

**BECKER PUBLIC SCHOOLS**  
**School Board Meeting Agenda**

Monday, April 1, 2019 at 6:30 PM

Regular Meeting

Teaching & Learning Center, Becker High School

12000 Hancock Street

Becker, MN 55308

---

1.	PROCEDURAL ITEMS	
	A. Call to Order	
	B. Pledge of Allegiance	
	C. Agenda	
	D. Recognition of Visitors and Public Forum	
	I. Robotics Team Demonstration	
2.	REPORTS	
	A. Superintendent's Report	2
	B. Committee Reports	
3.	CONSENT AGENDA	
	A. Minutes	6
	B. Disbursements	
	C. Financial Report	10
	D. Personnel	11
	E. Gifts	12
	F. Resolution Relating to the Termination and Nonrenewal of a Probationary Teacher	13
4.	APPROVE FY 20 BUDGET ADJUSTMENTS	14
5.	STRATEGIC PLANNING	15
6.	REFERENDUM PLANNING	30
7.	ADJOURNMENT	



Date: March 28, 2019  
To: School Board  
From: Dr. Malone  
RE: Meeting Notes, April 1, 2019

1. D. The robotics team will provide a demonstration for the school board.
2. A. Superintendent’s Report
  - i. A legislative conference committee has agreed on legislation pertaining to winter weather closures for schools this year. Governor Walz is expected to sign the bill. The legislation waives the minimum 165 days of instruction for this year. The Becker School calendar scheduled 173 days of instruction and closed on 5 days due to inclement weather. So, the legislation is not relevant to our school district.
  - ii. The Governor’s revised budget proposal would provide general education formula increases 3% for FY 20 and 2% for FY 21. It also provides a significant funding increase for special education. The House Ways and Means Committee is expected to adopt a budget resolution by April 12th that will at least match The Governor’s budget. The Senate GOP majority will soon announce the framework of its budget plan, which is expected to be less than 2% on the formula for each of the two years of the biennium.
3. Consent Agenda
  - a. Personnel: **I recommend approving the personnel items as presented** (enclosed).
  - b. Policy 706 Acceptance of Gifts permits the school board to accept donations or gifts under the terms of the policy. **I recommend accepting the gifts as described on the enclosure.**
  - c. **I recommend approving the resolution relating to the termination and non-renewal of a probationary teacher.**
4. The FY 20 General Fund Budget, approved last month, included reducing expenses by \$75,000. I recommend approving the following general fund adjustments:

FY 20 Budget Reductions	
\$6,685	Contracted Services
\$24,000	0.5 FTE Custodian
<b>\$30,685</b>	<b>District Total</b>
\$10,000	Capital Budget
\$10,000	Walk-A-Thon (revenue increase)
<b>\$20,000</b>	<b>Primary School Total</b>
\$7,000	2.5 hours para
\$13,000	2.75 hours secty
<b>\$20,000</b>	<b>Intermediate School Total</b>
\$20,000	Replace 0.5 FTE Certified Math Interventionist with 4 hour Para and IXL
<b>\$20,000</b>	<b>Middle School Total</b>
\$5,000	Supply Budget
<b>\$5,000</b>	<b>High School Total</b>
<b>\$95,685</b>	<b>Total FY 20 Budget Reductions</b>

5. Strategic Planning:
  - a. The next step in the strategic planning process is for each school board member to complete the Pairmatrix ranking of the top ideas. I will send each board member the link and credentials. We will take time at the meeting to be sure each board member can log in to complete the Pairmatrix ranking. Board members are asked to complete the Pairmatrix by April 12th.
  - b. The school board's Pairmatrix results will be used to determine which ideas are categorized by exit outcome. The results also determine the top ideas, which will be prioritized in setting goals.
  - c. The 2019 stakeholder participation report is attached along with all the input.
6. The two referenda approved by voters in 2009 will expire after FY 20. Both referenda should be renewed in November of 2019.
  - a. Capital Projects Referendum (1.834% of Net Tax Capacity) generates annual revenue of \$494,215. Kevin and I are recommending that this referendum be renewed at the same dollar amount resulting in no tax increases.
  - b. Operating Referendum \$415 per pupil unit generates annual revenue of 1,240,804.

Kevin and I will project interactive spreadsheets to show the impact of different per pupil operating referendum amounts on the district's 10-year general fund balance projection. The school board should determine the amount of the per pupil operating referendum for renewing this ballot question.

Please contact me with any questions or concerns.

# Board & Administrator

FOR SCHOOL BOARD MEMBERS

March 2019 Vol. 32, No. 11

Editor: Jeff Stratton

## Insight into the superintendent search process

By Dr. Peter Gorman\*

When I interviewed to be the superintendent in Charlotte, I was 41 and a seasoned school administrator. I had managed schools as a principal and groups of schools as an area superintendent. I had worked in central administration in the areas of curriculum and instruction, information technology, and finance. Finally, I had been superintendent in a district — albeit one considerably smaller than Charlotte — in Tustin, California.

I was prepared to lead Charlotte, personally and professionally. I had looked at a variety of other superintendent positions all over the country. In some, I turned down the offer because it didn't feel like the right fit. In others, I had applied but not been offered the job. I learned an important lesson in this process: it's not just the jobs you don't get that matter; the jobs you turn down or decide not to pursue can matter as much or more. Put another way, a superintendent needs a tough skin to survive — and the bruises you get along the way, as well as the ones you avoid, help prepare you to be a strong leader.

