full five percentage points. We are pleased with the results."

- more -

The district's 2014 science results, taken by grades 5, 8 and at the high school, were 6 points higher than the state at 61%. District results are two percentage points higher than the first year the test assessed new science standards (2012), but down from last year. Because the test is new and only select grades are assessed, the only point of direct district comparison that can be made is that of the last year's tenth grade students, who took the newest version of the test in 2012 as eighth graders. Those student results were up three percentage points from their results as eighth graders.

In addition to MCAs, the White Bear Lake Area School District also measures student progress by Measures of Academic Progress (MAP) tests given in Minnesota and nationally in mathematics and reading. Results for the 2014 MAP tests show a pattern of student growth consistent with recent years. Student average growth in mathematics was one year, six months based on national norms. Reading average growth was one year, four months.

The spring of 2014 presented students in White Bear Lake Area Schools and throughout the state with unique testing conditions. Due to cold weather school cancellations and pre-set testing dates, students had less time in the classroom learning before the MCA tests. The students took the experience in stride, though.

"We are proud of the accomplishments of our students and the work of our teachers," said Lovett. "MCAs are just one measure of student progress. Teachers use a wide range of assessments to gauge student progress, and students receive individualized support."

In contrast to the MCAs, given in the spring from March through May with results furnished to districts in the summer, Measures of Academic Progress (MAP) results are immediately available to the students and teachers to be used for adjustments in instruction so students can finish the year strong.

"MCA assessments serve an important function for accountability. We analyze the relationships between MCA results and other assessments, but based on our work with students, parents, teachers and principals, we believe that MAP scores are a better indicator of our student progress," said Superintendent Dr. Michael Lovett.

"Students tell us that because the results of MAP assessments are immediately available to them and they can see the progress they have made since the last assessment, motivation is high. We believe that because they are better able to see the purpose and value of the assessment, students are more apt to perform at their best. Our students' strong performance on the MAP assessments give us optimism and confidence about the future."

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AGENDA ITEM: **School Board Policy 407, Employee Right to Know –
Exposure to Hazardous Substance**

MEETING DATE: **September 8, 2014**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Chris Picha, Director of Human Resources**

BACKGROUND:

School Board Policy 407, Employee Right to Know–Exposure to Hazardous Substance, was reviewed by the School Board Policy Committee and is recommended for a first reading. The changes recommended are consistent with Minnesota Statute.

The purpose of this policy is to provide school district employees a place of employment and conditions of employment free from recognized hazards that are likely to cause death or serious injury or harm. (Minn. Stat. § 182.63, Subd. 2).

RECOMMENDATION:

To review the policy and provide suggestions or feedback to the administration, with the policy placed on the October 13, 2014 School Board meeting agenda or a subsequent meeting.

407 EMPLOYEE RIGHT TO KNOW — EXPOSURE TO HAZARDOUS SUBSTANCES

I. PURPOSE

The purpose of this policy is to provide school district employees a place of employment and conditions of employment free from recognized hazards that are likely to cause death or serious injury or harm. (Minn. Stat. § 182.63, Subd. 2).

II. GENERAL STATEMENT OF POLICY

~~It is~~ The policy of this school district ~~is~~ to provide information and training to employees who may be “routinely exposed” to a hazardous substance, harmful physical agent, ~~or~~ infectious agent or blood borne pathogen.

III. DEFINITIONS

~~F.A.~~ “Blood borne pathogens” means pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

~~A.B.~~ “Commissioner” means the Commissioner of Labor and Industry.

~~D.C.~~ “Harmful physical agent” means a physical agent determined by the ~~e~~Commissioner as a part of the standard for that agent to present a significant risk to worker health or safety or imminent danger of death or serious physical harm to an employee. This definition includes but is not limited to radiation, whether ionizing or nonionizing.

~~E.D.~~ “Hazardous substance” means a chemical or substance, or mixture of chemicals and substances, which:

1. Is regulated by the Federal Occupational Safety and Health Administration under the Code of Federal Regulations; or
2. Is either toxic or highly toxic; an irritant; corrosive; a strong oxidizer; a strong sensitizer; combustible; either flammable or extremely flammable; dangerously reactive; pyrophoric; pressure-generating; compressed gas; carcinogenic; teratogenic; mutagenic; a reproductive toxic agent; or that otherwise, according to generally accepted documented medical or scientific evidence, may cause substantial acute or chronic personal injury or illness during or as a direct result of any customary or reasonably foreseeable accidental or intentional exposure to the chemical or substance; or

3. Is determined by the eCommissioner as a part of the standard for the chemical or substance or mixture of chemicals and substances to present a significant risk to worker health and safety or imminent danger of death or serious physical harm to an employee as a result of foreseeable use, handling, accidental spill, exposure, or contamination.
- E. "Infectious agent" means a communicable bacterium, rickettsia, parasite, virus, or fungus determined by the eCommissioner by rule, with approval of the eCommissioner of hHealth, which according to documented medical or scientific evidence causes substantial acute or chronic illness or permanent disability as a foreseeable and direct result of any routine exposure to the infectious agent. Infectious agent does not include an agent in or on the body of a patient before diagnosis.
- B.F. "Routinely exposed" means that there is a reasonable potential for exposure during the normal course of assigned work or when an employee is assigned to work in an area where a hazardous substance has been spilled.

IV. TARGET JOB CATEGORIES

Annual Training will be provided to all full and part-time employees who are "routinely exposed" to a hazardous substance, harmful physical agent, ~~or~~ infectious substance or blood borne pathogen as set forth above.

V. TRAINING SCHEDULE

Training will be provided to employees before beginning a job assignment as follows:

- A. Any newly-hired employee assigned to a work area where he or she is determined to be routinely exposed under the guidelines above.
- B. Any employee reassigned to a work area where he or she is determined to be routinely exposed under the above guidelines.

Legal References: Minn. Stat. Ch. 182 (Occupational Safety and Health)
Minn. Rule Ch. 5205 (Safety and Health Standards)
Minn. Rule Ch. 5206 (Employee Right to Know Standards)
29 C.F.R. § 1910.1050, App. B (Substance Technical Guidelines)

Cross References: MSBA/MASA Model Policy 420 (Students and Employees with Sexually Transmitted Infections and Diseases and Certain Other Communicable Diseases and Infectious Conditions)
MSBA/MASA Model Policy 807 (Health and Safety Policy)

AGENDA ITEM: **School Board Policy 514, Bullying Prohibition Policy**

MEETING DATE: **September 8, 2014**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Chris Picha, Director of Human Resources**
Sara Paul, Assistant Superintendent

BACKGROUND:

On April 9, 2014, Governor Dayton signed the Safe and Supportive Minnesota Schools Act. The legislation provides school districts the guidance, support and flexibility to adopt clear and enforceable school policies to help protect all children from bullying, and reinforces the principles of tolerance and respect in our schools through four components. One of those components is adopting a local policy to prevent and prohibit school bullying.

The district currently has a bullying policy (Policy 514, Bullying Prohibition Policy), which has been reviewed by the School Board Policy Committee. We are providing an update and first reading which includes the adoption of the new state components.

RECOMMENDATION:

To review the policy and provide suggestions or feedback to the administration, with the policy placed on the October 13, 2014 School Board meeting agenda or a subsequent meeting.

