

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

Monday, August 3, 2020 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
2. REPORTS
  - A. Superintendent's Report 2
  - B. Committee Reports
  - C. Board & Administrator 4
3. CONSENT AGENDA
  - A. Minutes 6
  - B. Financial Report 10
  - C. Disbursements
  - D. Personnel 11
  - E. IOwA 12
4. GIFTS 13
5. RESOLUTION: BROADBAND 14
6. SCHOOL REOPENING PLAN
7. CLOSED SESSION: SUPERINTENDENT REVIEW
8. ADJOURN



DATE: July 29, 2020  
TO: School Board  
FROM: Jeremy Schmidt  
RE: August 3, 2020 Meeting Notes

## 2. Reports

### 2A. Superintendent's Report

- We are preparing for the upcoming school year and excited to welcome students on September 8th. New teachers and those new to the school district will begin our teacher induction and mentorship program on August 25th. Teachers will report on August 31st and all staff members on September 2<sup>nd</sup> (.5 day). The fall staff development schedule will focus on ensuring the use of effective instructional practices in all classrooms and focus on annual trainings along with preparation for the flexibility we will need for this upcoming school year.
- The schedule is nearly finalized and will be distributed to staff and school board members by August 17th.
- The September school board meeting is scheduled for September 14th (September 7th is Labor Day). This was approved by the school board at the organizational meeting in January.
- A School Reopening Plan Update is later in the agenda. We have spent a considerable amount of time planning and discussing opportunities for our students and how to prepare our staff to meet those needs. We also have discussed in great extent our ability to keep everyone within our buildings safe.

### 3. Consent Agenda

D. **I recommend approving the personnel items as presented** (enclosed).

E. MDE requires annual school board action designating a district official to authorize user access to secure MDE websites. These are websites routinely used by school staff to submit and access information. Examples include: Accountability Reports, Assessment Reports, Early Education Reports, and Finance Reports. **I recommend designating the superintendent as the Identified Official with Authority (IOWA) to authorize user access to MDE secure websites.**

4. 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.

5. Resolution: Broadband: In consideration of the opportunities to provide distance learning to students and families who request or require it, I recommend support of the attached resolution supporting funding for Border to Border Broadband.

## 6. School Reopening Plan

# Board & Administrator

## FOR SCHOOL BOARD MEMBERS

August 2020 Vol. 34, No. 4

## Stay focused on board's mission even during pandemic

Don't let your focus on serving your educational community during the pandemic distract you from analyzing the district's mission and vision statements at the start of the new school year. Your board's mission statement should be a clear declaration of where you want your district to go.

Set aside time to perform an annual analysis of the mission and vision statements. Be sure the entire board and the superintendent participate in the analysis. With things changing to rapidly in education, confirm that the statement is consistent in terms of the board's vision and goals.

For example, one Maryland district's mission

statement developed several years ago contains belief statements that are relevant today. Those beliefs are:

- An understanding and appreciation for learning, varied cultures, and diversity is vital to success in a global society.
- All students have the right to a safe, healthy, and nurturing school environment.
- Students, family, school, and community share in the responsibility of education.
- All students have the capacity to learn.
- A range of opportunities and a well-balanced, rigorous, and engaging curriculum will lead to an educated community. ■

## Inform stakeholders when superintendent exits post

When a superintendent decides to leave the district, it's important to communicate effectively.

The board president should be informed of the resignation first. Then, the school board and the superintendent should collectively come to a decision about how to share the news with the public.

Crafting the communication regarding the superintendent's departure and being clear about when the communication occurs is critical. The board needs to be prepared. One way to prepare for the announcement is to make a list of key stakeholders and community leaders to inform prior to the public announcement.

Next, draft the communication to the public.

The announcement typically contains the following information:

- When the superintendent tendered her resignation letter.
- The reason the superintendent is stepping down, if known.
- The length of the superintendent's tenure.
- The major accomplishments or projects completed during her tenure.
- The date of the superintendent's last day in the district.
- The name, if known, of the acting superintendent.
- Information concerning a new superintendent search. ■

## Public picks up on board's dissension

Respect for the majority's decision is one key to a harmonious school board. You can vote your conscience on a tough issue, but once the vote is taken, all board members need to support the majority decision. Here's why.

At a board meeting, the audience picks up on the lack of unity among board members. Eventu-

ally, that will start to wear on your board teammates, as well as the district's staff. In addition, the community may begin to play a dissenting board member against the board majority.

So what's the take away? Make support for the board majority's decision a part of your board's written operating principles. ■

---

## Exit interview gathers insight from departing board members

School boards typically schedule orientations for incoming members, but should they also schedule exit interviews for out-going members? An exit interview is a great way to close out a person's board service, an opportunity to show appreciation for her service, and a chance to learn as much as you can about her experience. And, you can use the information to improve board operations.