The Charlotte job was one of two we seriously considered. The other was Clark County, Nevada, which includes Las Vegas. At the time, it was the fastest growing district in America.

As it happened, the interview in Las Vegas occurred first, about a month before the one in Charlotte.

The interview in Las Vegas was completely public. Everywhere we went, the press followed us. One elected official followed my wife into a bathroom and tried to talk to her over the stall door in an unorthodox but determined effort to sell the

virtues of the Las Vegas community as a great place to live and work.

But as it turned out, I did not get the Las Vegas job. I was crushed since I had grown to like the people we met there. Also, I was afraid I'd missed the only opportunity like that I was going to have. (I was wrong!)

Contributing to my disappointment was having to come back to Tustin and face all the people who'd watched my courtship with another school district. I had seriously flirted with another school district in full public view. There was no changing that or the fallout from such a public betrayal. This led to the Tustin board extending overtures to persuade me to stay there — overtures that I refused.

When I apply for a position, my wife and I start by looking at the job vacancy announcement and the desired candidate profile, if they have developed one, and by evaluating any information gleaned from watching board meetings and reading the newspapers, blogs, TV station websites, the district website, Facebook, and now Twitter. My wife read the Charlotte and Las Vegas newspapers every day.

This helps us to develop our own profile of the traits and characteristics they are looking for in a superintendent, as well as the issues and priorities they will expect the new superintendent to address.

*\*Dr. Peter Gorman is president and chief executive officer of Peter Gorman Leadership Associates. Previously, he was superintendent of the Tustin Unified School District in California and Charlotte-Mecklenburg Schools in North Carolina. He can be reached at [pete@pgleadership.com](mailto:pete@pgleadership.com). Follow him at [@petercgorman](https://twitter.com/petercgorman). ■*

## Role issue: Child of board member asks for job

A child asks his parent/board member to get her a job at the school. How should the parent/board member respond?

Wrong way: Assure her you'll try to get her a job. There's an opening in the English department, and you've served the district for years and feel you are "owed" for this service.

The correct way: Tell her that this would be a conflict of interest on your part and that you don't have the authority as a board member to get her a job. Tell her where she can get information about the job and an application form. The administration does the hiring, not the board. ■

## Who should be in charge of decisions?

As The Board Doctor, the topic I get asked about most is the proper roles for the board and superintendent. I must confess — I don't know of any organization where the board and superintendent are completely clear on respective roles.

What this means is that the board and superintendent must continually work at determining "who is responsible for what" rather than waiting for crisis situations to ask that question.

You know the type of situations I'm talking about:

- A heating system breaks down and needs immediate repair. Should the superintendent get it fixed right away or wait for board approval of what will be a sizable bill?
- A staff member is mad at the superintendent and wants a grievance session with the board. Should the board consent or let the superintendent handle it?

Situations like these always frustrate board members and the superintendent. They want a black-and-white definition of "Who should be in charge: the board or the superintendent?"

Unfortunately, answers to "real-world" problems are seldom black and white. Let's consider the big repair bill example mentioned earlier:

The heating system in one building isn't working, and it's freezing outside. It's not an optimal situation for student learning. The superintendent can't reach any board members, so they go ahead and order the repairs.

You can't be fully prepared for every crisis that comes along. But a board can and should set policies that help you and your superintendent know how to handle crisis situations.

The board has a responsibility for planning for emergency purchases. The board should pass a policy on emergency purchases to guide the superintendent — how much can be spent and who on the board should be notified. ■

## Trust-building activities for the board and superintendent

Try some of these trust boosters as a board and superintendent team:

- Hold an annual retreat away from your regular meeting room.
- Break bread together occasionally.
- Evaluate the board annually.
- Evaluate the superintendent annually. ■

Chair Jurek called the regular meeting of the School Board of District #726 to order on the 11th day of March, 2019 at 6:34 p.m. in the Teaching & Learning Center.

**Roll Call.**

**Members present:** Aaron Jurek, Jason Kindred, Lori Molus, Ryan Obermoller, Connie Robinson, Mark Swanson

**Members absent:** None

**Others present:** Dr. Stephen Malone, Superintendent  
Kevin Januszewski, Director of Business Services

**REPORTS**

**Superintendent Malone:**

- Calendar Committee Meeting on April 10
- Collaboration with City of Becker
- Big Dog Challenge
- MCA / NWEA Testing
- Congratulations to Girls Basketball Team for Making it to State Competition

**Director Obermoller:** Activities Committee Meeting

**Chair Jurek:** ECFE Advisory Committee Meeting

Motion by Jason Kindred, seconded by Ryan Obermoller to **Approve the Consent Agenda, as amended:**

- *Remove "Decline Abatement Request" from Consent Agenda for discussion.*
- *Remove Resolution Relating to the Termination and Nonrenewal of Teaching Contracts from Consent Agenda in order to take roll call vote.*

Motion carried unanimously.