Adopted: November 14, 2005
Revised: November 8, 2007
Revised: May 9, 2011

White Bear Lake Area
School District Policy 514

514 BULLYING PREVENTION POLICY

I. PURPOSE

A safe and civil environment is desired for students to learn and attain high academic standards and to promote healthy human relationships. Bullying, like other violent or disruptive behavior, is conduct that interferes with a student's ~~students'~~ ability to learn and/or a teacher's ~~teachers'~~ ability to educate students in a safe environment. The school district cannot monitor ~~at all times~~ or eliminate all incidents of bullying between students, particularly when students are not under the direct supervision of school personnel. However, to the extent bullying behavior affects the educational environment of the school district and the rights and welfare of its students and is within the control of the school district in its normal operations, ~~it is the school district's intent~~ intends to prevent bullying and to take action to investigate, respond to, remediate, and, when appropriate, issue discipline for acts of bullying which have not been successfully prevented. The purpose of this policy is to assist the school district in its goal of preventing and responding to acts of bullying, intimidation, violence, reprisal, retaliation and other similar disruptive and detrimental behavior.

II. GENERAL STATEMENT OF POLICY

- A. An act of bullying is expressly prohibited on school premises, on school district property, at school functions or activities, or on school transportation. ~~at school-related functions.~~ This policy applies not only to students who directly engage in an act of bullying but may also to students who, by their indirect behavior, condone or support another student's act of bullying. This policy also applies to any student whose conduct at any time or in any place constitutes bullying behavior or other prohibited conduct that interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student, or other students, ~~or school personnel or visitors~~ or materially and/or substantially interferes with a student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges. ~~In addition, the use of technology to tease, intimidate, defame, threaten, or terrorize and/or otherwise cause harm to a student, group, school personnel, or visitors by communicating in any form, including, but not limited to, e-mail messages, instant messages, text messages, digital pictures or images, website postings, including blogs or other means, also may constitute an act of bullying~~ This policy also applies to an act of cyberbullying regardless of whether such acts are act is committed on or off school district property and/or with or without the use of school district resources.
- B. No school personnel, student, ~~or visitor~~ or contractor of the school district shall permit, condone, or tolerate bullying.

- C. Apparent or perceived permission or consent by a student being bullied does not lessen or negate the prohibitions contained in this policy.
- D. Retaliation against a bully or victim, good faith reporter, or a witness of bullying is prohibited.
- E. False accusations or reports of bullying against a student are prohibited.
- F. A ~~student~~ person who engages in an act of bullying, reprisal, retaliation or false reporting of bullying or permits, condones, or tolerates bullying shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures, including the school district's discipline policy. The school district may take into account the following factors:
 1. The developmental ages and maturity levels of the parties involved;
 2. The levels of harm, surrounding circumstances, and details of the behavior;
 3. Past incidences and/ or past or continuing patterns of behavior;
 4. The relationship between the parties involved; and
 5. The context in which the alleged incidents occurred.

Consequences for students who commit prohibited acts of bullying may range from remedial responses or behavioral interventions up to and including suspension and/or expulsion. The school district shall employ research-based developmentally appropriate best practices that include preventative and remedial measures and effective discipline for deterring violations of this policy, apply throughout the school district, and foster student, parent/guardian and community participation.

Consequences for school district personnel who permit, condone, or tolerate bullying or engage in an act of reprisal, retaliation or intentional false reporting of bullying may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of bullying may include, but not be limited to, exclusion from school district property and events ~~and/or termination of services and/or contracts.~~

- G. The school district will act to investigate all complaints of bullying reported to the school district and will discipline or take appropriate action against any person who is found to have violated this policy.

III. DEFINITIONS

For purposes of this policy, the definitions included in this section apply.

A. ~~“Bullying” means any written, electronic, or verbal expression, physical act or gesture, or pattern thereof, by a student that is intended to cause or is perceived as causing distress to a student or a group of students and which substantially interferes with another student’s or students’ educational benefits, opportunities, or performance. Bullying includes, but is not limited to, conduct by a student against another student or a group that a reasonable person under the circumstances knows or should know has the effect of:~~

- ~~1.——harming a student or a group of students;~~
- ~~2.——damaging a student’s or a group of students’ property;~~
- ~~3.——placing a student or a group of students in reasonable fear of harm to person or property;~~
- ~~4.——creating a hostile environment for a student or a group of students; or~~
- ~~5.——intimidating a student or group of students.~~

A. “Bullying” means intimidating, threatening, abusive, or harming conduct that is objectively offensive and:

1. an actual or perceived imbalance of power exists between the student engaging in the prohibited conduct and the target of the prohibited conduct, and the conduct is repeated or forms a pattern; or
2. materially and substantially interferes with a student’s educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges.

The term, “bullying,” specifically includes cyberbullying as defined in this policy.

B. “Cyberbullying” means bullying using technology or other electronic communication, including, but not limited to, a transfer of a sign, signal, writing, image, sound, or data, including a post on a social network Internet website or forum, transmitted through a computer, cell phone, or other electronic device. The term applies to prohibited conduct which occurs on school premises, on school district property, at school functions or activities, on school transportation, or on school computers, networks, forums, and mailing lists, or off school premises to the extent that it substantially and materially disrupts student learning or the school environment.

B.C. “Immediately” means as soon as reasonably possible. ~~but in no event longer than 24 hours.~~

D. “Intimidating, threatening, abusive, or harming conduct” means, but is not limited to, conduct that does the following:

1. Causes physical harm to a student or a student’s property or causes a student to be in reasonable fear of harm to person or property;
2. Under Minnesota common law, violates a student’s reasonable expectation of privacy, defames a student, or constitutes intentional infliction of emotional distress against a student; or
3. Is directed at any student or students, including those based on a person’s actual or perceived race, ethnicity, color, creed, religion, national origin, immigration status, sex, marital status, familial status, socioeconomic status, physical appearance, sexual orientation including gender identity and expression, academic status related to student performance, disability, or status with regard to public assistance, age, or any additional characteristic defined in the Minnesota Human Rights Act (MHRA). However, prohibited conduct need not be based on any particular characteristic defined in this paragraph or the MHRA.

~~E.~~ E. “On school premises, on school district property, at school-related school functions or activities, or on school transportation” means: all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student’s walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting bullying at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.

F. “Prohibited conduct” means bullying or cyberbullying as defined in this policy or retaliation or reprisal for asserting, alleging, reporting, or providing information about such conduct or knowingly making a false report about bullying.

G. “Remedial response” means a measure to stop and correct prohibited conduct, prevent prohibited conduct from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of prohibited conduct.

~~D.~~ H. “School District Personnel” means School Board members, school employees, agents, volunteers and contractors subject to the supervision and control of the School District.

I. “Student” means a student enrolled in a public school or a charter school.

IV. REPORTING PROCEDURE

- A. Any person who believes he or she has been the target or victim of bullying or any person with knowledge or belief of conduct that may constitute bullying or prohibited conduct under this policy shall report the alleged acts immediately to any school employee. It is the responsibility of that employee to document the concern and forward it to a school administrator. A ~~student~~ person may report bullying anonymously. However, the ~~school district's ability to take action against an alleged perpetrator based solely on an anonymous report may be limited.~~ school district may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party or complainant to submit a written complaint to school administration, but oral reports shall be considered official complaints as well.
- C. The building administrator, supervisor or designee is the person responsible for receiving reports of bullying or other prohibited conduct at the building level. Bullying or other prohibited conduct may also be reported directly to a school district human rights officer or to the superintendent. If the complaint involves the building administrator, supervisor or designee, the complaint may be made or filed directly with the superintendent or designee, or to the school district human rights officer by the reporting party or complainant.
- The building administrator, supervisor or designee shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as the primary contact on policy and procedural matters. The administrator, supervisor or designee shall provide information about available community resources to the target or victim of the bullying or other prohibited conduct, the perpetrator, and other affected individuals as appropriate.
- D. School district personnel shall be particularly alert to possible situations, circumstances, or events that might include bullying. Any such person who witnesses, observes, receives a report of, ~~observes,~~ or has other knowledge or belief of conduct that may constitute bullying or other prohibited conduct shall make reasonable efforts to address and resolve the bullying or prohibited conduct and shall inform the building administrator, supervisor or designee immediately. School district personnel who fail to inform the building administrator, supervisor or designee of conduct that may constitute bullying or other prohibited conduct or who fail to make reasonable efforts to address and resolve the bullying or prohibited conduct in a timely manner (preferably within one (1) school day) may be subject to disciplinary action.
- E. Reports of bullying or other prohibited conduct are classified as private educational and/or personnel data and/or confidential investigative data and will

not be disclosed except as permitted by law. The building administrator, supervisor or designee, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of bullying and the record of any resulting investigation.

