

MINUTES OF A REGULAR MEETING OF THE BOARD OF EDUCATION OF ORONO
INDEPENDENT SCHOOL DISTRICT NO. 278
HELD ON APRIL 11, 2022

Present: Bob Tunheim, Mike Bash, Kristine Flesher, Ali Howe, Laura Wallander, Sarah Borchert

Absent: Martha Van de Ven

The Regular Meeting of the Board of Education of Orono Independent School District No. 278 was held on Monday, April 11, 2022 and called to order by Board Chair, Bob Tunheim, at 7:00 PM.

3. – Consideration of the Agenda

4. – Consent Agenda

UPON MOTION by Laura Wallander, seconded by Mike Bash, the Consent Agenda was approved as follows:

- Approved Minutes from the Regular Meeting held on March 14, 2022
- Approved the appointment of Scott Brown, as full-time Floating Substitute Teacher at Orono Middle School, effective March 7, 2022 through June 9, 2022
- Approved the appointment of Kerri Olson, as full-time Floating Substitute Teacher at Orono Schumann Elementary School and Orono Elementary Center, effective March 7, 2022 through June 9, 2022
- Approved the appointment of Kristina Mochinski, job share part-time Second Grade Teacher, effective for the 2022-2023 school year
- Approved the appointment of Emily Purnell, job share part-time Second Grade Teacher, effective for the 2022-2023 school year
- Approved the resignation of Peggy Adam, part-time Early Childhood Special Education Teacher at Orono Discovery Center, effective August 26, 2022
- Approved the resignation of Hannah Larson, full-time Fourth Grade Teacher at Orono Intermediate School, effective July 31, 2022
- Approved the resignation of Maya VanDriel, full-time Special Education Teacher at Orono Intermediate School, effective June 30, 2022
- Approved the resignation of Leah Shanks, full-time School Counselor at Orono Middle School, effective June 10, 2022
- Approved the appointment of Sean Beaverson, full-time Technology Coordinator at Orono Public Schools, effective April 14, 2022
- Approved the appointment of Chase Eriksson, Monitor at Orono Activity Center, effective April 5, 2022
- Approved the following spring coaching contracts:

Baseball	
Thomas Borrell, Head Coach	Barry Wohler, Varsity Coach
Mike Dabu, Varsity Coach	Charlie Bohl, JV Coach
Harry Wingerd, JV Coach	Evan Zamec, C Coach
Golf – Boys	
David Herring, Head Coach	Bryan Goudy, JV Coach
Golf – Girls	
Mallory Purdy, Head Coach	

Softball	
Christa Johnson, Head Coach	Elisabeth King, Assistant Varsity Coach
Lilly Johnson, JV Coach	Amy Groschen, C Coach
Chad Christians, Assistant Batting Coach	
Tennis – Boys	
Aaron Dvorak, Head Coach	
Track & Field	
Brian McCollor, Girls Head Coach	Nathan Porter, Boys Head Coach
Jennifer Nyquist, JV Coach	Mat Wistrom, JV Coach
Katie Leslie, JV Coach	
Lacrosse – Girls	
Hannah Vilks, Head Coach	Morgan Abbott, JV Coach
Katie Willander, C Coach	
Lacrosse – Boys	
Cory Childs, Head Coach	Alexander Horras, JV Coach
Cooper Tokar, Varsity Assistant Coach	

- Approved the Orono Education Association Master Agreement for 2021-2023
- Accepted Donations Totaling \$40,784.47
- Approved Electronic Fund Transfers for December 2021
- Approved Treasurer’s Report for December 2021
- Approved the Resolution Non-Renewing a Head Coaching Contract
- Approved Bill Vouchers: 312610-312792, 1524-1535, EP Register: 901457-901477, EFT Vouchers: 216, 6335-6340 and Capital One: 51698-51753

5. – Superintendent’s Report on Excellence

Dr. Flesher began her report by sharing that the Orono High School Chamber Choir participated in the Solo and Ensemble competition last month. Every entry received a Superior rating – a first in school history. Ms. Brenna shared, “Before we left the competition, the judges made a point of telling me how nice the Orono kids were and how much they enjoyed working with them.” Dr. Flesher congratulated our choir students and Ms. Brenna on a job well done.