**CONSENT AGENDA**

**MINUTES FROM THE FEBRUARY 4, 2019 REGULAR SCHOOL BOARD MEETING**

**MINUTES FROM THE FEBRUARY 20, 2019 SPECIAL SCHOOL BOARD MEETING**

**FINANCIAL REPORT**

EXPENDITURES	2018-19		2018-19 Year-to-Date	Remaining Budget	%	Prior Year
	Budget	February 2019				% Spent
General	32,306,350	3,196,045	19,084,353	13,221,997	59.07%	61.54%
Food Service	1,456,644	178,899	746,736	709,908	51.26%	59.70%

Community Service	1,256,117	117,932	833,110	423,007	66.32%	60.56%
Debt Service	3,557,569	-	3,469,337	88,232	97.52%	99.91%
	<u>\$38,576,680</u>	<u>\$3,492,876</u>	<u>\$24,133,537</u>	<u>\$14,443,143</u>	<u>62.56%</u>	<u>65.14%</u>

**DISBURSEMENTS** – in the amount of \$2,409,829.47

**NOTICE OF REDUCTION IN FORCE PLACING EMPLOYEES ON LAYOFF**

**PERSONNEL**

Name	Status	Job Title	Location	Hrs Per Day/FTE	Group	Replacing	Effective	Wage
Crowley, Jon	New	Field House Supervisor	MS	Varied	n/a	n/a	1/25/2019	\$12.00 Per Hour
Fox, Lance	New	Homebound Instructor	MS	Varied	BEA	n/a	3/12/19	\$30.00 Per Hour
Gibbons, Robin	New	Ala Carte Lead	HS	6.75 Hrs Per Day	MultiUnit	Cheryl Latham	3/18/19	\$23.79 Per Hour
Johnson, Phil	Resignation	Math Teacher	HS	1 FTE	BEA	n/a	End of 18-19 School Year	n/a
Kealy, Madison	New	Track and Field Coach	MS	Season	BEA Schedule C	Callie Simanski	3/11/2019	\$2,240 Per Season
Knudsen, Brett	New	Baseball Coach	HS	Season	BEA Schedule C	Ryan Szymanski	3/18/2019	\$2,775 Per Season
Larson, Sandra	Rehire	Art Teacher	PS/IS	.25 FTE	BEA	n/a	8/22/2017	Use Current Step / Lane
Latham, Cheryl	Resignation	Ala Carte Lead	HS	6.75 Hrs Per Day	MultiUnit	n/a	2/22/2019	n/a
Lundeen, Anicca	New	Girls Lacrosse Coach	HS	Season	BEA Schedule C	Hugh Hovde	4/1/2019	\$3,955 Per Season
Lundeen, Mike	New	Asst. Girls Lacrosse Coach	HS	Season	BEA Schedule C	Rebecca Stolarczyk	4/1/2019	\$2,275 Per Season

Nelson, Matthew	New	Field House Supervisor	MS	Varied	n/a	n/a	2/1/19	\$12.00 Per Hour
Quernemoen, Gretchyn	New	Boys Tennis Coach (Spring 2019 Season Only)	MS	Season	BEA Schedule C	Alyssa Stevens	3/25/2019	\$2,240 Per Season
Reichle, Brett	New	Asst. Boys Lacrosse Coach	HS	Season	BEA Schedule C	Lukas Fox	4/1/2019	\$2,775 Per Season
Schuster, Todd	New	Baseball Coach	MS	Season	BEA Schedule C	Justin Thorn	4/1/2019	\$2,240 Per Season
Stubbs, Cathy	New	Lunchroom Supervisor	HS	1.75 Hrs Per Day	NonUnion	Erin Cota	2/18/2019	\$13.50 Per Hour
Szymanski, Ryan	New	JV Baseball Coach	HS	Season	BEA Schedule C	Matt Eigen	3/18/2019	\$2,775 Per Season
Welle, Taylor	New	Counseling Internship	HS	Varied	n/a	Kathry Jespersion	8/1/2019	\$10,000 Stipend

**GIFTS**

Donor Name	Description of Gift	Purpose of Gift
Clear Lake Lions	\$700.00	Dance Team
Clear Lake Lions	\$1,000.00	Prom Committee (Offset Prom Costs for Students)
Darter Plastics	\$1,000.00	Robotics
Destination Vacation	\$250.00	Robotics
Potter Trucking	\$200.00	Prom Committee (Offset Prom Costs for Students)
The Eddy Family Foundation	\$2,000.00	General Education Purposes

**APPLICATION FOR DISSOLUTION OF COOPERATIVE SPONSORSHIP**

**ESTABLISH CENTRAL MN CREDIT UNION AS A DISTRICT DEPOSITORY**

Motion by Ryan Obermoller, seconded by Jason Kindred to **Approve the 2019-2020, 2020-2021 and 2021-2022 Superintendent Contract with Jeremy Schmidt.** Motion carried unanimously.

Aaron Jurek and Connie Robinson were **Appointed to the High School Principal Interview Committee.** Interviews will take place on March 25, 2019.

Motion by Mark Swanson, seconded by Jason Kindred to **Approve FY19 Revised Budgets, as presented.** Motion carried unanimously.

Motion by Jason Kindred, seconded by Lori Molus, to **Approve the Preliminary FY20 Budgets,** with reductions of \$75,000 from the general fund. Motion carried unanimously.

Motion by Mark Swanson, seconded by Jason Kindred to **Decline the Abatement Request.** Motion carried unanimously.

Motion by Jason Kindred, seconded by Ryan Obermoller, to **Approve a Resolution Relating to the Termination and Nonrenewal of Teaching Contracts.** Upon roll call vote, motion carried unanimously.

The meeting was **adjourned** at 7:38 p.m.

