

INDEPENDENT SCHOOL DISTRICT #152
School Board Meeting
Board Room 224 - Probstfield Center for Education
2410 14th Street South
Moorhead, Minnesota

September 22, 2014
7:00 p.m.

MISSION STATEMENT: To develop the maximum potential of every learner to thrive in a changing world.

ATTENDANCE:

Lisa Erickson _____	Scott Steffes _____
Cindy Fagerlie _____	Bill Tomhave _____
Laurie Johnson _____	Matt Valan _____
Carol Ladwig _____	Dr. Lynne A. Kovash _____

AGENDA

1. **CALL TO ORDER**

- A. Pledge of Allegiance
- B. Preview of Agenda - Dr. Lynne A. Kovash, Superintendent
- C. Approval of Meeting Agenda

Moved by _____ Seconded by _____
Comments _____

- D. Matters Presented by Citizens/Other Communications (Non-Agenda Items)

(Citizens who wish to address a non-agenda item have the opportunity to speak by raising their hand and being recognized by the School Board chair. Speakers must state their name and will be limited to three minutes. Speakers must complete the sign-up form, which outlines the public input process, and submit it to the School Board secretary.)

2. **CONSENT AGENDA**

All items on the Consent Agenda are considered to be routine, and have been made available to the School Board at least two (2) days prior to the meeting; the items will be enacted by one resolution. There will be no separate discussion of these items unless a

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School Board member or citizen so requests, in which event that item will be removed from this agenda and considered under separate resolution. To the extent possible, School Board member inquiries on consent agenda items are to be made directly to the district administration prior to the time of the meeting.

A. SUPERINTENDENT MATTERS - Kovash

- (1) Approval of September 8, 2014 Meeting Minutes with the Exception of Item 2.C.(4) Approval of Termination - Pages 6-11

B. ASSISTANT SUPERINTENDENT MATTERS - Lunak

- (1) Acceptance of Donation - Page 12

C. HUMAN RESOURCES MATTERS - Dehmer

- (1) Approval of Change in Contracts - Page 13
- (2) Approval of Resignations - Page 14
- (3) Approval of Termination - Page 15
- (4) Approval of Retirement - Page 16
- (5) Approval of Family/Medical Leaves - Pages 17-18
- (6) Approval of New Employees - Pages 19-20
- (7) Approval of Minnesota State University Moorhead Field Experience Contract Agreement - Pages 21-27

D. LEARNER SUPPORT SERVICES MATTERS - Skarvold

- (1) Acceptance of Stephanie Goetz Foundation Grant - Page 28

Suggested Resolution: Move to approve the Consent Agenda as presented.

Moved by _____ Seconded by _____
Comments _____

- 3. **ELLEN HOPKINS AND ROBERT ASP SCHOOL IMPROVEMENT PLAN:** Kovash
Pages 29-36

- 4. **MOORHEAD PROPERTY TAX ABATEMENT PROGRAM:** Lunak
Pages 37-39

Suggested Resolution: Move to accept participation in the residential property tax abatement program for new home construction and improvements to existing homes through 2016.

Moved by _____ Seconded by _____
Comments _____

5. **CERTIFICATION OF 2014 PAYABLE 2015 PROPOSED PROPERTY TAX LEVY:**

Lunak
Pages 40-42

Suggested Resolution: Move to approve the Maximum for the 2014 Payable 2015 Proposed Property Tax Levy.

Moved by _____ Seconded by _____
Comments _____

6. **SCHOOL DISTRICT STRATEGIC PRIORITIES:** Kovash

Pages 43-53

7. **SCHOOL DISTRICT FACILITIES UPDATE:** Lunak

8. **SUPERINTENDENT REPORT**

9. **COMMITTEE REPORTS**

10. **OTHER PERTINENT ITEMS TO COME BEFORE THE BOARD**

11. **CLOSE PUBLIC MEETING:** Fagerlie

Suggested Resolution: Move to close the public meeting at _____ p.m., pursuant to M.S. 13D.03, for the purpose of discussing negotiation strategies.

Moved by _____ Seconded by _____
Comments _____

12. **OPEN PUBLIC MEETING:** Fagerlie

Suggested Resolution: Move to open the public meeting at _____ p.m.

Moved by _____ Seconded by _____
Comments _____

13. **2014-2016 SUPERVISOR MASTER AGREEMENT:** Dehmer

Page 54

Suggested Resolution: Move to approve the Supervisor Master Agreement for 2014-2016 as presented with the cost as follows:

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Year	Cost	Percentage Increase
2014-2015	\$62,937	3.84%
2015-2016	\$49,892	2.93%
TOTAL	\$112,829	6.77%

Moved by _____ Seconded by _____
Comments _____

14. **ADJOURNMENT**

CALENDAR OF EVENTS

<u>Event</u>	<u>Date</u>	<u>Time</u>	<u>Place</u>
MSBA Fall Area Meeting	September 23	1 p.m.	LCSC
Activities Advisory Council	September 23	7:15 a.m.	MHS
District Technology Committee	September 23	3:45 p.m.	PCE
Superintendent's Advisory Council	September 25	7 p.m.	PCE
MHS Hall of Honor Induction	September 27	5 p.m.	MSUM
Joint Powers Committee	October 2	7 a.m.	PCE
MHS PTAC	October 6	6:30 p.m.	Conf Rm
Continuing Education Committee	October 7	4 p.m.	PCE
Hopkins PTAC/School & District Title I Advisory Committee	October 7	6:30 p.m.	Media Center
Asp PTAC/School & District Title I Advisory Committee	October 7	6:30 p.m.	Media Center
Instr and Curr Advisory Committee	October 9	7 a.m.	PCE
Health/Safety/Wellness Committee	October 9	9:30 a.m.	PCE
School Board	October 13	7 p.m.	PCE
Policy Review Committee	October 20	7 p.m.	PCE
District Staff Development Com:			
Secondary	October 21	7 a.m.	MHS
Elementary	October 21	3:15 p.m.	PCE
Horizon PTAC	October 21	6:30 p.m.	Media Center
Reinertsen/Probstfield PTAC	October 21	6:30 p.m.	Media Center
School Board	October 27	7 p.m.	PCE
District Technology Committee	October 28	3:45 p.m.	PCE
Special Educ Parent Advisory Com	October 29	12-1 p.m.	PCE

**REGULAR MEETING
BOARD OF EDUCATION
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PROBSTFIELD CENTER FOR EDUCATION
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MEMBERS PRESENT: Lisa Erickson, Cindy Fagerlie, Laurie Johnson, Carol Ladwig, Scott Steffes, Bill Tomhave, Matt Valan, and Dr. Lynne A. Kovash.

