



OE-4 PERSONNEL ADMINISTRATION SUMMARY OF COMPLIANCE STATUS SEPTEMBER 2023

SUPERINTENDENT CERTIFICATION

With respect to OE-4 Personnel Administration taken as a whole, the superintendent certifies that the proceeding information is accurate and complete, and the district is:

- X In Compliance
In Compliance, with Exception (as noted in the evidence)
Not in Compliance

Summary Statement by Administration

Monitoring of operational expectations policies is part of the ongoing process of district performance evaluation and superintendent evaluation. This report includes a Data Analysis on page 2 presenting an administrative summary of the data and a Capacity Building/Recommendations section on the last page outlining new practice or protocol to be utilized for the next reporting timeframe. The Capacity Building/Recommendations section also documents suggested changes to Operational Expectations or Results policies and/or indicators and interpretations. This report addresses 25 indicators of the superintendent's responsibility regarding general operations. Of the 25 indicators, 24 demonstrated in compliance and one demonstrated in compliance, with exception. Reporting dates for this report are July 1, 2022 - June 30, 2023.

Signed: [Signature] Superintendent

Date: 9/11/2023

SCHOOL BOARD ACTION

With respect to OE-4 Personnel Administration, the Board:

- X Accepts the report as fully compliant
Accepts the report as compliant with noted exceptions
Finds the district to be noncompliant

Summary Statement/Motion of the Board

Motion by Mr. Lee to accept the OE-4 Personnel Administration Monitoring Report as In Compliance, seconded by Ms. Preskey. Motion carried.

Signed: [Signature] Board President

Date: 9/11/2023

Data Analysis

All employees hired successfully cleared background checks according to the level of risk within their classification of employment with BPS.

Of all teachers hired, 100% met the definition of highly qualified as defined by the ND Department of Public Instruction upon hire.

All volunteer applicants successfully cleared all background checks for the 2022-2023 school year.

All employees and new hires have acknowledged receipt of negotiated agreements, handbooks, and required policy review for the 2022-2023 school year.

The salary and benefit negotiations resulted in salary increases of 5% for 2022-2023. A change in health insurance benefits was negotiated with an employee cost share of 6% of health insurance premium.

The turnover rates for the following employee groups remain in compliance with meeting the district percentage goals. Instructional Aides at 20%, Custodial at 11%, Child Nutrition at 17%, overall support staff at 15%. Teachers at 5%, Professional Staff at .01%, and Administrators at 1%. Secretarial staff are not in compliance with a 9% turnover rate.

All performance evaluations were 100% completed for all employment groups for the 2022-2023 school year. Four teachers, one professional staff, and six support staff were not at proficient performance and are engaged in a performance improvement plan under the guidance of their supervising principal/supervisor.

All known complaints and grievances were resolved or handled in accordance with policy and negotiated agreements as applicable.

OE-4 Personnel Administration

The Superintendent shall assure the recruitment, employment, development, evaluation and compensation of district employees in a manner necessary to enable the district to achieve its *Results* policies.

Superintendent Interpretation:

- **Recruitment** shall mean attract and select the most talented and diversified pool of candidates.
- **Employment** shall mean work defined by the District for anyone who receives monetary compensation for services rendered.
- **Development** shall mean providing staff with mentoring, coaching, and/or training that positively impacts student achievement and professional growth.
- **Evaluation** shall mean a fair, credible, effective, and consistent system and process that assesses the effectiveness of the employee and provides support and feedback to facilitate continuous improvement and growth.
- **Compensation** shall mean providing competitive and flexible salary placement and benefits to attract new and retain current employees.
- **District employee** means anyone who receives compensation in exchange for services.
- The Board's *Results* policy is defined in R-1.

The Superintendent Shall:

4.1 Assure that no person is employed by the district without first clearing thorough background inquiries and checks.	In Compliance
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Superintendent Interpretation: BPS works to hire the best possible candidate for each position. To this end, BPS will avoid hiring an individual who did less than satisfactory work in a previous position or who has a criminal history of serious concern.

- **Background inquiries and checks** BPS will probe multiple sources to undergo extensive background checks, as time and expense allows, using a consistent standard for each classification of employee. In addition, employment eligibility prior to hiring will be determined through the following, as appropriate for the position: Background Information Services, Inc. (BISI) results, North Dakota Department of Public Instruction (ND DPI), North Dakota Bureau of Criminal Investigation (BCI) credential and licensing verifications, reference checks, and verification.