Consider developing an exit interview protocol and exit interview form. The protocol may start with a statement that an exit interview will be conducted with each member who ends her service on the board. It may conclude by stating that the information from exit interviews will be shared with the full board each year.

To encourage open and honest conversation, state that the exit interview is conducted by a non-

officer member of the board, using questions from the Exit Interview Form. The result is a conversation between colleagues designed to gather information that can make the board better.

Exit interview questions to include on the form:

- Do you have any suggestions as to how we might improve the board in any area?
- What board accomplishment are you most proud of?
- Are the expectations we have for board members realistic?
- Did you feel your talents and expertise were utilized?
- Did a long-range planning process occur during your time on the board?
- What upcoming projects or challenges do you see for the district? ■

---

## 3 steps to cool down a heated school board meeting

Many topics — a change to the boundary policy, whether to eliminate school police, teacher pay, to name a few — can lead to a contentious school board meeting. There are a few things you can do the next time your board's internal discussions at a public meeting become heated. Consider the following actions:

**1. Let the board president do his job.** The school board president is trained to chair the board meeting, even a contentious one. Let him assume the responsibility and intervene.

**2. Play the role of peacekeeper.** Consid-

er laying out the pros and cons of the various sides being debated, and stay neutral. Remain calm and watch your tone of voice. Remind all members that they want the public to have confidence in the way the school board conducts business.

**3. Ask the superintendent to speak frankly.** If the board is about to step outside of legal lines, the superintendent should be direct with the board and caution that it is about to break the law. Ask that all members pause and reflect on the superintendent's statement. ■

Chair Swanson called the regular meeting of the School Board of District #726 to order on the 6th day of July, 2020 at 6:30 p.m. in the Teaching & Learning Center.

**Roll Call.**

**Members present:** Aaron Jurek, Jason Kindred, Lori Molus, Mark Swanson

**Members absent:** Ryan Obermoller, Connie Robinson

**Others present:** Jeremy Schmidt, Superintendent  
Kevin Januszewski, Director of Business Services

**Citizen Comments:** None

**REPORTS**

Superintendent Schmidt:

- Summer Food Service Program
- Back to School Planning
- MSBA Summer Seminar

Director Kindred: Finance Committee Meeting Update

Motion by Jason Kindred, seconded by Aaron Jurek, to ***Approve the Consent Agenda*** as amended:

- *Remove Personnel Report from Consent Agenda for Discussion*
- *Remove 2020-21 Student Handbooks from Consent Agenda for Discussion*
- *Remove 2020-21 Fee Schedule from Consent Agenda for Discussion*

Upon roll call vote, motion carried unanimously.

**CONSENT AGENDA**

**MINUTES: MAY 18, 2020 SPECIAL SCHOOL BOARD MEETING**

**MINUTES: JUNE 1, 2020 REGULAR SCHOOL BOARD MEETING**

**DISBURSEMENTS** – in the amount of \$1,706,788.55

**RESOLUTION RELATING TO THE ELECTION OF SCHOOL BOARD MEMBERS AND CALLING THE SCHOOL DISTRICT GENERAL ELECTION**  
**DESIGNATE OFFICIAL SCHOOL NEWSPAPER: THE PATRIOT**

Motion by Mark Swanson, seconded by Aaron Jurek to **Approve the Personnel Report:**

Name	Status	Job Title	Location	Hrs Per Day/FTE	Group	Replacing	Effective	Wage
				6				