MEMBER ABSENT: None.

CALL TO ORDER: Chair Fagerlie called the meeting to order at 7:00 p.m. and led everyone in attendance with the Pledge of Allegiance.

PREVIEW OF AGENDA: Superintendent Kovash recommended approval of the agenda to proceed with revisions to pages 10, 11, 14 and 20.

APPROVAL OF AGENDA: Tomhave moved, seconded by Johnson, to approve the agenda with revisions. Motion carried 7-0.

MATTERS PRESENTED BY CITIZENS/OTHER COMMUNICATIONS: (Citizens who wish to address a non-agenda item have the opportunity to speak by raising their hand and being recognized by the School Board chair. Speakers must state their name and will be limited to three minutes. Speakers must complete the sign-up form, which outlines the public input process, and submit it to the School Board secretary.) None.

CONSENT AGENDA: Valan moved, seconded by Steffes, to approve the following items on the Consent Agenda:

Minutes - Approve the August 21, 2014 Special Meeting Minutes and the August 25, 2014 Regular Meeting Minutes as presented.

Donation - Accept the donation of mat board and direct administration to send a thank you. K and Krafts donated their entire inventory of mat board to the school district's art department. The value of the donation is in excess of \$4,500.

Memorial Donation - Accept the memorial donation of \$50 for the Moorhead Area Public Schools kindergarten program and direct administration to send a thank you. The family of Marlene Rayment made the donation in her honor.

Claims - Approve the September Claims, subject to audit, in the amount of \$957,575.37.

General Fund:	\$922,870.30
Food Service Fund:	\$14,037.57
Community Service Fund:	\$20,667.50
TOTAL	\$957,575.37

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The August Wire Payments, subject to audit, in the amount of \$609,017.52.

General Fund:	\$607,375.01
Post Employment Trust Fund:	\$1,642.51
TOTAL	\$609,017.52

Change in Contracts

Anne Lysne - Paraprofessional, Ellen Hopkins Elementary, from 1.0 FTE to .50 FTE, effective with the 2014-2015 school year (replaces Beth Ann Johnson).

Barb Mohs - Paraprofessional, Horizon Middle School to Administrative Assistant, Red River Area Learning Center, B21 (4) \$16.65 per hour, 8 hours per day, effective August 27, 2014 (replaces Kathy Becher).

Resignations

James Boots - Paraprofessional, S.G. Reinertsen Elementary, effective August 21, 2014.

Ann Wilson - Early Childhood Teacher, Probstfield Center for Education, effective August 25, 2014.

Ramelle Day - Paraprofessional, Horizon Middle School, effective August 25, 2014.

Justin Gall - Girls Head Track and Field Coach, High School, effective August 27, 2014.

Levi Tronnes - Paraprofessional, Horizon Middle School, effective August 29, 2014.

Margo Johnson - Paraprofessional, Moorhead High School, effective September 5, 2014.

Other Leave of Absence

Barb Mohs - Paraprofessional, Horizon Middle School, effective August 30, 2014.

Family/Medical Leave

Bayan Alemadi - Paraprofessional, Horizon Middle School, effective September 8, 2014 until October 1, 2014.

Kristin Dehmer - Executive Director of Human Resources, Probstfield Center for Education, effective approximately October 3, 2014 for eight weeks.

Amanda Craig - Teacher, Probstfield Elementary, effective approximately December 15, 2014 thru March 9, 2015.

Nicole Odegaard - Teacher, Moorhead High School, extension of leave from 2013-2014 school year for an undetermined amount of time.

New Employees

Chandi Mueller - Interpreter, District, B32 (0) \$26.56 per hour, 7 hours per day, effective August 25, 2014 (replaces Rachel Burcham).

Rachel Gladue - Paraprofessional, Probstfield Elementary, B21 (0-2) \$15.37 per hour, 6.75 hours per day, effective August 25, 2014 (replaces Lindsey Patenaude).

Megan Ramsey - Student Assistance Counselor, Horizon Middle School, MA (1) \$42,787.00,

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1.0 FTE, effective August 25, 2014 (new position).
Lacey Haskamp - LSS Teacher, S.G. Reinertsen Elementary, BA (5) \$41,680.00, 1.0 FTE, effective August 25, 2014 (replaces Lainey Anderson).
Jan Van Hatten - Spanish Teacher, Moorhead High School, MA+20 (10) \$18,226.50, .3 FTE, effective August 25, 2014 (new position due to increased enrollment).
Laura Wieck - LSS Teacher, Ellen Hopkins Elementary, MA (6) \$49,819.00, 1.0 FTE, effective August 25, 2014 (new position due to increased enrollment).

