

Board Meeting Summary: June 20, 2018

EDGAR SCHOOL DISTRICT STRATEGIC PLAN

Mission Statement: The School District of Edgar provides a safe and positive environment and is committed to continuous improvement for all students, staff and community members. Edgar Excellence embodies leadership in: curriculum & instruction, technological integration & innovation, collaboration & co-curriculars. We prepare all of our graduates to be college and career ready.

Vision: The Edgar Excellence environment will ensure a rigorous learning experience that equips our students for success in a global society.

Values: The School District of Edgar values: Edgar Excellence...Pride and Tradition! Respect & Responsibility, Teamwork, Hard Work & Integrity, Leadership, Critical Thinkers, Acceptance of All

Staff/Student Presentations:

1. The Elementary and MS/HS Leadership Teams presented the School Improvement Plan End of the Year Reports.
2. School Nurse End of Year Summary/Report
 - a. Mrs. Lara Beranek presented the end of the year report for the Nurse's Office.
3. LMC Director End of Year Summary/Report
 - a. Ms. Leslie Spear presented the end of the year report for the LMC.

Cari Guden reported on the following:

1. Communication
 - a. Special Meeting & Budget Hearing (6:30pm) and Annual Meeting (7:00pm)—June 27, 2018
 - b. MCSE May Board Highlights
 - c. Athletic Participation Numbers for the 2017-18 School Year
 - d. Update on Grants Submitted
 - Mental Health Consortium (\$75,000 total for 11 schools Edgar=\$3879.31)
 - School Safety (\$63,000)
 - Peer to Peer Mentoring
 - SRSA-- The SRSA grant was established to help rural local educational agencies (LEAs) address the significant challenges they face in meeting the objectives of ESEA. Those challenges include the lack of sufficient personnel, resources, formula funding, and economies of scale which often exists in rural areas. (\$30,000)

Lisa Witt reported the following:

1. Attendance and Behavior Data
2. Assessments
3. Summer School
4. Summer Professional Development
 - a. MCSE Summer Academy (July 16-19)
 - b. Tech Week (July 23-26)
 - c. Math Institute (July 30-August 3)
 - d. Curriculum Week (August 6-10)
5. Upcoming Dates
 - a. June 26-27: District Data Dig

Mr. Duncan reported the following:

1. Attendance and Behavior Data
2. Assessment
3. Educator Effectiveness
4. National Principals Conference

Board Members—Nothing to report.

Consent Agenda

Personnel

- a. Teaching Staff Resignation
 - a. Mrs. Monique Olson submitted her letter of resignation as High School Art teacher. The School Board approved Mrs. Olson's request to resign at the end of the 2017-18 school year.
 - b. Mr. Alex Oestreich submitted his letter of resignation as high school math teacher. The School Board approved Mr. Oestreich's request to resign at the end of the 2017-18 school year.
- b. Grade 5 Intern Hire
 - a. The School Board approved Cassandra Wirkus, Elementary Intern Semester 1 Grade 5.
- c. Athletic Director Agreement
 - a. Mr. Jim Steinke will continue working as the Edgar Co-Athletic Director. The School Board approved of Mr. Steinke's 2018-19 AD Agreement.
- d. Support Staff Resignation
 - a. Ms. Cindy King, submitted her resignation as part time, night custodian. The School Board approved Ms. King's resignation.
- e. Therapy Dog(s)
 - a. The School Board approved implementing a Therapy Dog Program at the Edgar School District. Mrs. Lara Beranek and Mr. Darren Gauger will be leading this program.

Policy

- a. Employee Handbook 2018-19
 - a. The School Board approved the recommended changes for the 2018-19 Employee Handbook. I would like to make changes to the Employee Handbook on an annual basis. Throughout each school year, the staff and I will work together on potential changes and these changes will be finalized in May and sent for Board approval each June.

Finance

- a. Transportation Contract
 - i. The annual CPI amount (not to exceed 2% and not to be lower than 0%) will be used each year during the 2016-2021 contract to determine the increase/decrease cost of busing services. The CPI for 2018-19 is 2.13%. The School Board approved the 2018-19 increase of 2%.
- b. Teacher Compensation Plan
 - i. The current Edgar Professional Plan has been in place since 2014. Administratively, we felt it was time to review the plan and to make updates as needed. We feel it is important to attract teachers to the district and in doing so we need to remain competitive among neighboring districts. We also strongly feel it is important to increase retention among current staff. Therefore, we have incorporated a few items in the plan to assist in these areas. The updated plan is attached. The new information is highlighted in gray and anything that is struck out would be removed. The School Board approved the plan to begin during the 2018-19 school year.

Here is a summary of the additions:

- Increase starting pay from \$37,000 to \$38,000
- Increase ending pay from \$66,000 to \$66,800 (decreases number levels—25 instead of 28)
- Add "in an approved program" for Doctorate Degree
- Add "Successful completion of the National Board Recertification Process every 5 years will result in a \$500.00 stipend upon completion."
- Add that if you complete a program the documentation needs to be turned in by Sept. 1st in order for the increase to be added to your salary
- Increase the yearly raise (if effective) to \$1200
- Add "Incentive Pay"

Here is a summary of the items to be deleted:

- Delete the optional supplemental pay
- Delete "Movement through Model" --this was only needed the first year to place everyone on the appropriate step
- Delete the optional point sheet

c. Support Staff Compensation Plan

- i. The current Edgar Support Staff Plan has been in place since 2015. Administratively, we felt it was time to review the plan and to make updates as needed. The compensation plan states an increase of \$.30 per step instead of \$.25. The School Board approved the plan to begin during the 2018-19 school year.

In order to be "placed on the plan," we will use the following criteria:

Returning staff members will be placed on the updated salary schedule at the step that is directly above their 2017-18 salary with one situational exception. If this step resulted in an hourly raise of less than thirty cents per hour, staff members will be placed at the next step to ensure that all staff members receive a raise that is above thirty cents per hour.

Here is a summary of the additions:

- Increase starting pay for Secretaries and Custodial staff from \$11.50 to \$12.00 and for Aides and Food Service from \$10.00-\$10.50
- Increase the Supplemental Pay from \$500 to \$600 once employee reaches Step 20
- Add an Incentive Plan:
Staff members will receive \$350 in incentive pay (nonbase-building) following the completion of the following years of service milestones (5, 10, 15, 20, 25, 30, 35, 40). Payment will be processed as a lump sum and dispersed on the June 15th payroll.

Information Only

1. Information Only

a. MCSE Resignations and Hire

- i. HS Special Education Teacher Resignation—Hope Fisher
- ii. HS Special Education Teacher Hire—Brad Skaer
- iii. Speech and Language Teacher Hire—Jenna Riesen
- iv. Elementary EBD Teacher Hire—Laura Streveler

b. Summer Custodial Workers

- i. Student Workers: Xavier Hackel and Kateri Hackel
- ii. Summer Painter: David Schneider
- iii. Summer Lawn Mower: Jim Steinke

Next School Board Meeting:

Wednesday, July 18, 2018 at 6:00pm in the LMC—Regular Board Meeting