Next, Dr. Flesher shared that OHS senior Gigi Martin earned a Rising Star Award through the 2022 Minnesota Aspirations for Women in Computing Awards program. She is celebrated and recognized for her leadership ability and academic achievement, along with computing-related interests and aspirations. As an award winner, she will have access to internships, job shadow experiences and mentor matches.

Dr. Flesher highlighted the high school DECA program and the way it has impacted hundreds of students through the years and continues to be a popular and thriving program under the inspiring direction of Mr. Keith Jurek. This year, 29 students emerged from the state competition as qualifiers for the International Career Development Conference later this month in Atlanta. Congratulations to:

- o Aby Denneson
- o Aiden Ecker
- o Madi Elliott
- o Olivia Fegers
- o Charlotte Finch
- o Harry Finch

- Will Fritz
- Charlie Gielow (Geelow)
- Mae Grandy
- Isabel Holzschuh
- Megan Kauch (couch)
- Grace Knooihuizen (newhizen)
- Lauren Knudson
- Jack Kopesky
- Roman Licursi
- Mia Lopez
- Leo Marzolf
- Angus Muldoon
- Jennifer Nguyen
- Preston Perrill
- Carli Pitts
- Alex Rapp
- Lilly Reiner
- Riley Snow
- Caleb Stephens
- Patrick Stephenson
- Ben Summers
- Nash Tichy
- Jack Wortman

One “Community Giving” DECA project exceeded all expectations this year. Through a series of highly successful fundraisers, the project leaders raised \$11,000 – nearly double their goal – to support the small community of Troncones, Mexico. Congratulations to Charlotte Finch, Aiden Ecker and Jack Kopesky. The funds have been used to form a soccer club, repair building damages and fund school transportation.

Next, Dr. Flesher shared that last week, Orono High School hosted Mr. Neel Kashkari, President and Chief Executive Officer of the Federal Reserve Bank of Minneapolis. He accepted an invitation to engage in a question-and-answer session with students. Mr. Kashkari discussed the current economic conditions, interest rates, inflation, supply chain challenges and consumer demand. Approximately 300 students attended the session, asking Mr. Kashkari thoughtful questions on everything from cryptocurrency to how he handles stress.

Finally, Dr. Flesher noted that April 18-22 is Public School Volunteer Week. She extended thanks our parents and support organizations for answering the call not only this year, but during the last two years when activities and events were limited. Our creative volunteers are incredibly dedicated to supporting our students, teachers and staff.

6. – Board Members Questions and Comments

7. – Old Business

7. A – Policy Review

The following revised policies were presented to the board for a second reading and approval.

- Policy 301: School District Administration
- Policy 302: Superintendent
- Policy 303: Superintendent Selection
- Policy 304: Superintendent Contract and Evaluation
- Policy 305: Policy Implementation

- Policy 306: Administrator Code of Ethics

UPON MOTION by Mike Bash, seconded by Sarah Borchers, the board approved the proposed changes to policies 301, 302, 303, 304, 305 and 306.

Motion approved unanimously.

7. B – Other Old Business as Necessary

No other old business was brought forward.

8. – New Business

8. A – 2023-2024 Academic Calendar

The 2023-2024 Academic Calendar was presented to the board for a first reading and review.

8. B – Policy Review

Dr. Scott Alger, Executive Director of Human Resources presented to the board the following revised policies for first reading and review.

- Policy 401: Equal Employment Opportunity
- Policy 402: Disability Nondiscrimination
- Policy 403: Discipline, Suspension, and Dismissal of School District Employees
- Policy 404: Employment Background Checks
- Policy 405: Veteran's Preference
- Policy 406: Public and Private Personnel Data
- Policy 407: Employee Right to Know – Exposure to Hazardous Substances
- Policy 408: Subpoena of a School District Employee

8. C – Termination and Non-Renewal of Probationary Teachers

Continuing contract law in the state of Minnesota requires that Boards of Education take explicit action to non-renew probationary teaching contracts, or the contract will continue automatically into the next school year. All of the individuals who are being proposed for non-renewal will have been notified prior to the evening of April 11, 2022.