Rhiannon Walstrom - Paraprofessional, S.G. Reinertsen Elementary, B21 (0-2) \$15.37 per hour, 6.75 hours per day, effective August 27, 2014 (replaces James Boots).
Stacy Herman - Lunchroom Supervisor, S.G. Reinertsen Elementary, 2.25 hours per day, \$10.00 per hour, effective September 2, 2014 (replaces Jennifer Hoefs).
Christie Steen - Lunchroom Supervisor, Robert Asp Elementary, 3 hours per day, \$10.00 per hour, effective September 2, 2014 (replaces Eng Nguyen).
Michelle Hassenstad - Lunchroom Supervisor/Crossing Guard, Probstfield Elementary, 2.75 hours per day, \$10.00 per hour, effective September 2, 2014 (replaces Ahmed Hussein).
Brian Clark - Paraprofessional, Horizon Middle School, B21 (3) \$15.93 per hour, 6.75 hours per day, effective September 2, 2014 (replaces Ashley Cole).
Evan Youngs - Night Custodian, Horizon Middle School, B21 (0-2) \$15.93 per hour, 8 hours per day, effective September 2, 2014 (replaces Charles Glidden).
Nicole Tremel Pausch - Interpreter, District, B32 (0) \$26.56 per hour, 7 hours per day, effective September 2, 2014 (position vacant since 2012, utilized contracted services).
Ellen Gianotti - Lunchroom Supervisor, Ellen Hopkins Elementary, 2.75 hours per day, \$10.00 per hour, effective September 2, 2014 (replaces Miranda Wells).
Nicole Boersma - Paraprofessional, Robert Asp Elementary, B21 (0-2) \$15.37 per hour, 6.75 hours per day, effective September 2, 2014 (replaces Chad Dodd).
Tyler Flaa - Paraprofessional, Horizon Middle School, B21 (0-2) \$15.37 per hour, 6.75 hours per day, effective September 2, 2014 (replaces Barb Mohs).
Brandi Carlson - Paraprofessional, Moorhead High School, B21 (3) \$15.93 per hour, 6.75 hours per day, effective September 2, 2014 (replaces Jessica Thompson).
Dixie Duncan - Interpreter, District, B32 (6) \$29.04 per hour, 7 hours per day, effective September 4, 2014 (replaces Samantha Guttu).
Becky Sipe - Paraprofessional, Robert Asp Elementary, B21 (4) \$16.16 per hour, 6.75 hours per day, effective September 4, 2014 (replaces partial FTE's of Amanda Carlsrud/EngNguyen).
Hope Wilson - Paraprofessional, Horizon Middle School, B21 (0-2) \$15.37 per hour, 6.75 hours per day, effective September 8, 2014 (replaces Margo Johnson).
Linda Jones - Paraprofessional, Horizon Middle School, B21 (5) \$16.38 per hour, 6.75 hours per day, effective September 8, 2014 (replaces Levi Tronnes).

Motion carried 7-0.

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OPENING ENROLLMENT: Brandon Lunak, assistant superintendent, reviewed the September 2, 2014 enrollment data for the elementary and secondary schools and the district's off-site educational programs.

Opening enrollment was 5,928, which is 216 students more than opening enrollment from a year ago and 445 more students than were enrolled at the end of the 2013-14 school year. The largest class in the district is second grade with 509 students followed by kindergarten with 506 students and grade 1 with 505 students. Ninth grade is the smallest grade level in the district with 417 students.

Enrollment typically fluctuates the first few weeks of the school year before stabilizing in October and November. An updated report and projected figures for the next several school years will be presented to the board in November.

2013-14 ASSESSMENT RESULTS: Missy Eidsness, director of school improvement and accountability, reviewed the reports for Moorhead Area Public Schools Minnesota Comprehensive Assessment (MCA) district data for the 2013-14 school year. The reports show the district average compared to the state average for the MCA assessments in reading, mathematics and science.

Student proficiency in reading, mathematics and science held steady overall. The district's proficiency levels resemble the results of the entire state. According to Minnesota Department of Education (MDE) reports for Moorhead Schools, 57.3 percent of students were proficient in reading, 59.8 percent were proficient in math and 49.7 percent were proficient in science. Reading proficiency for the district increased from 54.8 percent in 2013 to 57.3 percent (gain of 2.5 percent). Math proficiency for the district decreased from 63.2 percent in 2013 to 59.8 percent (decrease of 3.4 percent). Science proficiency decreased from 51.9 percent in 2013 to 49.7 percent in 2014 (decrease of 2.2 percent). Eidsness also reviewed district trend data from the MDE Report Card for reading, mathematics and science MCA results.

MOORHEAD SCHOOL DISTRICT LEGACY FUND (FOUNDATION) UPDATE:

Brandon Lunak, assistant superintendent, stated a resolution was passed by the School Board on September 24, 2012 establishing the Moorhead School District Legacy Fund and a partnership between West Central Initiative and Moorhead Area Public Schools.

The Legacy Fund will support innovative educational programs that enrich the experiences of all students served by the school district. The funds will be used for endowment, activities and innovation grants as well as other uses recommended by the advisory committee.

The school district had formed an initial committee and now will form an expanded committee made up of the superintendent and/or the assistant superintendent, athletic director, School Board

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member representative, district communications coordinator, district accountant, Moorhead Booster Club member, Education Moorhead representative, building-level parent representatives, area business representatives, retired educators and community members.

MOORHEAD PROPERTY TAX ABATEMENT PROGRAM: Brandon Lunak, assistant superintendent, explained the City of Moorhead approved extending property tax abatements through 2016 and would like the school district and other public entity's to participate in the residential property tax abatement program for new home construction and improvements to existing homes for the period commencing January 2, 2015 and expiring December 31, 2016 by abating its property taxes as allowed by Minnesota law.

Valan left the meeting at 7:48 p.m. and returned at 7:51 p.m.

Michael Redlinger, city manager, and Scott Hutchins, director of planning and neighborhood services, provided background information by explaining the Make Moorhead Home property tax rebate program was implemented to address a decline in Moorhead's single family housing trends. Clay County made the program available in its other cities on an optional basis. From 2009-2011, at the request of the City of Moorhead, the State of Minnesota funded a state-paid property tax abatement program for new home construction as a flood recovery initiative for the cities of Moorhead and Dilworth. When state funding ended, the City of Moorhead, Clay County and Moorhead Area Public Schools entered into a self-funded property tax rebate program in 2012 (pursuant to Minn. Stats. 469.1813 - 469.1816). The program was branded as the Make Moorhead Home (MMH) Property Tax Rebate.

In June and July of 2014, the City of Moorhead surveyed all 2013 purchasers (617) of existing and newly constructed homes regarding their home-buying experience and their impressions of Moorhead. The response rate was 33 percent (205 responses).

It is recommended that the Make Moorhead Home Property Tax Rebate extend seamlessly through 2016. Fargo and West Fargo continue their property tax abatement programs and are more competitive on property taxes than ever before. The property tax rebate is an important issue for the housing industry and consumers. A resolution will be presented to the board at the September 22 board meeting.