- F. Submission of a good faith complaint or report of bullying or other prohibited conduct will not affect the complainant's or reporter's future employment, grades, ~~or~~ work assignments, or educational or work environment.
- G. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's obligation to investigate, take appropriate action, and comply with any legal disclosure obligations.

V. SCHOOL DISTRICT ACTION

- A. ~~Upon~~ Within three days of the receipt of a complaint or report of bullying or other prohibited conduct, the school district shall undertake or authorize an investigation by the building administrator, supervisor or designee or a third party designated by the school district.
- B. The building administrator, supervisor or designee or other appropriate school district officials may take immediate steps, at ~~its~~ their discretion, to protect the target or victim of the bullying or other prohibited conduct, the complainant, the reporter, and students; or others, including the perpetrator, pending completion of an investigation of the bullying or other prohibited conduct, consistent with applicable law.
- C. The alleged perpetrator of the bullying or other prohibited conduct shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.
- ~~C.D.~~ D. Upon completion of ~~the~~ an investigation that determines that bullying or other prohibited conduct has occurred, the school district will take appropriate action. School district action will be taken to deter violations and to prevent future incidents of bullying. School district action taken for violation of this policy will be consistent with the requirements of applicable statutory authority, including the Minnesota Public Fair Dismissal Act; school district policies; and regulations.
 - 1. For students such action may include, but is not limited to, a warning, education, counseling, remediation, loss of privileges, detention, exclusion, restorative measures, mediation, referral to outside agencies, (including, but not limited to, law enforcement), suspension, expulsion, or transfer. Remedial responses to the bullying or other prohibited conduct shall be tailored to the particular incident and nature of the conduct and shall take into account the factors specified in Section II. F. of this policy.
 - 2. For staff such action may include, but is not limited to a warning,

education, restorative measures, mediation, suspension, exclusion, expulsion, or transfer. remediation, termination, or discharge. Action against staff will be also be consistent with the requirements of applicable collective bargaining agreements.

~~D.~~**E.** The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. ~~School officials will respond to the parent(s) or guardian(s) of students involved in a bullying incident, with a summary of the investigation and relevant information, to the extent permitted by law.~~ In most cases, school officials will notify parents or guardians of students who are targets of bullying or other prohibited conduct and the parents or guardians of alleged perpetrators of bullying or other prohibited conduct who have been involved in a reported and confirmed bullying incident.

F. In order to prevent or respond to bullying or other prohibited conduct committed by or directed against a child with a disability, the school district shall, when determined appropriate by the child's individualized education program (IEP) team or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in bullying or other prohibited conduct.

VI. RETALIATION OR REPRISAL PROHIBITED

The school district will discipline or take appropriate action against any student or school district personnel who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged bullying or prohibited conduct, who provides information about bullying or prohibited conduct, ~~or against any person~~ who testifies, assists, or participates in an investigation of alleged bullying or prohibited conduct, or against any person who testifies, assists, or participates in a proceeding or hearing relating to such bullying or prohibited conduct. Retaliation includes, but is not limited to, any form of intimidation, harassment, or intentional disparate treatment. School district action will be taken to deter violations and to prevent future incidents of bullying. School district action taken for violation of this policy will be consistent with the requirements of applicable statutory authority, including the Minnesota Public Fair Dismissal Act; school district policies; and regulations. Remedial responses to the bullying or other prohibited conduct shall be tailored to the particular incident and nature of the conduct and shall take into account the factors specified in Section II. F. of this policy.

VII. TRAINING AND EDUCATION

~~A. The school district annually will provide information and training to school district personnel regarding this policy.~~

A. The school district shall discuss this policy with school personnel and volunteers

and provide appropriate training to school district personnel regarding this policy. The school district shall establish a training cycle for school personnel to occur during a period not to exceed every three school years. Newly employed school personnel must receive the training within the first year of their employment with the school district. The school district or a school administrator may accelerate the training cycle or provide additional training based on a particular need or circumstance. This policy shall be included in employee handbooks, training materials, and publications on school rules, procedures, and standards of conduct, which materials shall also be used to publicize this policy.

~~B.~~ The school district annually will provide education and information to students regarding bullying, including information regarding this school district policy prohibiting bullying, the harmful effects of bullying, and other applicable initiatives to prevent bullying.

B. The school district shall require ongoing professional development, consistent with Minn. Stat. § 122A.60, to build the skills of all school personnel who regularly interact with students to identify, prevent, and appropriately address bullying and other prohibited conduct. Such professional development includes, but is not limited to, the following:

1. Developmentally appropriate strategies both to prevent and to immediately and effectively intervene to stop prohibited conduct;
2. The complex dynamics affecting a perpetrator, target, and witnesses to prohibited conduct;
3. Research on prohibited conduct, including specific categories of students at risk for perpetrating or being the target or victim of bullying or other prohibited conduct in school;
4. The incidence and nature of cyberbullying; and
5. Internet safety and cyberbullying.

~~B.~~ C. The school district annually will provide education and information to students regarding bullying, including information regarding this school district policy prohibiting bullying, the harmful effects of bullying, and other applicable initiatives to prevent bullying and other prohibited conduct.

~~C.~~ D. The administration of the school district is directed to implement programs and other initiatives to prevent bullying, to respond to bullying in a manner that does not stigmatize the target or victim, and to make resources or referrals to resources available to targets or victims of bullying.

E. The administration is encouraged to provide developmentally appropriate instruction and is directed to review programmatic instruction to determine if adjustments are necessary to help students identify and prevent or reduce bullying

and other prohibited conduct, to value diversity in school and society, to develop and improve students' knowledge and skills for solving problems, managing conflict, engaging in civil discourse, and recognizing, responding to, and reporting bullying or other prohibited conduct, and to make effective prevention and intervention programs available to students.

The administration must establish strategies for creating a positive school climate and use evidence-based social-emotional learning to prevent and reduce discrimination and other improper conduct.

The administration is encouraged, to the extent practicable, to take such actions as it may deem appropriate to accomplish the following:

1. Engage all students in creating a safe and supportive school environment;
2. Partner with parents and other community members to develop and implement prevention and intervention programs;
3. Engage all students and adults in integrating education, intervention, and other remedial responses into the school environment;
4. Train student bystanders to intervene in and report incidents of bullying and other prohibited conduct to the schools' primary contact person;
5. Teach students to advocate for themselves and others;
6. Prevent inappropriate referrals to special education of students who may engage in bullying or other prohibited conduct; and
7. Foster student collaborations that, in turn, foster a safe and supportive school climate.

~~D.~~ **E.** The school district may implement violence prevention and character development education programs to prevent ~~and~~ **or** reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, and resourcefulness.