Armstrong, Amber	New	Speech Clinician	PS	1 FTE	BEA	A. Shoberg	8/24/2020	MA/Step 1: \$46,429
Bergsten, Tammy	Wage Correction	Lead Staff	Camp Opportunity	6 Hours Per Day	Camp Opportunity	n/a	6/1/2020	\$15.11 Per Hour (not \$14.75 as reported on June, 2020 personnel recommendation)
Boyer, Kristie	New	3rd Grade Teacher, Long-Term Substitute	IS	1 FTE	BEA	S. Yager	8/24/2020	MA15/Step 9: \$61,920
Fluck, Katy	Wage Correction	Lead Staff	Camp Opportunity	6 Hours Per Day	Camp Opportunity	n/a	6/1/2020	\$15.11 Per Hour (not \$14.75 as reported on June, 2020 personnel recommendation)
Hansen, Rikke	Wage Correction	Lead Staff	Camp Opportunity	6 Hours Per Day	Camp Opportunity	n/a	6/1/20	\$15.11 Per Hour (not \$14.75 as reported on June, 2020 personnel recommendation)
Hed, Brody	Wage Correction	Lead Staff	Camp Opportunity	6 Hours Per Day	Camp Opportunity	n/a	6/1/2020	\$15.11 Per Hour (not \$14.75 as reported on June, 2020 personnel recommendation)
Kanable, Rebekah	ESY	Teacher	Distance Learning	Per Timesheet	BEA	n/a	6/15/20 - 7/22/20	\$25.00 Per Hour
Miller, Anthony	Resignation	Varsity Boys Basketball Coach	HS	Seasonal	BEA - Schedule C	n/a	6/15/2020	n/a
Nelson, Wendy	ESY	Teacher	Distance Learning	Per Timesheet	BEA	n/a	6/15/20 - 7/22/20	\$30.00 Per Hour
Oeding, Stephanie	New	SPED Teacher (EBD)	PS	1 FTE	BEA	D. Rooney	8/24/2020	BA15/Step 7: \$51,837
Schaefer, Sarah	ESY	Teacher	Distance Learning	Per Timesheet	BEA	n/a	6/15/20 - 7/22/20	\$25.00 Per Hour
Schmidt, Katherine	ESY	Teacher	Distance Learning	Per Timesheet	BEA	n/a	6/15/20 - 7/22/20	\$25.00 Per Hour
Schultz, Angie	ESY	Teacher	Distance Learning	Per Timesheet	BEA	n/a	6/15/20 - 7/22/20	\$27.50 Per Hour
Smith, Mike	New	Dean of Students	IS	200 Days Per Year	BEA	n/a	8/24/2020	MA45/Step 13 x 200 Days: \$82,002
Snook, Erika	ESY	Teacher	Distance Learning	7 Per Timesheet	BEA	n/a	6/15/20 - 7/22/20	\$27.50 Per Hour

Spear, Jessica	Wage Correction	Lead Staff	Camp Opportunity	6 Hours Per Day	Camp Opportunity	n/a	6/1/20	\$15.11 Per Hour (not \$14.75 as reported on June, 2020 personnel recommendation)
Starry, Joni	Wage Correction	Lead Staff	Camp Opportunity	6 Hours Per Day	Camp Opportunity	n/a	6/1/20	\$15.11 Per Hour (not \$14.75 as reported on June, 2020 personnel recommendation)
VanVoorhis, JoDee	Wage Correction	Lead Staff	Camp Opportunity	6 Hours Per Day	Camp Opportunity	n/a	6/1/2020	\$15.11 Per Hour (not \$14.75 as reported on June, 2020 personnel recommendation)

Upon roll call vote, the following voted in favor thereof: Aaron Jurek, Jason Kindred, Mark Swanson and the following abstained: Lori Molus. Motion carried.

Motion by Jason Kindred, seconded by Aaron Jurek, to **Approve the Student Handbooks**. Upon roll call vote, motion carried unanimously.

Motion by Aaron Jurek, seconded by Jason Kindred, to **Approve the 20-21 Fee Schedule**. Upon roll call vote, the following voted in favor thereof: Jason Kindred, Mark Swanson and the following voted against the same: Aaron Jurek, Lori Molus. Motion fails (*19-20 Fee Schedule Prevails*).

Motion by Mark Swanson, seconded by Jason Kindred to **Approve Gifts**, as presented:

Donor Name	Description of Gift	Purpose of Gift
ASD	\$1,003.89	PS Author Visit
Becker Lions Club	\$3,000.00	Graduation Costs
Becker Lions Club	\$3,500.00	Graduation Caps/Gowns
Charlie's Sports Bar & Grill	\$145.00	Graduation Costs
Doering Co.	\$250.00	Robotics
Godfather's Pizza	\$157.60	Graduation Costs
Liberty Paper, Inc.	\$1,000.00	Angel Fund (Lunch Account for Student in Need)
Liberty Paper, Inc.	6,000 Brown Bags	Summer Meals
Orrock, Kendra (Thirty-One Gifts)	\$162.00	HS Gymnastics
Villnow, Matthew & Sara	\$100.00	Angel Fund (Lunch Account for Student in Need)
Wacloff, Carolyn	\$100.00	Angel Fund (Lunch Account for Student in Need)
Zinda, Charlotte	\$50.00	PS Author Visit

Upon roll call vote, motion carried unanimously.

Motion by Lori Molus, seconded by Aaron Jurek to **Approve the Annual Review of the following Policies:**

- 410 Family and Medical Leave
- 413 Harassment and Violence
- 414 Mandated Reporting of Child Neglect

415 Mandated Reporting of Maltreatment of Vulnerable Adults  
506 Student Discipline  
514 Bullying Prohibition  
522 Student Sex Nondiscrimination  
524 Internet Use  
616 School District System Accountability

Upon roll call vote, motion carried unanimously.

The Superintendent Review be postponed until the August school board meeting

The meeting was **adjourned** at 7:18 p.m.