SCHOOL DISTRICT FACILITIES UPDATE: Brandon Lunak, assistant superintendent, provided a brief construction update on Probstfield and Robert Asp Schools. Probstfield's addition is enclosed and remains on track. Electrical and duct work continue at Asp and Probstfield.

SUPERINTENDENT REPORT: Superintendent Kovash reported on her excitement related to Friday's soccer and football games played on the new turf field and thanked the School Board,

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Dean Haugo, Pam Redlinger, Rob Bye, Pam Gibb and Brian Cole and others who made the events memorable. Kovash shared the impact statement from Dean Haugo read at the Fargo Moorhead West Fargo Chamber of Commerce ribbon-cutting event.

Kovash noted opening day went smoothly with some glitches that are being worked through, and administrators are reflecting on ways to make things better for students and parents. She commented staff members were positive, even in some less-than-ideal classrooms due to current construction.

Kovash said she should have World's Best Workforce information and reports soon but the Multiple Measurement Ratings are embargoed until Oct. 1. She noted the 2013-14 Annual Report on Curriculum, Instruction and Student Achievement and summary report will be presented to the board in October with a report summary sent to the department of education.

Board member Valan requested information related to land Kurtz and Holy Cross Townships being purchased by the federal government for the diversion and what the potential tax loss of farmland would be and the impact on enrollment and property values.

COMMITTEE REPORTS: Brief reports were heard regarding the Joint Powers Committee, Spuds Meet and Greet, and Indian Education Parent Committee meetings.

OTHER PERTINENT ITEMS TO COME BEFORE THE BOARD: Board member Tomhave noted the MSBA Fall Area meeting was scheduled for Sept. 23 at Lakes Country Service Cooperative starting at 1 p.m. Kovash reminded board members of the MREA regional and virtual meetings and the November 16-18 conference. Board members were asked to contact Michelle if interested in attending.

ADJOURNMENT: Hearing no objections, the Chair adjourned the meeting at 8:20 p.m.

Laurie Johnson, Clerk



MOORHEAD
AREA PUBLIC SCHOOLS

Office of Assistant
Superintendent
Memo OAS.15.109C

TO: Dr. Lynne A. Kovash, Superintendent
FROM: Brandon M. Lunak, Assistant Superintendent *BML*
DATE: September 22, 2014
RE: Donation

The Horizon Middle School Orchestra has received a \$10,000.00 donation to be used for special projects. The donor would like to remain anonymous.

Suggested Resolution: Move to accept the donation of \$10,000.00 for the Horizon Middle School Orchestra.

BML/dmb



MOORHEAD

AREA PUBLIC SCHOOLS

Human Resources
Memo HR.15.035C

TO: Dr. Lynne Kovash, Superintendent
FROM: Kristin Dehmer, Executive Director of Human Resources *K. Dehmer*
DATE: September 16, 2014
RE: Contract Change

The administration requests approval of the Contract Change for the following people:

Amanda Carlsrud Paraprofessional, Robert Asp Elementary, .75 FTE to 1.0 FTE, effective with the 2014-2015 school year. (Replaces Jane Sweeney)

Beth Ann Johnson Paraprofessional, Ellen Hopkins Elementary, .50 FTE to 1.0 FTE, effective with the 2014-2015 school year. (Replaces Anne Lysne)

Carrie Jenkins Paraprofessional, Probstfield Elementary from .8 FTE which is 6.75 hours per day four days per week to .95 FTE which is 6.5 hours four days per week and 6 hours 1 day per week. (new hours within approved FTE)

Eng Nguyen Paraprofessional, Robert Asp Elementary, .75 FTE to 1.0 FTE, effective with the 2014-2015 school year. (Replaces Jackie Gilbertson)

Khalisa Yasin Lunchroom Supervisor, S. G. Reinertsen Elementary, 2.75 hours per day, addition of 1.5 hours of Crossing Guard, S. G. Reinertsen Elementary. (New position)

Suggested Resolution: Move to approve the Contract Change for Amanda Carlsrud, Beth Ann Johnson, Carrie Jenkins, Eng Nguyen and Khalisa Yasin as presented.

KLD:smw



MOORHEAD
AREA PUBLIC SCHOOLS

Human Resources
Memo HR.15.032C

TO: Dr. Lynne Kovash, Superintendent
FROM: Kristin Dehmer, Executive Director of Human Resources *Kahmer*
DATE: September 16, 2014
RE: Resignations

The administration requests approval of the resignation of the following people:

Ramelle Day	Paraprofessional, Horizon Middle School, effective August 25, 2014.
Lucas Wolford	Strength and Speed Coach, High School, effective September 2, 2014.
Taylor Lambrecht	Paraprofessional, Probstfield Elementary, effective September 4, 2014.
Michelle Hassenstab	Lunchroom Supervisor, Ellen Hopkins Elementary, effective September 22, 2014.

Suggested Resolution: Move to approve the resignation of Ramelle Day, Lucas Wolford, Taylor Lambrecht and Michelle Hassenstab as presented.

KLD:smw



MOORHEAD
AREA PUBLIC SCHOOLS

Human Resources
Memo HR.15.037C

TO: Dr. Lynne Kovash, Superintendent
FROM: Kristin Dehmer, Executive Director of Human Resources *KLD*
DATE: September 16, 2014
RE: Termination

The administration requests approval of the Termination of the following employee:

Abdirizak Hussein Bus Driver, Transportation, effective September 2, 2014.
This is a correction from the September 8, 2014 board meeting, which reflected "Abdi Mohammed" as the terminated employee.

Suggested Resolution: Move to approve the Termination of Abdirizak Hussein as presented.

KLD:smw



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AREA PUBLIC SCHOOLS

Human Resources
Memo HR.15.033C

TO: Dr. Lynne Kovash, Superintendent

FROM: Kristin Dehmer, Executive Director of Human Resources

K. Dehmer

DATE: September 16, 2014

RE: Retirement

The administration requests approval of the retirement of the following person:

Sharon Mattson Elementary Teacher, Ellen Hopkins Elementary, effective January 1, 2015.