G. The school district shall inform affected students and their parents of rights they may have under state and federal data practices laws to obtain access to data related to an incident and their right to contest the accuracy or completeness of the data. (See School District Policy 515)

VIII. NOTICE

A. The school district will give annual notice of this policy to students, parents or guardians, and staff, and this policy shall appear in the ~~policy~~ **student** handbook

and on the school district website.

- B. This policy or a summary thereof must be conspicuously posted in the administrative offices of the school district and the office of each school.
- C. This policy must be given to each school employee and independent contractor who regularly interacts with students at the time of initial employment with the school district.
- D. Notice of the rights and responsibilities of students and their parents under this policy must be included in the student discipline policy distributed to parents at the beginning of each school year.
- E. This policy shall be available to all parents and other school community members in an electronic format in the language appearing on the school district's or a school's website.
- F. The school district shall provide an electronic copy of its most recently amended policy to the Commissioner of Education.

IX. POLICY REVIEW

To the extent practicable, the school board shall, on a cycle consistent with other school district policies, review and revise this policy. The policy shall be made consistent with Minn. Stat. § 121A.031 and other applicable law. Revisions shall be made in consultation with students, parents, and community organizations.

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 120A.05, Subds. 9, 11, 13, and 17 (Definition of Public School)
Minn. Stat. § 120B.232 (Character Development Education)
Minn. Stat. § 121A.03 (Sexual, Religious and Racial Harassment and Violence)
Minn. Stat. § ~~121A.0695~~ 121A.031 (School Board Policy; Prohibiting Intimidation and Student Bullying Policy)
Minn. Stat. § 121A.0311 (Notice of Rights and Responsibilities of Students and Parents under the Safe and Supportive Minnesota Schools Act)
Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.69 (Hazing Policy)
Minn. Stat. § 124D.10 (Charter School)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
20 U.S.C. § 1232g et seq. (Family Educational Rights and Privacy Act)
34 C.F.R. §§ 99.1 - 99.67 (Family Educational Rights and Privacy)

Cross References: WBLASB Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)

WBLASB Policy 413 (Harassment and Violence)
WBLASB Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
WBLASB Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
WBLASB Policy 423 (Employee-Student Relationships)
WBLASB Policy 501 (School Weapons Policy)
WBLASB Policy 506 (Student Discipline)
WBLASB Policy 507 (Corporal Punishment)
WBLASB Policy 515 (Protection and Privacy of Pupil Records)
WBLASB Policy 521 (Student Disability Nondiscrimination)
WBLASB Policy 522 (Student Sex Nondiscrimination)
WBLASB Policy 524 (Electronic Technologies Acceptable Use Policy)
WBLASB Policy 525 (Violence Prevention)
WBLASB Policy 526 (Hazing Prohibition)
WBLASB Policy 529 (Staff Notification of Violent Behavior by Students)
WBLASB Policy 709 (Student Transportation Safety Policy)
WBLASB Policy 711 (Videotaping on School Buses)
WBLASB Policy 712 (Video Surveillance Other Than on Buses)

AGENDA ITEM: **School Board Policy 902, Use of School District Facilities and Equipment**

MEETING DATE: **September 8, 2014**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Kristine Wehrkamp, Director of Community Services and Recreation**

BACKGROUND:

School Board Policy 902, Use Of School District Facilities and Equipment, and the Addendum has been revised by the School Board Policy Committee and administration. Policy 902 and Addendum are recommended for a first reading.

The purpose of these documents is to guide the use of the District's facilities and equipment by community members and other outside groups. The District encourages use of its facilities by the community, and this policy will facilitate appropriate procedures.

RECOMMENDATION:

To review the policy and provide suggestions or feedback to the administration, with the policy placed on the October 13, 2014 School Board meeting agenda or a subsequent meeting.

Adopted: November 11, 1996

Revised: June 11, 2001

Revised: May 13, 2013

902 USE OF SCHOOL DISTRICT FACILITIES AND EQUIPMENT

I. PURPOSE

The purpose of this policy is to provide guidelines for community use of school facilities and equipment.

II. GENERAL STATEMENT OF POLICY

The school board encourages maximum use of school facilities for community groups and individuals during the non-academic day.

III. SCHEDULED COMMUNITY EDUCATION CLASSES AND ACTIVITIES

- A. The school district administration shall be charged with the process of scheduling rooms and other areas for community services classes and activities.
- B. Procedures for providing publicity, registration and collection of fees shall be the responsibility of the school district administration.
- C. ~~Registration~~ Fees may be structured to include a pro-rata portion of costs for custodial services that are needed.

IV. GENERAL COMMUNITY USE OF SCHOOL FACILITIES

- A. Requests for use of school facilities by community groups or individuals shall be made through the school district's Community Services office. The administration will present recommended procedures for the processing and review of requests to the school board. Upon approval by the school board, such procedures shall be an addendum to this policy.
- B. Requests for use of school facilities for student meetings pursuant to Policy 801 shall be made through the building principal.
- C. A rental fee schedule and payment policy shall be presented for review and approval by the school board. The fee may include the cost of custodial and supervisory service if deemed necessary.
- D. After a date, time and facility have been scheduled, groups or individuals can be assured that they are entitled to the use of the facility as agreed upon. Exceptions may occur ~~because of~~ when emergencies or unusual circumstances necessitate rescheduling ~~of school activities.~~ If this occurs, ~~In that event~~ every effort will be made to find acceptable alternative meeting space.

V. USE OF SCHOOL EQUIPMENT

The administration will present a procedure to the school board for review and approval regarding the type of equipment that is available for community use, the extent to which it may be utilized and the manner by which it may be scheduled for use and any charges to be made relating thereto. Upon approval of the school board, such procedure shall be an addendum to this policy.

VI. RULES FOR USE OF FACILITIES AND EQUIPMENT

The school board expects members of the community who use facilities and equipment to do so with respect for school district property and an understanding of proper use. Individuals and groups shall be responsible for damage to facilities and equipment. A certificate of insurance may be required by the school district to ensure payment for these damages and any liability for injuries.

Legal References: Minn. Stat. 123B.51
(Schoolhouses and Sites; Access for Non-curricular Purposes)

Cross References: WBLASB Policy 801 (Equal Access to Facilities of Secondary Schools)
WBLASB Policy 901 (Community Education)

Attachment: Addendum A: Use of School District Facilities and Equipment

White Bear Lake Area
School Board Policy 902
Addendum A

Adopted: November 11, 1996

Revised: June 11, 2001

Revised: May, 2005

Revised: May 13, 2013

Procedures Priority for Scheduling School District Facilities and Equipment

1. Political caucuses, as required by law, and federal, state, municipal and school district elections, as required by law.
2. District activities, including curricular, extracurricular and Community Education, shall have priority use of school facilities and equipment.
3. School PTA/PTO events.
4. Activities sponsored by other groups or organizations shall be scheduled as time and space permit on a first come, first served basis subject to the terms of these guidelines.

Applications for District 624 building usage are placed into one of the following fee categories:

District Events

No room rental fee will be charged for:

- meetings or facility use for any school activity;
- school events;
- student meetings qualifying under District Policy 801; and
- political caucuses, as required by law, federal, state, municipal and school district elections, as required by law.

Community Group Events

No permit fee or room rental fee for classrooms, conference rooms, gymnasiums, and/or the theaters shall be required for non profit community groups, including: ~~non-profit~~ youth groups, youth service organizations, ~~non-profit~~ adult groups made up of at least 90% residents of the District, and groups in established partnerships with the District as defined in Policy 900. However, all these groups must pay the rental fee outlined in the cost scale below (see Section E) for the use of the following: Indoor ice rinks, stadiums, AV equipment, and kitchen areas. As used herein, non-profit means an entity exempt from state/federal income taxes.