---

Aaron Jurek, Chair

---

Mark Swanson, Clerk

Recorder: Angela Oswald

**BECKER PUBLIC SCHOOLS  
MONTHLY FINANCIAL REPORT  
March 2019**

**EXPENDITURES**

<b>Fund</b>	<b>2018-19 Budget</b>	<b>March 2019</b>	<b>2018-19 Year-to-Date</b>	<b>Remaining Budget</b>	<b>% Spent</b>
General	33,162,293	2,852,934	21,937,287	11,225,006	66.15%
Food Service	1,464,860	113,971	860,707	604,153	58.76%
Community Service	1,417,180	105,085	938,195	478,985	66.20%
Debt Service	3,557,569	82,981	3,552,318	5,251	99.85%
	<b>\$ 39,601,902</b>	<b>\$ 3,154,971</b>	<b>\$ 27,288,508</b>	<b>\$ 12,313,394</b>	<b>68.91%</b>

## April 2019 Personnel

I recommend approving the personnel items as presented (sorted by last name):

Name	Status	Job Title	Location	Hrs Per Day/FTE	Group	Replacing	Effective	Wage
Fitzpatrick, Michelle	Resignation	Secretary	HS	8 Hours Per Day	Multi Unit	n/a	End of 18-19 School Year	n/a
Foss, Bev	Resignation	Paraprofessional	MS	7.5 Hours Per Day	Multi Unit	n/a	End of 18-19 School Year	n/a
Gibbons, Robin	Resignation	Asst. Cook / Lead Cook	MS	6.25 Hours Per Day	Multi Unit	n/a	3/15/19	n/a
Haag, Kurt	New	Math Teacher	HS	1 FTE	BEA	Phil Johnson	8/19/19	BA Lane / Step 5 \$46,165 Annually
Haberman, Michael	End of Assignment	Custodian	IS/PS	8 Hours Per Day	Multi Unit	n/a	3/8/19	n/a
Kreft, David	New	Principal	HS	1 FTE	Administration	Rick Toso	7/1/19	\$133,025.49 Annually
Lorentz, Nancy	Leave of Absence - <i>Amended</i>	Media Specialist	HS	.7 FTE	BEA	n/a	8/26/19	Note: Rescission of her Extended Leave of Absence and approval to participate in the TRA Part-Time Teaching Program on at .3 FTE. Employee will pay the purchasable salary portion for both Employee
Otto, Josh	New	Business Education Teacher	HS	1 FTE	BEA	Gretchen Pearce	8/26/19	MA Lane / Step 10 \$60,508 Annually
Schaefer, Sarah	New	Speech Language Pathologist	IS/PS	Additional .5 FTE	BEA	n/a	8/26/19	Use Current

April, 2019

Policy 706 Acceptance of Gifts permits the school board to accept donations or gifts under the terms of the policy. I recommend accepting the gifts as described below.

Donor Name	Description of Gift	Purpose of Gift
Becker Education Assn.	\$500.00	Robotics
Burau Homes	\$250.00	Robotics
Destination Vacation	\$250.00	Robotics
Long Haul Trucking	\$1,000.00	Robotics
Manufacturing Partners, Inc.	\$500.00	Robotics
Monticello Agency	\$250.00	Robotics
Sherburne State Bank	\$500.00	Robotics
Tiller Corp.	\$1,000.00	Robotics

**I recommend approving the attached Resolution Relating to the Termination and Non-Renewal of a Teaching Contract:**

Member \_\_\_\_\_ introduced the following resolution and moved its adoption:

**RESOLUTION RELATING TO THE TERMINATION AND NONRENEWAL OF THE TEACHING CONTRACT OF DAWN DRAYNA, PROBATIONARY TEACHER.**

WHEREAS, Dawn Drayna is a probationary teacher in Independent School District No. 726.

BE IT RESOLVED, by the School Board of Independent School District No. 726, that pursuant to Minnesota Statutes 122A.40, Subdivision 5, that the teaching contract of Dawn Drayna, probationary teacher in Independent School District No. 726, is hereby terminated at the close of the current 2018-2019 school year.

BE IT FURTHER RESOLVED that written notice be sent to said teacher regarding termination and non-renewal of his/her contract as provided by law, and that said notice shall be in substantially the following form:

**NOTICE OF TERMINATION  
AND NON-RENEWAL**

Mr./Ms. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Dear Mr./Ms. \_\_\_\_\_:

You are hereby notified that at a regular meeting of the School Board of Independent School District No. 726 held on March 11, 2019, a resolution was adopted by a majority roll call vote to terminate your contract effective at the end of the current school year and not to renew your contract for the 2019 - 20 school year. Said action of the board is taken pursuant to M.S. 122A.40, Subd. 5. You may officially request that the school board give its reasons for the non-renewal of your contract.

Yours very truly,

\_\_\_\_\_  
Dr. Stephen L. Malone, Superintendent

The motion for the adoption of the foregoing resolution was duly seconded by \_\_\_\_\_ and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

whereupon said resolution was declared duly passed and adopted.