Suggested Resolution: Move to approve the retirement of Sharon Mattson as presented.

KLD:smw



MOORHEAD
AREA PUBLIC SCHOOLS

Human Resources
Memo HR.15.034C

TO: Dr. Lynne Kovash, Superintendent

FROM: Kristin Dehmer, Executive Director of Human Resources *KDehmer*

DATE: September 16, 2014

RE: Family/Medical Leave

The administration requests approval of the Family/Medical Leave of the following people:

- Karen Reiersen Elementary Teacher, Robert Asp Elementary, effective August 25, 2014 until approximately September 24, 2014.
- Zachary Johnsrud ESL Teacher, Probstfield Elementary, effective September 18, 2014 thru October 10, 2014.
- Jolene Wiebold LSS Teacher, Horizon Middle School, effective September 22, 2014 thru October 31, 2014.
- Stephanie Lorz Early Childhood Special Education Teacher, PCE, effective approximately November 11, 2014 until approximately January 6, 2015.
- Megan Hilleren Elementary Teacher, Ellen Hopkins Elementary, effective approximately January 8, 2015 until approximately March 26, 2015.
- Vian Mustafa Paraprofessional, Ellen Hopkins, Intermittent leave effective September 9, 2014 for an undetermined amount of time.
- Ashley Vry Paraprofessional, High School, effective September 9, 2014 until September 26, 2014.
- Jean Walker Paraprofessional, S. G. Reinertsen Elementary, effective October 9, 2014 thru November 21, 2014.



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Suggested Resolution: Move to approve the Family/Medical Leave for Karen Reiersen, Zachary Johnsrud, Jolene Wiebold, Stephanie Lorz, Megan Hilleren, Via Mustafa, Ashely Vry and Jean Walker as presented.

KLD:smw



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Human Resources
Memo HR.15.031C

TO: Dr. Lynne Kovash, Superintendent
FROM: Kristin Dehmer, Executive Director of Human Resources *KDehmer*
DATE: September 16, 2014
RE: New Employees

The administration requests the approval of the following new employees subject to satisfactory completion of federal, state and school statute and requirements.

Alex Westrum	Lunchroom Supervisor, Ellen Hopkins Elementary, 2.75 hours per day, \$10.00 per hour, effective September 2, 2014. (New position)
Princess Diagor	Food and Nutrition Server, Ellen Hopkins Elementary, A11 (1) \$14.52 per hour, 4 hours per day, effective September 2, 2014. (New position)
Tonya Fees	Food and Nutrition Server, Robert Asp Elementary, 2.75 hours per day, \$10.00 per hour, effective September 2, 2014. (Replaces Pat Walker)
Betty Graff	Food and Nutrition Server, High School, A11 (1) \$14.07 per hour, 4 hours per day, effective September 2, 2014. (New position in 13-14 and never filled)
Jason Natal	Paraprofessional, Robert Asp Elementary, B21 (0-2) \$15.37 per hour, 3 hours per day, effective September 8, 2014. (Replaces Amanda Carlsrud & Eng Nguyen)
Abbra Olson	Lunchroom Supervisor, Horizon Middle School, 2.5 hours per day, \$10.00 per hour, effective September 8, 2014. (Replaces Daniel Berg)
Alishia Dittes	Paraprofessional, Probstfield Elementary, B21 (0-2) \$15.37 per hour, 6.75 hours 4 days per week, effective September 15, 2014. (Replaces Taylor Lambrecht)
Danelle Klaman	Student Wellness Facilitator, Horizon Middle School, C41 (15) \$33.59 per hour, 7.25 hours per day, effective September 15, 2014. (New position Goetz Foundation Grant)

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- Jodi Kleven Paraprofessional, Horizon Middle School, B21 (3) \$15.93 per hour, 6.75 hours per day, effective September 22, 2014. (Replaces Brian Clark)
- Toni Kleber General Education Paraprofessional, High School B21 (0-2) \$15.37 per hour, 6.75 hours per day, effective September 15, 2014. (Replaces Pam Astrup)
- Vincent Giantti Bus Driver, Transportation, 4 hours per day, \$14.26 per hour, effective September 15, 2014. (Replaces Abdirizak Hussein)
- Melissa Ambers Food and Nutrition Server, Probstfield Elementary, 2.75 hours per day, \$10.00 per hour, effective September 22, 2014. (Replaces Janelle Hoefert)
- Natasha Nenow Nurse, Probstfield Elementary, C41 (4) \$26.06 per hour, 7.25 hours per day, effective October 6, 2014. (Replaces contracted service)

Suggested Resolution: Move to approve the employment of Alex Westrum, Princess Diagor, Tonya Fees, Betty Graff, Jason Natal, Abbra Olson, Alishia Dittes, Danelle Klamann, Jodi Kleven, Toni Kleber, Vincent Giantti, Melissa Ambers and Natasha Nenow as presented.

KLD:smw



MOORHEAD
AREA PUBLIC SCHOOLS

Human Resources
Memo HR.15.036C

TO: Dr. Lynne Kovash, Superintendent
FROM: Kristin Dehmer, Executive Director of Human Resources *KDehmer*
DATE: September 16, 2014
RE: Minnesota State University Moorhead Field Experience Contract Agreement

Attached is a Field Experience Contract Agreement with Minnesota State University Moorhead for Moorhead Area Public Schools to serve as a student intern placement center for Social Work and/or Counseling interns. Terms of this agreement shall be for a period of September 22, 2013 until May 30, 2016. Moorhead Area Public Schools Policy 921 supports the agreements with universities and colleges to provide field experiences for pre-service Social Work and/or Counseling interns.

Moorhead Area Public Schools would provide students of Minnesota State University Moorhead an opportunity to work cooperatively in a teacher-learning situation with a teacher certified by the State of Minnesota.

Suggested Resolution: Move to approve the agreement with Minnesota State University Moorhead for Social Work and/or Counseling interns as presented.