---

Mark Swanson, Chair

---

Aaron Jurek, Clerk

Recorder: Angela Oswald

**BECKER PUBLIC SCHOOLS  
MONTHLY FINANCIAL REPORT  
July 2020**

**EXPENDITURES**

<b>Fund</b>	<b>2020-21 Budget</b>	<b>July 2020</b>	<b>2020-21 Year-to-Date</b>	<b>Remaining Budget</b>	<b>% Spent</b>
General	35,252,552	1,156,145	1,156,145	34,096,407	3.28%
Food Service	1,506,360	12,637	12,637	1,493,723	0.84%
Community Service	1,491,067	32,226	32,226	1,458,841	2.16%
Debt Service	3,427,413	30,526	30,526	3,396,887	0.89%
	<b>\$ 41,677,392</b>	<b>\$ 1,231,534</b>	<b>\$ 1,231,534</b>	<b>\$ 40,445,858</b>	<b>2.95%</b>

**August 2020**

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

<b>Name</b>	<b>Status</b>	<b>Job Title</b>	<b>Location</b>	<b>Hrs Per Day/FTE</b>	<b>Group</b>	<b>Replacing</b>	<b>Effective</b>	<b>Wage</b>
Drayna, Shelbi	New	3rd Grade Teacher - Long Term Substitute	IS	1 FTE	BEA	H. Young	8/24/20	BA Lane/Step 1: \$230.12 Per Day
Hansen, Jennifer	New	Custodian	HS	4 Hours Per Day	Multi-Unit	C. St. Pierre	9/7/2020	\$16.41 Per Hour
Hayes, Sandy	Resignation	English Teacher	MS	1 FTE	BEA	n/a	5/29/2020	n/a
Hed, Brody	Resignation	Lead Staff	Camp Opportunity	6 Hours Per Day	Camp Opportunity	n/a	7/6/20	n/a
Hendrickson, Julie	Resignation	Media Paraprofessional	PS	7.5 Hours Per Day	Multi-Unit	n/a	9/25/20	n/a
Henrich, Avis	Resignation	Playground Paraprofessional	PS	2.5 Hours Per Day	NonUnion	n/a	6/19/20	n/a
Johnson, Melissa	Resignation	Small Wonders Teacher	ECFE	Various	n/a	n/a	6/26/20	n/a
Smith, Mike	Resignation	Dean of Students	IS	200 Days Per Year	Administrator	n/a	7/30/2020	n/a
Thorpe, Mary	New	SLD Teacher	IS	.5 FTE	BEA	M. Pudlick	8/24/2020	MA Lane/Step 1 x .5: \$23,215 Annually

MDE requires annual school board action designating a district official to authorize user access to secure MDE websites. These are websites routinely used by school staff to submit and access information. Examples include: Accountability Reports, Assessment Reports, Early Education Reports, and Finance Reports. **I recommend designating the superintendent as the Identified Official With Authority (IOWA) to authorize user access to MDE secure websites.**

**August 1, 2020**

**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.**

<b>Donor Name</b>	<b>Description of Gift</b>	<b>Purpose of Gift</b>
Faith Lutheran Church	\$250.00	Angel Fund (Food Service)

RESOLUTION OF SUPPORT FOR BORDER TO BORDER  
BROADBAND ACCESS GRANT PROGRAM

WHEREAS, BECKER PUBLIC SCHOOL DISTRICT is aware of Senator Westrom and Representative Ecklund Distance Learning Broadband Access Grant Program and Border to Border Broadband Development Grant in which schools could apply for \$15 million in grants to fund those areas in SHERBURNE AND WRIGHT COUNTY that are underserved or unserved with broadband;

WHEREAS, BECKER PUBLIC SCHOOL DISTRICT agrees that broadband is an essential part of community and educational infrastructure because it offers many opportunities including but not limited to: promoting access to public information, educational websites and expands educational opportunities for all ages;

WHEREAS, the BECKER PUBLIC SCHOOL DISTRICT BOARD OF EDUCATION feel it is in the best interest of the District to endorse said project because having a variety of broadband options is an expectation of future educational opportunities that may arise;

WHEREAS, the BECKER PUBLIC SCHOOL DISTRICT BOARD OF EDUCATION realize that financing of broadband statewide has been brought up numerous times as a legislative issue;

NOW, THEREFORE, BE IT RESOLVED, that the SCHOOL DISTRICT OF BECKER BOARD OF EDUCATION hereby endorses the Border to Border Broadband Access Grant Program and supports their efforts to increase broadband access throughout the State of Minnesota.

WE CERTIFY THAT the above resolution was adopted by the BOARD OF EDUCATION of BECKER PUBLIC SCHOOL DISTRICT on this 3<sup>rd</sup> day of August, 2020.

Signed:

\_\_\_\_\_  
Becker School Board Chair