All Other Events

Any organization or activity not covered by the definitions above is subject to a rental and permit fee, according to the cost scale. (See section E).

A. Procedures for Scheduling Activities

Use of facilities shall be granted for programs or activities which are of an educational, cultural, civic or recreational nature and are suited to the requested facility.

1. School District Sponsored Activities

School district sponsored after-school, evening and weekend activities are scheduled with the Community Services ~~o~~Office prior to June 1st for the following school year. School calendars shall be submitted to Community Services ~~for computer entry~~ by June 1st. School activities scheduled after June 1st are subject to space availability. School activities must be scheduled before space allocations can be made for community use. Community group applications received prior to August 1st may be kept pending until the school activities have been scheduled.

2. Applications for Use

All applicants must make arrangements to use facilities through the Community Services ~~o~~Office. Requests must be made at least seven (7) days prior to date of use. An application form will be provided to indicate the facilities, equipment and personnel required. All applications received in the Community Services Office are dated and processed according to priority and handled as promptly as possible. When an application is approved by the Director of Community Services or designee, a facility reservation permit is issued to the applicant and distributed to the appropriate school personnel.

Outdoor facilities will be scheduled through the same process as indoor facilities. Community Services will work with the High School Activities Director and the Building Operations Department to determine areas that are suitable for community use. Community use of designated outdoor facilities may be restricted based on criteria determined by Community Services, the Activities Director, and Building Operations. All White Bear Lake Area School District fields will be evaluated yearly to determine seasonal availability.

Principals shall schedule all daytime school activities for which permits are not necessary. Permits are required for after-school and weekend use of all school space.

3. Facility Use Permits

- a. Permits will be issued to organizations/groups upon compliance with the rules for application.

- (1) Permits are not transferable and are restricted to the stated dates and hours.
 - (2) Changes, additions or cancellations must be scheduled through the Community Services Office. Amended permits will be sent to the applicant and district personnel involved.
- b. Permits are issued for a specific area and include access to the nearest drinking fountain and lavatories.
 - c. Only equipment specified on the permit will be made available to the user.
 - d. Organizations/groups using their own equipment must get prior approval and remove the equipment immediately after the use. The district will not assume liability in connection with the use or, loss of or damage to the organization's equipment.
 - e. The email distribution of each permit **notification** will be as follows:
 - Group supervisor
 - Community Services Office
 - Building principal, administrative assistant and head custodian
 - ~~Additional permits~~ **Notification** may be sent to others as needed.

4. Cancellation

- a. When White Bear Lake Area Schools are closed due to inclement weather or building emergencies, all facility reservation permits are canceled.
- b. Facility Reservation permits for scheduled community events may be canceled to accommodate unforeseen events or emergency changes of school functions. If such a conflict occurs, every effort will be made to relocate activities and keep cancellations to a minimum.

B. Supervision

1. All activities must be under competent and responsible adult supervision, with the organization/group using the facilities assuming full responsibility for any damage.
2. School personnel on duty (custodian or building supervisor) will monitor the operation of facilities, but are not required to supervise the group or its activities.

3. Organizations using kitchen facilities must have a district nutrition service employee on duty to supervise food preparation in conformance with recognized health department standards.
4. Outdoor activities may require a district grounds staff to be in attendance.

C. Liability

1. Users of school facilities shall agree to indemnify the school district for any damage to the school or other property by any person or persons attending the activity.
2. Applicants agree to assume full responsibility for injury or death of activity participants and damages to property that may occur in the facility they are using.
3. An insurance policy may be required by the district, as it deems necessary **and** at its sole discretion.
4. If a group brings in its own equipment, the district assumes no liability in connection with the use, loss or damage of that equipment.

D. Rules for Use of School Facilities

The following rules must be observed by all organizations/groups. Failure to do so may be grounds for cancellation of the Facility Reservation permit and denial of future facility use.

1. School district facilities may not be used for illegal purposes.
2. All school buildings and grounds are tobacco free. Any use or possession of tobacco on school property is prohibited by law.
3. Alcohol and illegal chemicals cannot be available or consumed on school district property as prohibited by law.
4. Weapons and firearms in any form are not allowed on school district property except for authorized instructional programs and by authorized law enforcement personnel.
5. Meetings/activities must be confined to areas reserved in advance.

White Bear Lake Area
School Board Policy 902
Addendum A

6. Disorderly conduct of any kind is prohibited and may result in ejection from school facilities.
7. If deemed necessary by district administration, law enforcement supervision may be required and charged to the user.
8. Damage to facilities or equipment must be reported immediately to authorized school personnel and the Community Services Office.
9. No one shall operate mini-bikes, motorized go-carts, snowmobiles, or any other motorized recreational vehicles on school property except as part of a class authorized by the school district.
10. Flammable substances may not be used within school buildings unless they meet State Fire Marshall regulations.
11. Areas used must be left in an orderly condition. If extra effort is required for clean-up following the use of facilities, an additional charge for personnel costs shall be added to the facility use fee. If no fee was charged, groups are still responsible for personnel charges.

E. Costs Schedule for School District Facilities

Rental fees are based on a two hour minimum with charges assessed proportionately thereafter. Groups will be charged an additional amount for building supervision, custodial services, and ~~AV technical~~ **technology** services when needed exclusively for that event. Any facility not listed is subject to a rental fee as approved by school district administration. Rental fees for school district facilities are based on the following schedule:

CLASSROOMS

Typical Classrooms	\$27 per hour
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CONFERENCE ROOMS

District Center Conference Rooms	\$36 per hour
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GYMNASIUMS

Secondary and Oneka Large Gym	\$90 per hour
Secondary and Oneka 1/2 Large Gym	\$54 per hour
Secondary Small Gym (wrestling, gymnastics)	\$36 per hour
Elementary Large Gym (~~Otter, Vadnais, and Birch~~)	\$54 per hour
Elementary 1/2 Large Gym (~~Otter, Vadnais, and Birch~~)	\$36 per hour
Elementary Gym (other) (~~excluding Otter, Vadnais, and Birch~~)	\$36 per hour

HIPPODROME ICE ARENA RINKS

Hippodrome (ice time — per hour only)	
WBL Area Hockey Association & Skating Association District non profit groups	
\$65 75 per hour	
Other Groups (for profit and out of District)	\$95 100 per hour

STADIUMS

Price Field (Central)	\$180 per hour
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THEATERS

Central Auditorium (no stage lights)	\$90 per hour
Senior High Theater	\$90 per hour
Stage Lights and/or Sound System (must use school district technician)	\$36 per hour

~~AV EQUIPMENT~~ **TECHNOLOGY**

\$36 per day

CAFETERIA (No kitchen)

North, South, Sunrise, Central, Otter	\$54 per hour
All other schools	\$36 per hour

KITCHEN *see Section F: Nutrition Services Information

F. Nutrition Services Information

Any use of an I.S.D. #624 kitchen facility must be arranged through the School Nutrition Services Office, 651-407-7524. Any rental of an I.S.D. #624 kitchen facility must include a Nutrition Services Employee on site for the duration of the event or a minimum of two hours whichever is greater. The Nutrition Services Employee will supervise the operation of equipment and use of kitchen facilities.

E. OPERATIONAL ITEMS

AGENDA ITEM: **Proposed School Board/Superintendent Goals for 2014-15**

MEETING DATE: **September 8, 2014**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Dr. Michael Lovett, Superintendent**
Janet Newberg, School Board Chair

Background:

Each year the School Board reviews goals for the year both from the district's Strategic Plan and other operational goals identified by the administration and School Board.

Since the 2011-12 school year most of our goals are drawn directly from the district's Strategic Plan, with the addition of goals on finance, communications and marketing, and a small number of operational goals.