KLD:smw
Attachment

STATE OF MINNESOTA
MINNESOTA STATE COLLEGES AND UNIVERSITIES
Minnesota State University Moorhead

MEMORANDUM OF AGREEMENT
FOR STUDENT TRAINING EXPERIENCE/INTERNSHIP

This Agreement is made between the State of Minnesota acting through its Board of Trustees of the Minnesota State Colleges and Universities, on behalf of Minnesota State University Moorhead, Moorhead, Minnesota (“the College/University”) and Moorhead Public School District, Moorhead, MN (“the Facility”). This Agreement, and any written changes and additions to it, shall be interpreted according to the Laws of the State of Minnesota.

The purpose of this Memorandum of Agreement is to outline the terms of the training/internship experience for the student of the College/University and to identify the responsibilities of the College/University and the Facility.

A. THE PARTIES UNDERSTAND THAT:

1. The College/University has a(n) Counseling & Student Affairs Program (the “Program”) for qualified students enrolled in the College/University; and
2. The College/University has been given authority to enter into Agreements regarding academic programs; and
3. The Facility has facilities for providing a suitable training experience that meets the educational needs of students enrolled in the Program of the College/University; and
4. It is in the general interest of the Facility to provide a training site where College/University students can learn and develop skills and qualifications needed to achieve the student’s occupational goals and satisfy the Program requirements while assisting in the development of trained personnel to meet future area employment needs; and
5. The College/University and the Facility want to cooperate to furnish a training experience at the Facility for students of the College/University enrolled in the Program.

B. RESPONSIBILITIES OF EACH PARTY

1. **The College/University agrees to:**
 - a. make arrangements with the Facility for a training experience at the Facility that will support the student’s occupational goals and meet any applicable Program requirements.

- b. make periodic visits to the Facility's training site to observe the student or receive periodic reports from the Facility and/or the student, and discuss the student's performance and progress with the student and any site supervisor at the Facility, as needed.
- c. discuss with the Facility any problems or concerns arising from the student's participation.
- d. notify the Facility in the event the student is no longer enrolled in the Program at the College/University.
- e. keep any necessary attendance and progress records as set forth in the College/University attendance policy.
- f. assist in the evaluation of the student's performance in the training experience.

2. **The Facility agrees to:**

- a. cooperate with the College/University in providing a mutually agreeable training experience at the Facility that supports the student's educational and occupational goals.
- b. consult with the College/University about any difficulties arising at the Facility's training site that may affect the student's participation.
- c. assist in the evaluation of the student's performance and provide time for consultation with the College/University concerning the student, as needed.
- d. sign the weekly work report to verify the student's attendance.

3. **LIABILITY**

Each party agrees that it will be responsible for its own acts and the results thereof to the extent authorized by law and shall not be responsible for the acts of the other party and the results thereof. The College/University's liability shall be governed by the provisions of the Minnesota Tort Claims Act, Minnesota Statutes, Section 3.732 et seq., and other applicable law.

4. **TERM OF AGREEMENT**

This Agreement is in effect from August 20th, 2013 or when fully executed, and shall remain in effect until May 30th, 2016. This Agreement may be terminated by giving at least seven (7) days' advance oral notice to the other parties, with a follow up letter confirming termination delivered to the other party on or before the actual termination date.

5. **FINANCIAL CONSIDERATION**

- a. The College/University and the Facility each agree to bear their own costs associated with this Agreement and that no payment is required by either College/University or the Facility to the other party.
- b. The Facility is not required to reimburse the College/University faculty or students for any services rendered to the Facility or its customers pursuant to this Agreement.

6. **CHANGES OR ADDITIONS TO THE AGREEMENT**

Any changes or additions to this Agreement must be in writing and signed by authorized representatives of each party.

7. **ASSIGNMENT**

Neither the College/University nor the Facility shall assign or transfer any rights or obligations under this Agreement without first obtaining the written consent of the other party.

8. **AMERICANS WITH DISABILITIES ACT (ADA) COMPLIANCE**

The Facility agrees that in fulfilling the duties of this Agreement, the Facility is responsible for complying with the Americans with Disabilities Act, 42 U.S.C. Chapter 12101, et seq., and any regulations promulgated to the Act. The College/University IS NOT responsible for issues or challenges related to compliance with the ADA beyond its own routine use of facilities, services, or other areas covered by the ADA.

9. **MINNESOTA GOVERNMENT DATA PRACTICES ACT**

The State of Minnesota has laws (the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13 [“the Act”]) that classify the College/University’s written and electronic information as public, private or confidential. Except as otherwise provided in law or College/University policy, data on students is private and may not be shared with any other party. If the Facility receives a request from a third party for any data provided to the Facility by the College/University, the Facility agrees to immediately notify the College/University. The College/University will give the FACILITY instructions concerning the release of the data to the requesting party before the data is released and the Facility agrees to follow those instructions.

10. **STUDENT TRAINING EXPERIENCE/INTERNSHIP AGREEMENT**

The student assigned to a training experience/internship at the Facility shall be required to sign a Student Training Experience/Internship Agreement (see Attachment A attached to this Agreement and made part of it) before the student begins the training experience/internship at the Facility.

11. **NON-DISCRIMINATION**

The Facility recognizes that it is the policy of the College/University to prohibit discrimination and ensure equal opportunities in its educational programs, activities, and all aspects of employment for all individuals, regardless of race, color, creed, religion, gender, national origin, sexual orientation, veteran’s status, marital status, age, disability, status with regard to public assistance, or inclusion in any group or class against which discrimination is prohibited by federal, state, or local laws and regulations. The Facility agrees to adhere to this policy in implementing this Agreement.

In signing this Memorandum of Agreement, we agree to work together to assist the student in learning and/or applying the tasks and skills identified. We understand that the

Individualized Training Plan for the student can be modified or dissolved at any time upon the mutual agreement of the Facility and College/University.