Indicator 1: Each newly hired employee will successfully clear her or his background check prior to the first day of work with BPS.	In Compliance
Evidence: 100% of newly hired employees successfully cleared background checks.	

Employee Type	Background Checks Completed	Hire Declined
Administrators	7	0
Teachers	52 (online only)	0
Professional Staff	6	0
Support Staff	233	25
Substitute/Other	218	4
Total	515	30

Indicator 2: The internal control processes verify that all employees hired between July and June of the fiscal year have successfully cleared all background checks according to the level of risk exposure in their employment classification, based on EEOC guidelines.	In Compliance
Evidence: 100% of new employees successfully cleared background checks according to the level of risk exposure in their classification of employment with BPS.	

The Superintendent Shall:

4.2 Assure that no volunteer has unsupervised contact with students without first clearing reasonable background inquiries and checks.	In Compliance
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Superintendent Interpretation: BPS needs and values the work provided by volunteers. BPS shall make all reasonable efforts to check for any criminal activity in the volunteer’s past to protect our students and staff.

- **Reasonable background inquiries and checks** shall mean a professional background check results and fingerprinting prior to allowing a person to volunteer.
- **Contact** shall mean any opportunity a volunteer has to be with students under the direction of district personnel.

Indicator 1: No person will fill a volunteer position as defined in Volunteer Policy KAAB without first satisfactorily passing a background check.	In Compliance
Evidence: A completed volunteer form is on file at the district office for all volunteers. 100% of volunteer applicants have successfully cleared all background checks.	

Background Type	Passed	Decline
Volunteers	422	0

The Superintendent Shall:

4.3 Select only highly qualified and the best-suited candidates for all positions.	In Compliance
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Superintendent Interpretation: The Board is interested in building the best quality staff and adding value to the team using procedures in Policies CAAB “Hiring Administrative Staff,” DBAC “Recruitment, Hiring, and Background Checks for New Instructional Personnel,” and DBAA “Recruitment, Hiring, and Background Checks for New Classified Personnel.”

- **Best-suited** shall mean the candidate selected for any position in the District meets or exceeds the minimum criteria of the position and the expectations of the hiring committee, director/principal, and/or Superintendent in order to find the best match possible for the team and for the particular role.
- **Highly qualified** shall mean the candidate has the appropriate levels of experience, education, license, credential or certification needed for the position as well as completion of successful interview process, which may include a performance interview.

Indicator 1: All classified staff, teachers, principals, and administrators hired met the baseline qualifications for their positions or had the proper waiver.	In Compliance
Evidence: 100% of classified staff, principals, and administrators hired have met the baseline qualifications for their positions. Of all teachers hired, 100% met the definition of highly qualified as defined by the ND Department of Public Instruction upon hire.	

The Superintendent Shall:

4.4 Administer clear personnel rules and procedures for employees.	In Compliance
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Superintendent Interpretation: Clear rules and procedures, including what is expected of employees, how they will be evaluated, how they will know if their work is below expectations, and what the consequences will be are important in building a quality work force.

- **Administer** shall mean to supervise or oversee that personnel rules and procedures are followed.
- **Clear** shall mean personnel rules and procedures are communicated in writing.
- **Rules and procedures** shall mean the applicable laws, Board, and District policies that communicate the employment expectations for all District personnel.

Indicator 1: All employees have digital or paper access to the Negotiated Agreements, employee handbooks and required policies, required federal and state notices, and emergency flip charts, as the position requires.	In Compliance
Evidence: All BPS employees have access to the BPS website, Unified Talent Records, and iVisions. All agreements, employee handbooks, and required policies are available to them. 100% of teachers and administrators are required to acknowledge receipt of Negotiated Agreements and Handbooks annually. 100% of support staff are required to acknowledge receipt of the handbook annually. 100%	

of all employees are required to complete review of the required policies, Safety Program, and Notices of Federal Regulations within the Learn BPS program. 100% fully completed the policy review requirement.

<p>Indicator 2: Within 30 days of signing contracts or the beginning of the new school year or within two weeks of accepting employment, all district employees have signed and returned to Human Resources an acknowledgement form to affirm they received updated policies the district is legally required to provide to staff annually.</p>	<p>In Compliance</p>
<p>Evidence: Required documents sent to new hires through Unified Talent Records, 100% of all staff hired have completed all requirements for document review.</p>	

The Superintendent Shall:

<p>4.5 Effectively handle complaints and concerns.</p>	<p>In Compliance</p>
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Superintendent Interpretation: An effective process for handling complaints and concerns is important.