The FY 20 General Fund Budget, approved last month, included reducing expenses by \$75,000. I recommend approving the following general fund adjustments:

<b>FY 20 Budget Reductions</b>	
\$6,685	Contracted Services
\$24,000	0.5 FTE Custodian
<b>\$30,685</b>	<b>District Total</b>
\$10,000	Capital Budget
\$10,000	Walk-A-Thon (revenue increase)
<b>\$20,000</b>	<b>Primary School Total</b>
\$7,000	2.5 hours para
\$13,000	2.75 hours secty
<b>\$20,000</b>	<b>Intermediate School Total</b>
\$20,000	Replace 0.5 FTE Certified Math Interventionist with 4 hour Para and IXL
<b>\$20,000</b>	<b>Middle School Total</b>
\$5,000	Supply Budget
<b>\$5,000</b>	<b>High School Total</b>
<b>\$95,685</b>	<b>Total FY 20 Budget Reductions</b>

Strategic Planning:

- a. The next step in the strategic planning process is for each school board member to complete the Pairmatrix ranking of the top ideas. I will send each board member the link and credentials. We will take time at the meeting to be sure each board member can log in to complete the Pairmatrix ranking. Board members are asked to complete the Pairmatrix by April 12th.
- b. The school board's Pairmatrix results will be used to determine which ideas are categorized by exit outcome. The results also determine the top ideas, which will be prioritized in setting goals.
- c. The 2019 stakeholder participation report is attached along with all the input.

<b>Year</b>	<b>Stakeholder Group</b>	<b>Invited</b>	<b>Participated</b>	<b>%</b>
2019	Parents	2721	210	8%
2018	Parents	2673	257	9%
2017	Parents	2,581	320	12%
2016	Parents	2,526	232	9%
2015	Parents	250	12	5%
2014	Parents	200	14	7%
2013	Parents	90	8	9%
2012	Parents	60	6	10%
2011	Parents	60	11	10%
2019	District Residents	Open Invitation	0	
2018	District Residents	Open Invitation	18	
2017	District Residents	Open Invitation	21	
2016	District Residents	Open Invitation	19	
2015	District Residents	400	17	4%
2014	District Residents	300	11	4%
2013	District Residents	125	4	3%
2012	District Residents	100	6	6%
2011	District Residents	80	5	6%
2019	Staff Members	400	36	11%
2018	Staff Members	380	92	23%
2017	Staff Members	380	64	16%
2016	Staff Members	380	101	27%
2015	Staff Members	36	7	19%
2014	Staff Members	29	6	21%
2013	Staff Members	25	9	36%
2012	Staff Members	20	16	80%
2011	Staff Members	20	18	90%
2019	Students	900	27	3%
2018	Students	900	71	8%
2017	Students	900	71	8%
2016	Students	883	137	16%
2015	Students	28	10	36%
2014	Students	24	8	33%
2013	Students	20	15	75%
2012	Students	20	15	75%
2011	Students	20	18	90%



	<b>Description</b>	<b>Title</b>	<b>UpVote %</b>	
1	I expect Becker schools to offer exceptional learning opportunities for all students, meeting individual needs and focusing on preparing students for their future. It's important to build fundamental skills, incorporating digital tools without forgetting to use and value "pencil and paper" methods too. Good parental communication is also crucial.	Expectations	78%	parents
2	Provide a safe nurturing environment for our children to learn. I want teachers and staff to be able hold my children accountable as needed so they can provide a quality learning environment for all children. I also feel teachers should be doing this with smaller class sizes so children really get the attention necessary. I would love for Becker to continue to be one of the best schools in the state with the best teachers who feel appreciated.	Expectations	78%	parents
3	Prepare students for their next phase of life, be it, college, trade school or something else. not just getting the grade, but, learning how to learn with confidence all aspects of education.	onwards	74%	parents
4	Becker Schools will instill values that will help students grow into responsible adults. Respect. Responsibility/accountability. (No excuses/Explanations. Work not entitlement/victim mentality. Learning how to disagree respectfully Becoming a good listener. Respect for authority. (In our schools this means respecting our teachers and other staff members.) Learning how to fail. (We ought not protect our kids from failure but seize these failures as opportunities to learn and grow.)	Core Values	70%	parents
5	I really feel the class sizes are getting too big. Children are easily lost in class sizes like this. It is unfair to both staff and students. I'd also love to see school end by Memorial Day so they don't have to go back into June.	Improvements	67%	parents

6	I believe in the power of personal interactions at public schools. Our district undermines its own value by implying that a few hours on a device is an appropriate substitute. Let's put learning above convenience. Mental and emotional wellbeing, social skills and direct interpersonal interactions above glossy technology. The leaders of the future will be those with the strongest communication skills, ability to directly handle interpersonal conflict and effectively interact face-to-face.	Digital Learning Days- Every Day Matters	66%	parents
7	I would like to see Becker schools offer more college level (credit) classes on the Becker campus. I think they have a decent offering but would like to see more on campus and non-AP classes. I would also like to see Becker schools open up athletic events to all students free of charge. I think this would encourage more students to attend the events.	Advanced level classes and Student Sporting Event Encouragement	65%	parents
8	I believe that schools should be preparing students' for their future. This means more than just college. I don't believe all students need to be pushed to attend a 4-year college. However, students in Becker are pushed to go in that direction. For students who have little desire or ability to attend a 4-year college, they are made to feel less than. This needs to be a paradigm shift from school leaders on down. There needs coursework in the schools to follow through with this paradigm shift.	College AND Career Ready	65%	parents
9	Education, safety, stability, and preparedness. Educ. should follow MN requirements. Hold ineffective teachers accountable/don't retain them. If a student fails, don't pass them. Safety- Becker has done a great job keeping everyone safe. Stability is necessary for a successful future. Being prepared- more needs to be done with the real world skills, more trade classes, more financial classes, home economics, budgeting I feel Becker can push kids through no matter the long term consequences.	School district expectations	64%	parents
10	My expectations of Becker Schools: my children to and from school safely, reports on behavior, development, involvement. Work with the children not pass them off. I expect my children to have a well rounded education, this includes time to play! I expect the school to listen to the parents!	My Expectations of Becker Schools	62%	parents