FACILITY

**Minnesota State Colleges and Universities
Minnesota State University Moorhead**

Name: _____

Name: Lisa Karch

Authorized Facility Representative

Dean: Boyd Bradbury

Title: _____

Date: June 30th, 2014

Date: _____

AS TO FORM AND EXECUTION

By: (authorized College/University signature)

Title: _____

Date: _____

ATTACHMENT A
STUDENT TRAINING EXPERIENCE/INTERNSHIP AGREEMENT

Name of College/University: Minnesota State University Moorhead

Name of College/University Program ("the Program"): Counseling & Student Affairs Program

Type of Training Experience/Internship: Practicum and Internship

Dates of Training/Internship: August 20th, 2013 – May 30th, 2014

Student's Name: _____ Phone #: _____

Average number of hours to be worked by the Student each week: 8 – 30 hours

Facility Name and Address: _____

Location Where Training will Occur (if different from Facility's Address above):

Facility Representative's Name: _____ Phone #: _____

Activities/Job tasks and skills the Student will learn: On – the- job experiences working closely and being supervised by a site supervisor

Tools and Equipment the Student will use:

Computer

STUDENT RESPONSIBILITIES

In exchange for the opportunity to participate in the training experience/ internship at the Facility, the Student agrees to:

1. Keep regular attendance and be on time, both at school and at the Facility's training site. The Student will promptly notify the Facility's training site if unable to report. The Student's placement will automatically terminate if the Student terminates his/her enrollment in the Program or is no longer enrolled as a student at the College/University.
2. Demonstrate honesty, punctuality, courtesy, a cooperative attitude, desirable health and grooming habits, desirable/required dress and a willingness to learn; and
3. Furnish the coordinating College/University instructor with all necessary information and complete all necessary reports requested by the instructor. Submitting falsified reports is cause for immediate expulsion from the Program; and
4. Conform to all rules, regulations, and policies including health, safety, and work environment of the Facility, follow all instructions given by the Facility and always conduct myself in a safe manner; and

5. Consult with the College/University instructor/lab assistant about any difficulties arising at the Facility's training site; and
6. Be present at the Facility's training site on the dates and for the number of hours agreed upon; and
7. Not terminate his/her participation in the training experience at the Facility without first consulting with the College/University's instructor/lab assistant.

The Student also understands and agrees that:

- a. placement and participation in this training experience is not employment with the College/University or Facility;
- b. the Student is not covered by the College/University worker's compensation coverage; and
- c. the Student will not receive any money or compensation or benefits of any kind from the College/University in exchange for his/her participation in the training experience.

The Student also understands that the Facility does not promise or guarantee any future employment for the student.

The Student understands that he/she is responsible for providing his or her own health insurance and for any and all medical expenses incurred by him/her related to any injury, loss or illness sustained by him/her while participating in the training experience at the Facility.

Student's Signature: _____

Student's Name (please print): _____

Date: _____

Name of Student's Parent (required for students under 18 years of age) (please print):

Parent's Signature: _____

Date: _____

Minnesota State University Moorhead, part of the Minnesota State Colleges and Universities system, is an Equal Opportunity employer and educator.



MOORHEAD

AREA PUBLIC SCHOOLS

Learner Support
Services
Memo LSS.15.004 C

To: Dr. Lynne Kovash, Superintendent

From: Jill Skarvold, Executive Director of Learner Support Services

Date: September 15, 2014

Re: Acceptance of StephanieGoetz Foundation Grant

Mental Health continues to be one of the District priorities for 2014-15. One of the ways to address this area is in working with the Goetz Foundation Mental Wellness Initiative. The Mental health Wellness Initiative has provided funding to place a Student Wellness Facilitator at Moorhead High School and Horizon. This work with the Goetz Foundation spans across three of the metro area districts (Moorhead Area Public Schools, Fargo Public Schools and West Fargo Public Schools) in order to provide more mental health resources to students and their families. The licensed social worker in Moorhead, Danelle Klamann, will work with other school staff (counselors, school psychologists, administrators) to identify students who are struggling with mental health issues and who need access and support from a mental health professional. Ms. Klamann will work closely with the family and school to access the appropriate services for these students who are in need of a high level of support and access to mental health services in order to have their needs met. The grant amount is up to \$48,500.00.

One of the outcomes of the District Priority focused on Mental Health is to strengthen community mental health partnerships in order to provide services that support the student and also helps families navigate the complex systems of care. It is estimated that 20% of children have a mental health disorder and 1 in 10 have a serious mental health problem that impacts how they function at home, school, or in the community (MIMH, 2010). This partnership with the Goetz Foundation provides another resource to help students be successful in school as well as in our community.

SUGGESTED RESOLUTION: Move to accept the Stephanie Goetz Foundation Grant up to the amount of \$48,500.00.

JS:ca



MOORHEAD

AREA PUBLIC SCHOOLS

School Improvement
and Accountability
Memo SIA.15.008R

TO: Dr. Lynne A. Kovash, Superintendent

FROM: Missy Eidsness, Executive Director of School Improvement and Accountability *me*

DATE: September 15, 2014

RE: Ellen Hopkins and Robert Asp School Improvement Plan

Ellen Hopkins and Robert Asp Elementary Schools are both federally funded by Title I to provide schoolwide supplementary support for their students.

Identified schools are required to work with their districts, Minnesota Department of Education (MDE) and the statewide system of support to develop an improvement plan that must be approved the School Board. The plans are required to be in place at the beginning of the 2014-15 school year so that implementation can begin immediately.

Ellen Hopkins Elementary School was designated as a Focus School by MDE in 2012. A Focus School is in the ten percent of Title I schools making the biggest contribution to the state's achievement gap. Focus Schools are identified once every three years; this is the third year of this designation for Hopkins Elementary.

Ryan LaDage and Chris Triggs will present the attached school improvement plans at the September 22 board meeting.

Suggested Resolution: Move to approve the Ellen Hopkins and Robert Asp School Improvement Plans as presented.

MOE:jlh
Attachment

Robert Asp Elementary & Hopkins Elementary School Improvement Plans

Robert Asp Goals

Goal 1: Students in grades 3-5 at Robert Asp Elementary will increase their math proficiency from 66% in 2014 (68% in 2013) to 73% (composite result) on the 2015 MCA-III Math Assessment.

Goal 2: Students in grades 3-5 at Robert Asp Elementary will increase their reading proficiency from 59.4% in 2014 (53% in 2013) to 66% on the 2015 MCA-III Reading Assessment (composite results). Students on federal meal benefit will increase their reading proficiency from 39.2% to 45%.