For 2013-14, the strategic priorities were drawn from the 30 member Strategic Planning team and provided to the School Board the spring of 2013. In the spring of 2014, the team reviewed the plan and recommended we stay the course for 2014-15 and pull together a committee representative of our school community to reassess strategies 1, 2, 4, and 6 and make recommendations for 2015-16 and beyond.

The school board reviewed both the Strategic Plan priorities and other potential school board/superintendent goals at their retreat on July 14, 2014, discussed them at the work-study session in August, and the list of goals included with this agenda are those emerging from those meetings.

School Board/Superintendent Goals for 2014-15

Goal 1: Strategic Plan (see full list attached); changes and modifications between 2013-14 and those proposed for 2014-15 are highlighted.

Goal 2: Ongoing Financial Stewardship and Budget Management: This goal has been rewritten for 2014-15.

Goal 3: Continue Implementation of the Communications and Marketing Plan for the District.

Goal 5: Operational Improvements

- a. Recognition Program, Phase III, focusing on community, partnerships, and volunteers;
- b. Implement the recommendations of the Gifted and Talented program review, with emphasis on recommendations for a district-wide elementary program for gifted and talented students, which could begin in the 2015-16 school year;
- c. Develop options for a String Orchestra program which could begin in the 2015-16 school year; and
- d. Early Childhood Review, a new objective for 2014-15.

Recommendation: The 2014-15 School Board/Superintendent Goals be approved in the form presented in this document.

Red – Not begun
 Yellow – In progress
 Light Green – Partially operational
 Green – Fully operational

August 11, 2014

School Board/Superintendent Goals for 2014-15
 Showing status of continuing 2013-14 goals as of July, 2014

Strategic Plan / Goals	Details	Status	Report to the School Board	Evaluation	
Strategy I: We will develop a comprehensive understanding of our students' needs and interests to ensure students are challenged and excelling academically.					
<u>Strategy I.1:</u> All students will achieve grade level in reading, writing and math by grade 4 and maintain grade level proficiency throughout their tenure in White Bear Lake Area Public Schools.	I.1 Student Proficiency <u>Note: Under Minnesota's 2014 Worlds Best Workforce Legislation, goal should read "all third grade students achieve grade level literacy".</u>	Monitor progress based on a dashboard of metrics.	9/9/13 9/23/13 10/14/13 2/24/14 5/19/14 <u>Scheduled for 8/25/14.</u>	Metrics dashboard, <u>including student growth, as measured by MAP, student proficiency, required by State MCAs, and other measures.</u>	
<u>Strategy I. 2:</u> All students will have an ongoing plan for post-secondary readiness that will be monitored from grades 6 through 12 and all students will have the academic skills to be successful in a post-secondary institution.	I.2 Post-secondary Plan	Year 3 of implementation; counselors move with their students from North to South Campus.	2/24/14 <u>Scheduled for 8/11/14.</u>	Survey data from students and parents that reflects fluency in Naviance and confidence in post- secondary success. Usage data by students in Naviance. <u>Metrics dashboard, including results of EXPLORE, PLAN, and ACT</u>	
<u>Strategy I.4:</u> The District will build upon the International Baccalaureate (IB) offering already in place at Matoska by implementing the IB Middle Years Program.	I.4 Middle School IB	<u>2014-15 is the third year of IB candidacy.</u>	10/13/13 On-site accreditation visit scheduled for fall of 2014.	IB Certification in the fall of 2014.	
Strategy II: We will create and implement a plan for global experiences and relationships to further understand world connections.					
<u>Strategy II. 1:</u> All students will expand their global perspective through the study of world language and	II.1 World Language K-5	For 2014-15, Chinese offered K-5 in two elementary schools and Spanish in six elementary sites.	2011-12 school year March 24, 2014 presentation on Immersion. Presentation to School Board on	Summary information measuring student participation and success in world language.	

Red – Not begun
Yellow – In progress
Light Green – Partially operational
Green – Fully operational

Strategic Plan / Goals	Details	Status	Report to the School Board	Evaluation	
culture at the elementary schools.			April 14, 2014.	Assessment data measuring student global understanding.	
<u>Strategy II. 2:</u> Secondary students will develop global understanding and competitiveness through expanded world language opportunities at the secondary level.	II.2 World Language 6-12	Chinese offered 6-12 beginning in 2012-13; Chinese and ASL applying for College credit (CIS) status during 2014-15.	2011-12 school year	Participation trends in secondary world language coursework.	
<u>Strategy II. 4:</u> All students will expand their global perspective by participating in annual service learning opportunities at the classroom or building level.	II.4 Service Learning	Operational beginning in 2012-13.	2012-13 school year	Participation trends in global service learning projects, including July 14, 2014 report from We Act. Survey data on student understanding of global issues related to the service learning opportunity.	
<u>Strategy III: We will ensure our facilities support our district's mission and objectives.</u>					
<u>Strategy III. 1:</u> The District will ensure that inside and outside large group spaces are comparable to conference schools.	III.1 Facility – Large Group Spaces	The District, in partnership with its municipalities and various athletics associations has completed an analysis of space issues across the District. The results of this study were presented to the committee on April 24, 2013 and were presented to the school board on May 20, 2013. Outside space, and more specifically, artificial turf at the Stadium on South Campus needs to be addressed. WBL is one of the few members of our conference to still play on grass. Both the quality of the	Facilities report presented in May of 2013. Incorporated into Strategy III.11, as part of 4/28/14 report to the School Board.	Included in the strategic review of secondary sites and facilities. Phase I report due early in 2015.	

Red – Not begun
Yellow – In progress
Light Green – Partially operational
Green – Fully operational

Strategic Plan / Goals	Details	Status	Report to the School Board	Evaluation	
		field and the opportunity for a significant increase in usability would result from this upgrade.			
<u>Strategy III. 2:</u> At an additional three elementary schools, the District will provide a gym with a performing arts area separate from the cafeteria.	III.2 Facility – Elementary	The completion of construction at Matoska IB Elementary School creates a separate nutrition services area and a new gymnasium area.	<u>Community open house held at Matoska on 1/28/14.</u>	Matoska addition was completed in the fall of 2013.	
		Remodeling of Lakeaires and Willow Lane elementary schools include the addition of a gymnasium which creates separate spaces for the nutrition services program and the physical education/performing arts programs. With the completion of the construction programs at these two schools in early 2015, all elementary schools will have the identified separate spaces.	9/23/13 – work-study session 11/11/13 – Board meeting	Lakeaires and Willow Lane additions will be completed in the fall of 2014.	
<u>Strategy III. 3:</u> The District will ensure that storage spaces are equitable for all district facilities.	III.3 Facility – Storage		9/23/13 – work-study session 11/11/13 – Board meeting	Included in the strategic review of secondary sites and facilities.	
<u>Strategy III. 4:</u> The District will ensure that square footage to accommodate student population and	III.4 Facility – Student Population Distribution	As part of a leadership team project during the 2012-2013 school year, an analysis was undertaken to determine if	At School Board meeting of April 28, will be incorporated into presentation on Strategy III.11.	Included in the strategic review of secondary sites and facilities.	