- **Effectively handle** shall mean investigate promptly, accurately with consideration and professionalism. However, “effectively” does not necessarily mean complainants will always be pleased with the complaint’s resolution.
- **Complaints and concerns** shall mean grievances or questions related to sexual harassment, discrimination claims, contractual violations, Board and District policies and procedures, and possible violations of state and federal laws.

<p>Indicator 1: 100% of known complaints and grievances are resolved or handled in accordance with policy and Negotiated Agreements, as applicable.</p>	<p>In Compliance</p>
<p>Evidence: Bismarck Public Schools follows policy and negotiated agreements to address any complaints and grievances.</p>	

The Superintendent Shall:

<p>4.6 Maintain adequate job descriptions for all staff positions.</p>	<p>In Compliance</p>
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Superintendent Interpretation: Employees and employers benefit from job descriptions that are well-designed and clearly written for each category of position and each unique position. Job descriptions are necessary for recruitment, hiring, developed, and evaluation.

- **Maintain** shall mean to keep current and accurate.
- **Adequate** shall mean job descriptions reflect the minimum qualifications, essential functions, knowledge, skills, and abilities of the responsibilities and tasks performed.

<p>Indicator 1: 100% of job descriptions will be available to employees and for use by administrators during the hiring and evaluation processes.</p>	<p>In Compliance</p>
<p>Evidence: All job descriptions are posted and available to all employees and administrators on the BPS website. Job descriptions are included in the posting of open positions.</p>	

The Superintendent Shall:

4.7 Protect confidential information.	In Compliance
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Superintendent Interpretation: Central Office, as keepers of personnel information, must have uncompromising ethical principles and follow legal requirement for securing and protecting personnel files and information in the office setting as well as more informal settings.

- **Protect** shall mean to secure, keep safe, and preserve employee confidential information.
- **Confidential** shall mean access to employee information follows federal and state law, including Health Insurance Portability and Accountability Act (HIPAA).

Indicator 1: During the fiscal year, there has been no report of a breach of confidential information by district staff.	In Compliance
Evidence: Zero reports of a breach of confidential information by district staff had been reported.	

Indicator 2: Any report of a breach of confidentiality by a staff member has been thoroughly investigated and appropriate action taken.	In Compliance
Evidence: Zero reports of a breach of confidential information by a staff member had been reported.	

The Superintendent Shall:

4.8 Assure that compensation and benefit plans attract and retain the highest quality employees by compensating employees, within available resources, in a manner consistent with the applicable marketplace, including but not limited to organizations of comparable size and type.	In Compliance
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Superintendent Interpretation: The Human Resources Department will advise the Superintendent who shall advise the Board of appropriate compensation for employee groups, given the marketplace and projected revenue. Periodic studies of comparability should be conducted.

- **Competitive** shall mean the District offers are as good as or better than others of a comparable nature.
- **A compensation plan** shall mean District salaries and benefits are commensurate with or higher than equivalent positions when compared to similar school districts.
- **Highest quality** in terms of attracting applicants shall mean a candidate who meets the criteria of the position and the expectations of the hiring committee, supervising administrator, or Superintendent.
- **Highest quality** in terms of retention of employees shall mean those who are evaluated as effective or higher based on the District’s evaluation criteria.

Indicator 1: Salaries and benefits will be negotiated for teachers and administrators, with efforts to maintain a competitive stance in the marketplace, given affordability due to budget.	In Compliance
Evidence: The salary and benefit negotiations process completed in 2023 resulted in total salary increases of 5% for 2023-24 and 4% for the 2024-25 school year. Added employee cost share in health insurance premiums of 6%.	

Indicator 2: Salaries and benefits will be adjusted for support staff and professional support staff through consultation, with efforts to maintain a competitive stance in the marketplace, given affordability due to budget.	In Compliance
Evidence: Subsequent study by the administration, considering budget impact, issues of internal equity among employees, and Board consideration/approval, resulted in total salary increases of 5% for 2023-24 and 4% for the 2024-25 school year. Added employee cost share in health insurance premiums of 6%.	

Indicator 3: A periodic review of market study data will be conducted for specific employee classes when appropriate, agreed upon, and possible within the budget.	In Compliance
Evidence: Periodic review of various positions requesting reclassification and/or areas of critical shortage. All employees were allowed to move over one lane for the 2023-24 year and again for the 2024-25 school year. A proposal has been initiated to conduct a market salary analysis for all hourly support staff positions.	