The following is a list of proposed non-renewals of probationary teachers:

Chad Augeson
Taylor Fellers
Kari Heitke
Kathi Hibbs
Jody King
Mallory Purdy
Katherine Ritland
Miranda Schroder
Jessie Schuett
Mathew Wistrom

The resolution formally approving the non-renewal of all listed probationary contracts requires a motion, second, and a roll call vote. If for any reason a Board Member would like to separate out or vote on any particular probationary contract individually, they may make such a request. Otherwise, the resolution and action will be for the non-renewal of all probationary contracts that are listed.

Member Mike Bash introduced the following Resolution and moved its adoption:

RESOLUTION NON-RENEWING PROBATIONARY TEACHING CONTRACTS

WHEREAS, Minnesota Statutes section 122A.40, subdivision 5, states that the first three consecutive years of a teacher's first teaching experience in Minnesota in a single district is deemed to be a probationary period of employment, and that the probationary period in each district in which the teacher is thereafter employed is one year; and

WHEREAS, Minnesota Statutes section 122A.40, subdivision 5, further states that any annual contract with a probationary teacher may or may not be renewed as the school board shall see fit, provided that the board gives the teacher written notice of the nonrenewal before July 1;

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 278, Orono, as follows:

1. Pursuant to Minnesota Statutes section 122A.40, subdivision 5, the School Board hereby declines to renew the annual teaching contract of the following probationary teacher(s) effective at the end of this school year:

- Chad Augeson
- Taylor Fellers
- Kari Heitke
- Kathi Hibbs
- Jody King
- Mallory Purdy
- Katherine Ritland
- Miranda Schroder
- Jessie Schuett
- Mathew Wistrom

2. As a result of this Resolution, the District's employment relationship with the above-named probationary teachers will terminate effective June 30, 2022.

3. The School Board has reviewed and hereby approves the written notice of nonrenewal for each affected probationary teachers. Each teacher may make a written request that the Board of Education state its reasons for the non-renewal of her/his teaching contract. Such a request must be made, however, within ten (10) days after receiving notice of School Board action.

The School Board Clerk is directed to sign the written notices on behalf of the School Board. The reasons for non-renewal are classified as private personnel data under the Minnesota Government Data Practices Act, unless the non-renewal represents the final disposition of disciplinary action.

4. The Human Resources Executive Director, or a designee, is directed to serve the affected teachers with a copy of this Resolution and the approved written notice for that teacher before July 1. If possible, the notice(s) should be hand-delivered.

The motion for the adoption of the foregoing resolution was duly seconded by Sarah Borchers and upon vote being taken thereon, the following voted in favor thereof: Bob Tunheim, Sarah Borchers, Mike Bash, Laura Wallander, Ali Howe

And the following voted against the same: None

8. D – Q-Comp/ATTPS Report Approval

Dr. Aaron Ruhland, Executive Director of Learning and Accountability, shared the current status of the Q-Comp/ATTPS Report and requested approval. Dr. Ruhland shared this report with the board on behalf of Mr. Paul Hamilton, Curriculum and Development Leader, who was not able to attend the meeting.

UPON MOTION by Laura Wallander, seconded by Mike Bash, the board approved the Q-Comp/ATPPS plan for 2022-2023.

Motion approved unanimously.

8. E – Other New Business as Necessary

No other new business was brought forward.

The next Regular School Board Meeting will be held on Monday, April 25, 2022 at 7:00 PM in the District Office Assembly Room.

UPON MOTION by Sarah Borchers, seconded by Laura Wallander, the meeting was adjourned at 7:48 PM.



Bob Tunheim, *Chair*



Laura Wallander, *Clerk*