11	<p>I expect BPS to provide a safe learning environment.</p> <p>I expect BPS to allow students to achieve a well rounded education.</p> <p>I expect BPS to be fiscally responsible.</p> <p>I expect BPS educators to have open communication with parents to allow for students of all abilities to succeed in school.</p> <p>I expect BPS staff to be dedicated and responsible to the positions they were hired for.</p>	Expectations of BPS	61%	parents
12	<p>My expectations of the district are: students will have a good environment to learn in, teachers will be well-equipped with all the necessary tools to teach material, teachers will have expertise in the subject they are teaching, students will have a safe environment to learn in, students will have a voice in their education, teachers will receive the support they need from parents, other teachers, and school board.</p>	Expectations	61%	parents
13	<p>I would like my daughter taught everything she will need scholastically for life. Taught in a safe, productive, and fun learning environment. I expect staff to recognize when she is falling behind and offering more help or other learning options.</p>	Emma and the Rest of the Bulldogs	60%	parents
14	<p>Children who received reading intervention in Intermediate school, often still need intervention strategy help in MS / HS. If no assistance is available or planned for, optional curriculum that is available for parents could help in closing the gap.</p>	Reading intervention in MS/HS	59%	parents
15	<p>My expectation of the Becker school district is to first and foremost, have the staff connection with students come first. Always. Our kids need to feel safe relies on healthy and strong relationships with all staff. If kids don't feel safe, they will not learn, grow, become independent and creative thinkers. Also, the intense use of technology, I would expect, is heavily based on research and supports will have been put in place to support the known downsides of such a strong integration.</p>	Kids first	59%	parents

16	I expect that when my children graduate they possess the basic skills that will allow them to function in the real world, college or not. I expect that teachers/ staff will nurture and encourage them form their own opinions based on their personal values and experiences, unbiased by the instructors beliefs.	Expectation	57%	parents
17	More offerings and opportunities in fine arts, applied sciences and technologies. The current band program is very limited. No marching band and an orchestra where membership is limited by size excludes students. A lack of opportunities makes it difficult to keep musically minded students challenged and interested. More parent communication is always good. A more diverse student lunch menu would be great too.	Room for improvement	56%	parents
18	To facilitate learning, students should leave their cell phones and other distractions at the door. They may use them before school, between classes, at lunch, and after school.	Remove learning distractions (cell phones) from classrooms	56%	parents
19	It would be nice if there was a one stop web site for school stuff instead of... Skyward, SmartSchoolK12, Parent portal, edmodo, google classroom, community ed, family.wordwareinc...the list goes on. REALLY ?!	ANOTHER LOG IN!!! AAUGHHH	56%	parents
20	I believe foreign language should be offered in Becker before high school like many other school districts	Foreign language before high school	55%	parent
21	I believe that Becker would benefit from more early mental health support. We need elementary counselors in our primary and intermediate schools. Early mental health intervention is key to reaching all students at an early age.	Ideas	54%	parents
22	While I understand there is a time and place for technology, I no longer support the usage of iPads for all student learning. It seems they are more of a distraction and seem to be used for more personal use than education; i.e. YouTube, gaming. It is absolutely my responsibility to limit this usage; however, with a junior in high school this can be difficult. I feel my student personally learns better with a book, pencils and paper, and I'd love to have more options than just the iPad.	iPad Learning is not for Everyone	53%	parents

23	I think needs staff needs new guidelines to being held accountable for the students knowledge base. We cannot retain teachers that don't educate our children. We can't pass them if they don't deserve it, Just be cause they don't want them to "feel bad for not going on with their peers". This is harming more then helping the students. In reality, when you ignore the early warning signs, you can miss something BIGGER! I wished someone would have listened!	Do Better?	52%	parents
24	We moved to the area in the 90's due to reputation of the school. We have never regretted that decision. The school system needs to keep the quality level high and NOT degrade the curriculum or teaching staff due to pressure from a subset of parents objecting to learning content. This is public school system and needs to prepare our children to be thinking, rational adults. Wide perspectives are important so children learn to think for themselves.	Doing well	50%	parents
25	Dyslexia affects 20% of the population and represents 80-90% of all those with learning disabilities. I think Becker schools Special education services need to include a dyslexia specialist that understands truly what it is as well as the researched and evidence based, proven method of reading instruction for dyslexics. This would increase understanding, provide more adequate instruction, increase test scores and most importantly help dyslexic students the way they should be.	Dyslexia Specialist	49%	parents
26	I would like to see after school activities be more fair. I found that because I wasn't at practices or hadn't gone to Becker my son did not have the right name to play at the varsity level causing him to quit what he enjoyed.	Making Becker Better	49%	parents
27	My children's teachers have been great communicators and Incredibly supportive. Any issues in the classroom or elsewhere have been handled in a timely manner. Becker Schools are ever-changing and making additions to the curriculum and classrooms to further ensure the success of the children and that is incredible. an encouraging and positive learning environment for the children is vital. I am grateful that we had the opportunity to choose Becker for our children's education.	Perusing excellence	46%	parents