Indicator 4: Turnover in teaching and administrative staff is 5 percent or lower annually except for retirement and leave due to family moving out of the area.	In Compliance
Evidence: Teaching and administrative staff turnover rate has met the requirement of 5% or lower.	

Indicator 5: Turnover in professional support staff and secretarial and custodial support staff is 5% or lower annually except for retirement and leave due to family moving out of the area.	In Compliance, with Exception
Evidence: Support staff resigned for reasons other than retirement or moving out of the area. Professional support, bus monitor employee groups in compliance with less than 5% turnover. Secretaries did not meet compliance at 9%.	

Indicator 6: Turnover in instructional aide and child nutrition support staff is 30% or lower annually except for retirement and leave due to family moving out of the area.	In Compliance
Evidence: Support staff resigned for reasons other than retirement or moving out of the area. Instructional aide and child nutrition groups in compliance with less than 30% turnover. All Support/Professional Staff Exit Survey: Total of 4% responded to the exit survey with reasons being other than retirement/relocating: 75% Dissatisfied with position, hours and/or benefit costs, ineligible for benefits; 25% Other, returning to school.	

The Superintendent Shall:

4.9 Consistent with the Superintendent’s own evaluation, evaluate all employee performance according to their contribution toward achieving the Board’s Results policies and their compliance with the Board’s Operational Expectations policies.	In Compliance
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Superintendent Interpretation: The Board requires that all employee performance is evaluated in relation to the Board’s strategic results and compliance with the Board’s Operational Expectations policies.

- **Consistent with the Superintendent’s own evaluation** shall mean that employee evaluations will be aligned with the Superintendent’s evaluation, Student Achievement results and Operational Expectations compliance.
- **Evaluate** shall mean assessing the degree to which employee performance is meeting the District’s expectations and standards for performance as well as any state requirements and then providing employee feedback, goal setting, and coaching.
- **Achieving** shall mean that the employee performance contributes to accomplishing the Board’s goals.
- **Compliance** shall mean District employees are assessed pursuant to the appropriate evaluation.

<p>Indicator 1: All teachers are expected to analyze student achievement data and, with the assistance of their principal, determine annual goals for professional growth to best impact student achievement of the academic and social emotional curriculum.</p>	<p>In Compliance</p>
<p>Evidence: Throughout the evaluation process all teachers must respond to the following questions linking their evaluation to student performance.</p> <p>Critical Attributes:</p> <ol style="list-style-type: none"> 1. My school, professional development, and student achievement goal(s) are (Include who/what/where/how/when)? 2. What evidence/results show the impact on student growth? 3. Based on the evidence and student growth, my next steps for continued professional growth are? 4. What have I achieved (reflection)? <p>100% of all teachers were evaluated in the 2022-23 school year. Four teachers were not at proficient performance and are engaged in a performance improvement plan under the guidance of their supervising principal.</p>	

<p>Indicator 2: All professional support staff are expected to analyze district needs and, with the assistance of their supervisor, determine annual goals for professional growth to best impact the district’s needs.</p>	<p>In Compliance</p>
<ol style="list-style-type: none"> 1. My school, professional development, and student achievement goal(s) are (Include who/what/where/how/when)? 2. What evidence/results show the impact on student growth? 3. Based on the evidence and student growth, my next steps for continued professional growth are? 4. What have I achieved (reflection)? <p>100% of all professional support staff were evaluated in the 2022-23 school year. One professional staff was not at proficient performance and is engaged in a performance improvement plan under the guidance of their supervisor.</p>	

<p>Indicator 3: All principals are expected to analyze student achievement data and, with the assistance of their assistant superintendent, determine annual goals for professional growth for themselves and their staff to best impact student achievement of the academic and social emotional curriculum.</p>	<p>In Compliance</p>
<p>Evidence: 100% of building level administrators were evaluated for the 2022-23 school year using a principal evaluation tool based on the Interstate School Leaders Licensure Consortium (ISLLC) Standards which organize the functions that help define strong, effective school leadership under six</p>	

general standards. Each standard supports the advancement of educational leadership competencies that result in meaningful student growth and academic achievement.