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Strategic Plan / Goals	Details	Status	Report to the School Board	Evaluation	
program activities are equitable for all buildings.		adjustments to elementary attendance boundaries would allow for the student populations at Central and Sunrise Park Middle Schools to become better balanced. The conclusions of this study determined that adjusting elementary attendance boundaries could help to balance the middle school populations in the short run.			
<u>Strategy III. 5:</u> Each district facility will have a standardized operations and a maintenance procedures manual consistent with best practices.	III.5 Facility – Standardized Procedures	<u>Completed.</u>	May 19, 2014 work-study session.	Evidence that manuals are in place and that employees have been trained appropriately.	
<u>Strategy III. 6:</u> Each district facility will have an HVAC system that provides optimum air quality throughout the district.	III.6 Facility – Air Quality	Currently all elementary buildings with the exception of Otter Lake have HVAC system upgrades that include air conditioning.	2012-13 school year		
		Otter Lake Elementary has an estimated cost of \$1.3 million to upgrade to air conditioning; this cost is not currently budgeted. Secondary buildings have certain areas that are air conditioned; however, the cost associated with having the remaining parts of the		Successful completion of HVAC projects scheduled for fiscal years 2015-2017.	

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		buildings air conditioned will require major funding; this is not part of our current budget.			
<u>Strategy III. 8:</u> The District will ensure that all schools provide secure entrances.	III.8 Facility – Secure Entrances	All secondary schools have either a secure entrance design or have attendants who monitor the main door throughout the student day. <u>With the completion of both Lakeaires and Willow Lane elementary schools projects, all elementary schools will have facilities secured by entrances designed to lead all visitors into the office prior to entering the rest of the building.</u>	November 11, 2013	Secure entrances at each site and appropriate protocols in place.	
<u>Strategy III. 9:</u> District facilities will be designed to allow for informational technology to be accessible by all ISD 624 employees, learners and families.	III.9 Facility – Technology Access	See Strategy IV.11		<u>Included in the strategic review of secondary sites and facilities, Strategy III.11</u>	
<u>Strategy III.10:</u> The District will ensure that elementary class sizes are balanced across the district.	III.10 Facility – Balanced Elementary Class Sizes	This issue needs to be carefully watched over the next few years. Our southern elementary populations are beginning to show greater growth, but our northern elementary populations also		Data on class size averages and ranges.	

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		continue to grow. The additional space the District will be getting at Otter Lake Elementary School may temporarily help with this issue but, ultimately, if the patterns of growth continue, there will be a need to look at the elementary school boundaries in the north and determine if shifts are necessary.		<u>Strategy III.11, facilities study.</u>	
<u>Strategy III.11:</u> Secondary facilities will be evaluated and recommendations will be made that improve programs and reduce transitions, including a cost benefit analysis of a single campus high school.	III.11 Facility – Secondary	<u>Secondary strategic program and facilities review begins in 2014-15.</u>	March 24, 2014 April 28, 2014. May 19, 2014	<u>Included in the strategic review of secondary sites and facilities.</u> <u>Strategy III.11, facilities study.</u>	
Strategy IV: We will create a district-wide culture that inspires innovation, a passion for learning, and confidence to pursue dreams.					
<u>Strategy IV.11:</u> Every classroom will have equitable access to a core set of effective, innovative, and well supported technology.	IV.11 Classroom Technology	2014 - 2015 Capital Projects levy priorities includes network infrastructure and wifi improvements as well as classroom technology upgrades. Replacement cycles will take into account student, program and classroom needs as well as teaching style and preference. Moreover, the 5-year technology plan presented at the February 2014 School	1/27/14 <u>Planned for 8/11/14 and 8/25/14.</u>	Building technology plans.	

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		Board meeting includes a proposal that will move away from the current computer lab model and provide classroom access to technology at the elementary level while providing 24/7 access to technology for secondary students.			
<u>Strategy IV.12:</u> The District will enhance communication, interaction, and collaboration through the use of a web site.	IV.12 District Website	New website launched in June of 2012; enhanced and expand in 2012-13 and 2013-14.	2011-12 school year	Operational; trends measured by system analytics.	
<u>Strategy IV.13:</u> The District will establish a learning management system to support the development and management of online coursework to allow web-based learning for staff and students.	IV.13 Schoology	All teachers expected to meet requirements of Schoology Learning Management System. Schoology is used as the LMS by all White Bear classroom teachers this school year. Base-line digital presence expectations were set for the first semester of the 2014-2015 school year and expanded in the second semester. Professional development in the form of 1:1 trainings, summer technology sessions, embedded staff development, building and District sessions and bi-weekly technology tips	2011-12 school year 2012-13 school year 2013-14 school year <u>Planned for 8/25/14 work-study session.</u>	Schoology use analytics and BrightBytes survey data.	
<u>Strategy IV.14:</u> A policy will be developed and presented for board approval that	IV.14 Technology Policy	Students and staff provided feedback on mobile technologies classroom goals,		Board adoption of policy.	

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leverages students' access to mobile technology and use of that technology in the classroom.		current practice and model policies. We will address mobile technologies within the Electronic Technologies Acceptable use and the Social Media policies.			
<u>Strategy IV.15:</u> Instructional technology will be available for use by students beyond the traditional school day/year.	IV.15 Access to Instructional Technology	See Strategy IV.11		BrightBytes survey data.	
Strategy V: We will build a network of partnerships to provide personal and educational growth and service opportunities for students.					
<u>Strategy V. 1:</u> The District will implement a process that will provide a consistent method to initiate and maintain community partnerships.	V.1 Partnership – Process	School Board Policy 900 was approved by the School Board at the May 12, 2014 School Board meeting. It includes a vetting process of partnerships with the office of Superintendency having final approval. <u>Implementation plan developed for 2014-15 school year.</u>	<u>Approved on 5/12/14.</u>	Results of surveying building and district leaders for feedback on outcomes of current partnerships.	
<u>Strategy V.2:</u> A comprehensive needs assessment will be developed and administered at every WBLA school in order to provide direction to future partnerships.	V.2 Partnership – Needs Assessment	A comprehensive needs assessment has not been developed to provide direction for future partnerships.		A needs assessment is in the process of being developed.	
<u>Strategy V.3:</u> The District will create a process which aligns a partner with a compelling need or promising vision.	V.3 Partnership – Vision	Partners at the building level go through a vetting process by the principal and the team he or she puts together to determine if it will prove		Implementation of vetting form that is completed by an outside organization to ensure alignment to district vision.	

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		valuable to learners in his or her building			
<u>Strategy V.5:</u> The District will communicate information related to partnerships using a variety of resources.	V.5 Partnership – Communication	Communication regarding current partnerships is done via school board meetings, and through the communications office. In addition to the website, social media such as Facebook may also alert the community to partnerships. For example, swim competitions held at the YMCA, hockey games held at Vadnais Sports Center will be noted through different media outlets.		Communications plan implemented.	
Strategy VI: We will foster connections with and among students and staff members to ensure all feel valued, supported and understood; and we will establish an environment that cultivates understanding and respect for differences among people.					
<u>Strategy VI. 1:</u> The District will adopt a comprehensive bullying prevention, intervention, and support program for students and staff that promotes a safe, civil, and inclusive climate and is implemented in each building, program, and service.	VI.1 Bullying Policy and Program <u>Note: As a result of a new 2014 Minnesota State Law on bullying, additional modifications will be recommended for consistency with law.</u>	Implemented during 2012-13.	2011-12 school year. Report at the School Board meeting of May 19, 2014. <u>First reading of School Board Policy 514, Bullying, on 9/8/14.</u>	Minnesota Student Survey data regarding bullying. Implementation data that demonstrates how consistently we are using the bullying prevention curriculum.	
<u>Strategy VI. 2:</u> The District will increase the number of faculty and staff from culturally diverse communities to more closely reflect the diversity of the student population.	VI.2 Faculty	New recruitment and selection protocols implemented in 2012-13; <u>Annual Report</u> to the School Board.	Annually since 2011-12	Annual employment metrics.	