28	I expect Becker Schools to provide a quality education and life experience for my child by hiring the best teachers and providing a wide range of ideas to help prepare my child for a successful life.	my expectation of Becker schools	45%	parents
29	I believe that having the opportunity to have online schooling is an excellent option.	Red fern grows	45%	parents
30	Becker is a wonderful school district with amazing teachers. It would be helpful to be able to see how district funds are specifically put into each category (and amount). Building/room space and class size is an important focus for a successful district.	Class size/space	44%	parents
31	To provide a safe learning environment in order for children to be academically successful	Expectation	44%	parents
32	I would like the teachers/faculty to take a more proactive, positive approach with students who are struggling. My daughter was told by teacher this tri. that she couldn't retake any failed tests. Why not? Some kids test better than others. Some learn faster. Why not give the kids the best chance to get better grades, driving up their GPA to get into the college of their choice? Disappointed.	Throw a life-line.	43%	parents
33	I love that the PreK-2nd uses a behavior program based on the connected child. Not sure if the older grades use it, but our 4 year old uses the language with us.	Connecting with Students	42%	parents
34	I can't say enough good things about the primary and intermediate school. These are formative years and they do an excellent job of guiding the kids and the parents through different transitions. They truly are dedicated to their jobs, and all should be recognized.	Bravo to the Primary and intermediate	42%	parents
35	Remember these are children! Parent involvement during the school day. Stop suggesting medication for children. Recommending special classes for children who don't need them. Do better at working with children rather than pushing them off because they do not fit in your mold. Our marching band is an embarrassment. Staff should be friendly and inviting when it comes to parents entering the school or answering a phone. I have much more than this survey will allow to give.	What could Becker Schools do Better?	40%	parents

36	I think one thing becker could help it students with is pushing them out of the comfort zone and pushing them harder at school work during the day.	Kids matter	40%	parents
37	I expect my child to be safe at school. I also expect my child to be ready for college upon graduation.	Expectations	39%	parents
38	Plenty of opportunities for our kids. we have 4 in your system and really appreciate the proximity of facilities to each other.	facilities.	38%	parent
39	I expect that those students with a IEP with get the attention they deserve. Becker would like to claim they have good schools. They have good schools if you are a average or above average. All other students are left behind. SHAME SHAME.	We can do better, we are leaving students behind.	37%	parents
40	Becker has great staff that encourages my son and allows him to have a great self esteem. I appreciate what they do to make Becker Schools a good learning atmosphere.	Positives at Becker HS	34%	parents
41	The support my daughters have received from the staff in the high school over the years has been wonderful. I appreciate their willingness to work with myself and my girls - from class schedules and personal issues to learning styles and homework - it's been so very helpful.	Supporting Students	34%	parents
42	Students first. Their emotional well-being is as important as their education. That being said, no indoctrination of political views or religion.	Students First	33%	parent
43	The high school has been losing the best teachers, in part due to activist parents objecting to learning content. Please do not allow this to continue to happen. Public schools should provide diverse content to prepare our children to be rational adults. Please keep the best teachers and provide a curriculum that meets the needs of all students.	room for improvement	32%	parents
44	I think Becker should have the top test scores in all the major categories, work hard to promote occupations and careers in the trades and compete for state championships with multiple teams per year, prioritized in that order.	Becker's Best	30%	parents

45	Doing a great job keeping the schools clean. No major incidents. At least none that have been made public. Still holding strong with the "in group" in the Administration and Staff. I do appreciate the breakfast option offered to the children.	What is Becker Schools doing well?	28%	parents
46	Overall we have been very pleased with the Becker School system. I feel the teachers our children have had had been outstanding!	A Pat on the Back!	28%	parent
47	Especially with all the snow days we've had in the 2018-2019 school year, spring break should be eliminated first for make up days rather than taking on days at the end of the school year. I think kids (and parents) would much rather get out earlier in the year than take this break	Get Rid of Spring Break	28%	parents
48	Removing or reducing the amount of sugary rewards needs to be a priority. The kids are given soda/pop or candy as a reward in the classroom, the bus, and from other areas around the schools. I have included some articles on the effects of sugar. These drinks are a worse chemical concoction for the brain that is not a safe alternative! Gatorade and those types of drinks are only meant for athletes, not for a common drink due to the amount of sugar as well. Thank you.	No more soda/pop/gatorade and sweet rewards for kids please	28%	parents
49	The ALL the Becker school staff is fabulous. My kids started in primary and are in HS now. I have always felt they were in a clean, safe and supportive environment.	Happy overall	27%	parents
50	I think the school should get registration for things like ecfe classes online, the schedules online, and parent/teacher communication online as well.	More up to date online	27%	parent
51	All principals should model their ethics, influence, and care after the Intermediate Principal, Dr. Glomski, who is by far the most wonderful principal I've had the pleasure to work with. All Students having iPads for the classroom is fantastic. I love the communication I receive though Seesaw, it has been a wonderful way to see the fun and learning my children are having/doing. Community Ed Dept is awesome, dance classes would be great. Watchdog Dads is a terrific Program. ECFE is WONDERFUL!	All the Good Things	24%	parents