<p>Indicator 4: All district-level administrators are expected to combine performance and department goals / objectives into an operational plan aligned to the Operational Expectations policies.</p>	<p>In Compliance</p>
<p>Evidence: All district-level administrators were evaluated for the 2022-23 school year by combining performance and department goals/objectives that are aligned to the Operational Expectations and the Operational Plan.</p>	

<p>Indicator 5: All support staff are responsible for supporting the district’s daily work and instructional programs and are evaluated at least annually.</p>	<p>In Compliance</p>
<p>Evidence: All supervisors are responsible for the annual evaluation of all support staff who are responsible for supporting the district’s daily work and instructional programs. Currently, supervisors have the option to utilize the online platform Perform or a paper copy. 100% of support staff evaluations were fully completed in the 2022-23 school year. Six hourly support staff were not at proficient performance and are engaged in a performance improvement plan under the guidance of their supervisor.</p>	

The Superintendent Shall:

<p>4.10 The Board is committed to hiring highly qualified staff that adds sustained value to the BPS team. This includes hiring the most qualified staff for each position and ensuring staff engage in high quality staff development.</p>	<p>In Compliance</p>
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Superintendent Interpretation: The Board requires that all employee performance is evaluated in relation to the Board’s strategic results and compliance with the Board’s Operational Expectations policies.

- **Highly qualified** shall mean the candidate has the appropriate levels of experience, education, license, credential, or certification needed for the position as well as completion of successful interview process, which may include a performance interview.

<p>Indicator 1: All classified staff, teachers, principals, and administrators hired met the baseline qualifications for their positions or had the proper waiver.</p>	<p>In Compliance</p>
<p>Evidence: 100% of all staff hired met the baseline qualification for the positions hired and all required documentation has been provided.</p>	

<p>Indicator 2: The district will implement a staff development management system. This system will provide a professional development platform to document alignment, choice, and analytics that will monitor and guide staff performance, development, and growth.</p>	<p>In Compliance</p>
<p>Evidence: Bismarck Public Schools has acquired Unified Talent Professional Learning as the staff development management system to document alignment, choice, and analytics that will monitor and guide staff performance, development, and growth.</p> <p>The Master Teacher Paraeducator training system acquired in development of an Instructional Aide training program within BPS.</p>	

The Superintendent Shall:

<p>4.11 The Board is committed to a culture of collaboration and inclusion where all employees are treated with dignity and respect as all work collectively to meet the needs of the organization.</p>	<p>In Compliance</p>
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Superintendent Interpretation: The Board is committed to a culture of collaboration and inclusion where all employees are treated with dignity and respect as all work collectively to meet the needs of the organization.

- **Inclusion** shall mean valuing people for who they are, nurturing our diversity, and embracing the contributions of all students, families, and staff.

<p>Indicator 1: 100% of known complaints and grievances are resolved or handled in accordance with policy and Negotiated Agreements, as applicable.</p>	<p>In Compliance</p>
<p>Evidence: Bismarck Public Schools follows policy and negotiated agreements to address any complaints and grievances.</p>	

The Superintendent Shall:

<p>4.12 The Board is committed to ensuring all staff are free of reprisal for filing legitimate complaints or grievances. Administrative Policy KACB Complaints About Personnel documents the process.</p>	<p>In Compliance</p>
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Superintendent Interpretation: The Board is committed to a culture of collaboration and inclusion where all employees are treated with dignity and respect as all work collectively to meet the needs of the organization.

- **Legitimate** shall reference applicable laws, Bismarck Public Schools’ Coherent Governance Policies, Bismarck Public Schools’ Administrative Policy, and established Bismarck Public Schools’ practices.
- **Reprisal/Retaliation** shall mean seeking undue or negative consequences against an individual.

<p>Indicator 1: 100% of known complaints and grievances are resolved or handled in accordance with policy and Negotiated Agreements, as applicable.</p>	<p>In Compliance</p>
<p>Evidence: Bismarck Public Schools follows policy and negotiated agreements to address any complaints and grievances. BPS administrative policy KACB <i>Complaints About Personnel</i>; AAC <i>Nondiscrimination and Anti-Harassment</i>; ACF <i>Whistleblower Protections Prohibition Against Retaliation</i>.</p>	

Capacity Building/Recommendations

Capacity Building

We have developed a learning library in the Unified Talent Professional Learning program as an educator resource for professional development.

We have developed a professional learning library in the Master Teacher program as an instructional aide resource for professional development on weather virtual learning days.

We have three instructional aides in the Para-to-Teacher Program. One employee is in the Resident Teacher Program. Two employees are in the School Psychologist Intern program. Seven employees in the Counselor Plan of Study program.

A proposal has been initiated to conduct a market salary analysis for all hourly support staff positions.

Recommendations

Administration has no recommendations at this time.