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<u>Strategy VI. 3:</u> During curriculum review cycles in all areas, the District will identify best practices that promote and enhance multi-cultural understanding.	VI.3 Multi-cultural Curriculum	A cultural liaison has participated in the Teaching & Learning Projects, including curriculum. More work can be done training our T&L team to review curriculum with our equity lens.		Annual reporting on curriculum adoptions and the process used to ensure cultural proficiency.	
<u>Strategy VI. 4:</u> Programs will be adopted and implemented and resources allocated for students and families to promote a positive transition between buildings and programs.	VI.4 School Transitions	Transition plans are in place at each level, including WEB for the middle school and LINK Crew for the high school.	9/9/13	Annual Board updates on transition programming. Attendance data reflecting student participation in transition programming. Student survey data on the effectiveness of transition programming.	
<u>Strategy VI. 5:</u> The District will provide programming that will continue to create an environment of understanding similarities and differences among students, staff, administration, community members, and parents.	VI.5 Programming	Advisory curriculum has been implemented in 12-13 and is in its 3rd year. While this addresses some student perspective, we have just started understanding similarities and differences among students, staff, administration, community members and parents.		Minnesota Student survey data regarding students feeling connected and welcome at school. Staff survey data regarding school climate. Parent feedback on school climate.	
<u>Strategy VI. 6:</u> The District will review and assess the current plan related to cultural competency.	VI.6 Cultural Competency	A team of 17 district staff (including 2 cabinet members) participated in the Equity Plan workshop in January 2013. This group of 17, along with other district stakeholders, updated the 3-year WBL Equity Plan. The updated equity plan was presented to the board for	2/24/14 3/4/14	Annual review of the Achievement and Integration plan by a committee and the School Board.	

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		approval on March 3, 2014			
Goal 2 - Ongoing Financial Stewardship and Budget Management (New for 2014-15)	Details	Status	Report to the School Board	Evaluation	
<u>An improved statewide economy has resulted in improved education funding in the most recent legislative sessions, a welcome change after a long period of little increase in state revenue. The District continues to identify greater efficiencies in operations that will help to maintain financial stability and allow for improvements in program quality and student success.</u>	<u>Strong community support, which led to the passage of the November 2011 operating levy renewal by a margin of 73% to 27% and the capital projects levy in 2013, gives the School District a measure of financial stability.</u> <u>The District has established an excellent record of financial reporting by both ASBO and GFOA, and also achieving an AA Bond Rating initially in 2008, and confirmed in 2011 and 2012. Further, the District has restructured long-term debt to allow for more level tax levies over the next several years.</u>			Ongoing financial stewardship on investments and budget management are reviewed annually as part of the financial audit. <u>The audit report for FY 2014-15 is presented to the Finance Committee in the fall and to the School Board and public at the regular School Board meeting in December.</u> <u>Beginning in 2014-15, the administration will increase the detail and frequency of budget updates to the School Board.</u>	
Goal 3: Continue Implementation of the Communications and Marketing Plan for the District.	Communication and Marketing Plan.	Status The district continues to implement the communications and marketing Plan originally accepted by the School Board in 2010.	Reported to the School Board at 5/19/14 work-study session.	Evaluation Enrollment data Surveys	
Goal 5: Operational	Details	Status	Report to the School Board	Evaluation	

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Improvements					
a. Recognition Program, Phase III, <u>will evaluate and expand recognition of community, partnerships, and volunteers.</u>	Goal 5a Recognition Program	The committee continues to evaluate and expand a recognition program for students, staff and community.	Reported to the School Board at 5/19/14 work-study session.	Annual Satisfaction Survey.	
b. Implement the recommendation of the Gifted and Talented program review, <u>with emphasis on recommendation for a district-wide elementary program for the gifted and talented students, which could begin in 2015-16.</u>	Goal 5b Gifted and Talented Program		2/24/14	Implementation of Program. Metrics on student annual growth. Survey data from parents, staff, and students.	
c. Develop plans for a String Orchestra program with the first phase programming beginning in the 2014-15 school year.	Goal 5c String Orchestra	The School Board reviewed options on 11/25/13 and carried over to November, 2014.	11/25/13	School Board approval. Implementation of program.	
d. Program Review of Preschool and Early Childhood Programs <u>Currently about 20% of our preschool age population is enrolled in WBLAS preschool and early childhood family education programs.</u> <u>Our programming includes sites at Normandy Park, a separate early childhood and preschool facility;</u>	Goal 5d Preschool and Early Childhood Programs <u>Thorough review of our current preschool and early childhood program; an assessment of the needs of our preschool children and families; an assessment of steps for improving quality of programming and space for program growth; and recommendations for potential next steps.</u>			.	

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classrooms dedicated for preschool and early childhood at Hugo and Vadnais Heights Elementary Schools; and a partnership with Tamarack Nature Center, a facility operated by Ramsey County. All facilities are currently at or close to capacity. With state funded all-day kindergarten beginning in 2014-15, the entry into school for an increasing percentage of children is expected to be at the preschool level. Recent state policy decisions and funding decisions are consistent with this expectation.					

AGENDA ITEM: **Funding of Student Activities**
MEETING DATE: **September 8, 2014**
SUGGESTED DISPOSITION: **Operational Item**
CONTACT PERSON(S): **Dr. Wayne A. Kazmierczak, Director of Finance and Operations**

BACKGROUND:

As discussed with the School Board at its August 25, 2014 work study meeting, a recommendation to fund three programs (boys lacrosse, girls lacrosse and boys swimming) on the same basis as other District-offered sports would be forthcoming.

Student activities are currently funded through a combination of District funds and fees as allowed under Minnesota law. Conditionally, boys lacrosse and girls lacrosse were added in 2008 and boys swimming was added in 2010. During this period, school districts across Minnesota were grappling with significant financial issues related to the level of state education funding at a time when the state was dealing with multi-billion dollar budget deficits. The primary condition set forth for these programs at inception was that each was to raise additional funds in order to operate at the same level as other District sports.

In 2011, the District made the decision to increase transportation funding for all student activities. This currently recommended action would put boys lacrosse, girls lacrosse and boys swimming on the same funding basis as other sports offered by the District. The administrative practices related to coaches, supplies and travel expenditures would be consistent. The total budgetary impact for this recommended change is approximately \$10,000 annually.

Suggested Resolution: Move to approve the funding of boys lacrosse, girls lacrosse and boys swimming on a basis consistent with other sports offered by White Bear Lake Area Schools.

AGENDA ITEM: Tentative Agreement – 2013-15 Contract
International Union of Operating Engineers
Local 70, Bus Drivers and Bus Aide Employees

MEETING DATE: September 8, 2014

SUGGESTED DISPOSITION: Operational Item

CONTACT PERSON(S): Christina Picha, Director of Human Resources
Dr. Wayne Kazmierczak, Director of Finance & Operations

BACKGROUND:

The District has reached a tentative agreement with Local 70 on behalf of the District's Bus Driver and Bus Aide employees. The unit ratified the agreement on Monday, August 25, 2014.

The Board has received in its previous correspondence a summary sheet of the proposed language and salary changes.

Chris Picha and Wayne Kazmierczak will be available to answer questions.

RECOMMENDATION:

Approve the proposed 2013-15 Master Agreement with Local 70 representing the District's Bus Driver and Bus Aide employees by passing the following resolution.

RESOLUTION:

WHEREAS, the parties have reached a tentative agreement on the 2013-2015 contract;

WHEREAS, the union has ratified the Contract;

THEN BE IT HEREBY RESOLVED that the School Board of Independent School District 624 approves the 2013-2015 agreement and authorizes the Chair and Clerk to execute the agreement on behalf of the School Board.