	<b>Description</b>	<b>Title</b>	<b>UpVote%</b>	
1	More opportunities for gifted and talented learners to collaborate and be challenged.	High Potential Program	66%	staff
2	I expect the Becker School District to partner with families and the community to continually improve and produce well-rounded producers. "It takes a village to raise a child" and create more leaders. Many hands are needed to keep moving in a positive direction. We should be seeking to positively impact our world through each interaction by letting all know they are important and that they need to continually work to improve and earn more respect through producing and encouraging others.	Partnering for Well-rounded Producers and Leaders	55%	staff
3	Welcome new students and families to Becker Schools with information and invitations! (especially over the summer when buildings are barren!) - Packets including information about Activities, Counseling and Health Services, Food Services and setting up accounts, and Transportation Requests and tracking available. - Follow up with families to see if they have any concerns or questions (working with city /chamber?) - New student connections - welcome party with principal and peers?	There's No Place Like Home	55%	staff
4	This is my fourth year here at the high school, I have enjoyed how professional and thoughtful the staff is. There is great flexibility and support within the ranks of our teachers for the benefit of students. Whether it be credit recovery, pulling kids from class for a band trip, or organizing a blood drive for NHS. I feel that we do a great job of supporting each other. It's a busy job and we all care a lot about what we do and why we do it.	putting students first/staff collaboration	50%	staff
5	Multi-purpose athletic facility would benefit our students physically, mentally and give them school pride and sense of belonging. The multi-purpose athletic facility could be used Oct.-March as an ice arena (hockey, figure skating, open skate, adult hockey league. In April-Sept artificial turf (baseball, lacrosse, soccer, craft fairs, concerts etc.) Strong sports and events bring outside money to the community. Currently, parents are driving 100-250+ miles a <sup>26</sup> week to play hockey in Princeton.	Multi-purpose Athletic Facility	47%	staff

6	I think Becker is doing well with focusing on students and staff. Students are the major focus here and staff care is incredible. I love that the district is understanding about what we need and what we need to help our kids grow. I came from a district that focused more on test scores than students or staff. It's refreshing to come to a school that cares more about the people than data.	Input from a Teacher	45%	staff
7	Staff AND students make new employees feel welcome and valued. This says a lot about how students feel about their place in this environment.	There is a feeling of community in the buildings	45%	staff
8	I don't know about others, but I would be more willing to share my opinions if answers were anonymous.	Anonymity	38%	staff

	<b>Description</b>	<b>Title</b>	<b>UpVote%</b>	
1	I think that the schools should do a better job at announcing school events such as dances and dress up days. And if we do have a snow day that cancels an event we should be told if it will be rescheduled or not.	School events	69%	students
2	I know that we had a week taken out this trimester, but seriously you can cut out some assignments, I am statcked to the roof. I have been staying up until 2:30 every night for the past 2 weeks. Trying to cram everything in, I wrote 3 papers last night, and I'm still coming in early to get work done. And I like to think I am a person who can manage their time pretty well, but I never expected to be this backed up with homework.	Improvment	59%	students
3	Advanced classes should be worth more in GPA. If a student takes advanced classes, they shouldn't be punished for it by getting a lower GPA and possibly not being able to take any more advanced classes. Our Tradition of Excellence is being inhibited by not allowing students to reach their full potential due to our system. The educational institutionâ€™s purpose is to ensure a better future for the next generation. Swapping the systems would fulfill its duty to the next generation, the future.	GPA Weighted Classes	59%	students
4	Wednesday February 27th "wing it Wednesday " was awesome, really good quality wings and sauce, regular NON-low fat sun chips and goldfish, and waffle fries. Becker lunches have stepped up there game for the price we pay for food at school. not only in quantity but also in quality. Keep it up!!	What could Becker Schools do better?	58%	students
5	At Becker High School, the school is doing well with I feel Tripple A as that allows students to have extra work time and even socialise with others. However, rather than have to stay in class some days and see teachers other days, I feel it should be a choice either day or even allowing students to engage with friends in other classes.	Becker High School Input	56%	students

6	While Becker High School has many great qualities, we sometimes lack on clearly explaining information to the entire school. The Digital Learning Day, most students are not fully sure on what to do. Also fun activities, such as the Snow Dazzle week, were not advertised as well as they could have been. Giving announcements on the loud speaker about fun activities and having assemblies will help spread and inform students of important information and news.	Seeking Information	54%	students
7	Feed us a better lunch, give us more food, lower the prices of food, give us less homework so we lower our stress levels, make all passing time 10 minutes later w can make it to class on time!!	Fix these to make students happy	53%	students
8	I think Becker should have higher achievements. Better attendance records. Less people struggling in classes and have better grades.	Expectations	45%	students
9	Improve lunches, lower prices of lunches, provide less homework to lower stress, and always check on your students mental health. Take all reports seriously, even those that seem minor can become something	Here's What to Do Better	45%	students
10	Refer to the images that i have attached for further context, but currently the student parking lot is straight on 90°. It could be so much better if it was diagonal, much like walmart in monticello. Refer to the image.	The student parking lot could be far better.	37%	students
11	The school is doing well at making the school days not drag on and making them have a good pace to them	What Becker Schools are doing well	27%	students

The two referenda approved by voters in 2009 will expire after FY 20. Both referenda should be renewed in November of 2019.

- Capital Projects Referendum (1.834% of Net Tax Capacity) generates annual revenue of \$494,215. Kevin and I are recommending that this referendum be renewed at the same dollar amount resulting in no tax increases.
- Operating Referendum \$415 per pupil unit generates annual revenue of 1,240,804.

Kevin and I will project interactive spreadsheets to show the impact of different per pupil operating referendum amounts on the district's 10-year general fund balance projection. The school board should determine the amount of the per pupil operating referendum for renewing this ballot question.