Goal 3: All students will demonstrate an increase in behavior that communicates care, consideration, and respect of self that will be reflected in a 10 percent reduction of total major and minor incidents (511 incidents to 460 incidents).

Robert Asp Strategies

- *Relationships, relationships, relationships - motivate the unmotivated, increase focused practice time in the classroom- all classrooms have an aligned classroom management plan and positive reinforcement system. School goals celebrated each month, and implementation of character curriculum on morning news and monthly Spud meetings.
- *Develop through our PLCs a consistent approach to reading conferencing and the formation of small groups for reading at the intermediate level.
- *PLCs shifted from grade-level meeting resemblance to PLCs that focus on collaborative planning of reading and math curriculum, and the use of assessment data to determine student progress as well as best practices used to gain results. Tighter structure to PLCs with emphasis on units of study in reading and lessons - answering the four essential questions as our guide for each PLC.
- *Become more collaborative in nature - only way for us to address such diverse needs within each classroom.
- *For students to write, write, and write for a variety of purposes and daily - follow district curriculum map for writing. Building comprehension through the connection between reading and writing (response journaling)
- *Need for students who receive special services (IEP, ELL, Title One, Reading Corp) to receive small group instruction from their classroom teacher and supplemental service for reading.
- ****Teaching with urgency and consistency every day - time is the one thing that we have the ability to control. Streamline as a team and individual.

Hopkins Goals

READING: Ellen Hopkins Elementary School staff will reduce the achievement gap between grades 3-5 in overall Reading so that their proficiency increases by 11% on the MCA accountability tests by May 2015 as follows: free/reduced lunch will increase from 40% to 58%.

Hopkins Goals

MATHEMATICS: Ellen Hopkins Elementary

School staff will reduce the achievement gap between grades 3-5 in overall Mathematics so that their proficiency increases by 11% on the MCA accountability tests by May 2015 as follows: free/reduced lunch will increase from 35% to 55%.

Hopkins Strategies

- **Academic Talk**
 - Data-Driven Dialogue
 - Learning Walks & Practice Profiles
 - questioning strategies
 - student conversations
 - On-going PD and implementation of purposeful questioning in relation to critical thinking and comprehension strategies
 - Parent Involvement Events

Hopkins Strategies

- **Professional Learning Communities**
 - Research and study PLC models and protocols
 - Train one staff member per grade level/department to be PLC leader
 - Development and implementation of PLC model and protocols that focus on the advancement of the PLC, growth of the PLC members, and student learning and achievement — all utilizing student work and results



MOORHEAD

AREA PUBLIC SCHOOLS

Office of Assistant
Superintendent
Memo OAS.15.110R

TO: Dr. Lynne A. Kovash, Superintendent

FROM: Brandon M. Lunak, Assistant Superintendent **BML**

DATE: September 22, 2014

RE: Moorhead Property Tax Abatement Program

The City of Moorhead approved to extend property tax abatements through 2016 and would like Moorhead Area Public Schools and other public entity's to participate in the residential property tax abatement program for new home construction and improvements to existing homes for the period commencing on January 1, 2015 and expiring December 31, 2016 by abating its property taxes as allowed by Minnesota law.

Suggested Resolution: Move to accept participation in the residential property tax abatement program for new home construction and improvements to existing homes through 2016.

BML/dmb
Attachment

RESOLUTION OF MOORHEAD SCHOOL DISTRICT 152

Whereas, Minnesota law (469.1813-469.1816) authorizes political subdivisions to grant property tax abatements for economic development purposes including:

- ∞ General economic development, such as increasing the property tax base or the number of jobs in the area;
- ∞ Providing access to services for residents such as housing; and

Whereas, Moorhead School District 152 received a request from the City of Moorhead, as evidenced by City of Moorhead Resolution #2014-0908-2 unanimously approved by the City Council of the City of Moorhead on September 8, 2014 to join with the City and participate in a *"Two-year Residential Property Tax Abatement Program"* (hereinafter referred to as the *"Program"*); and

Whereas, it is the desire of Moorhead School District 152 to participate in the *"Program"* by abating its property taxes as allowed by Minnesota law; and

Whereas, as a condition precedent for a City to receive an abatement of Moorhead School District 152 residential property taxes the participating City must approve its Authorizing Resolution no later than December 31, 2014.

Now, Therefore Be It Resolved, by the School Board of Moorhead School District 152 that Moorhead School District 152 does herein approve participation in the *"Program"* for new home construction and improvements to existing homes for the period commencing January 1, 2015 and expiring December 31, 2016.

Be It Further Resolved, by the School Board of Moorhead School District 152 that the approved *"Program"* be fully compliant with Minnesota law 469.1813-469.1816 and subject to the following:

- ∞ A residential structure may qualify for an abatement if it is classified as 1a, 1b, 2a, 4a, 4b, 4bb, or 4d under Minnesota Statutes 273.13.
- ∞ The market value attributable to new residential structures and land may be abated from property taxes, for two taxes payable years, corresponding to the two assessment years after construction has begun, provided that no part of the structure was in existence prior to January 1, 2015 and construction of the structure is commenced prior to December 31, 2016. Construction is deemed to have been commenced if a proper building permit has been issued and the mandatory footing or foundation inspection has been completed, if a building permit and inspection are required by the participating jurisdiction.
- ∞ For property classified as class 1a, 1b, 2a, 4b or 4bb the abatement will apply to the entire market value of the land and improvements. The *"Program"* does not apply to property classified as class 4a or 4d.
- ∞ The market value attributable to new improvements on existing properties classified as 1a, 1b, 2a, 4a, 4b, 4bb or 4d may be abated from property taxes, for two taxes payable years, corresponding to the two assessment years after completion of the improvement, provided that

the improvement is made after January 1, 2015 and prior to December 31, 2016. In order for an improvement to an existing property to be eligible for an abatement a proper building permit must have been issued and the improvement must have been inspected, if a building permit and inspection is required by the participating jurisdiction. To be eligible for the abatement, the improvement must add at least \$25,000 to the value of the existing property for properties classified as 1a, 1b, 2a, 4b and 4bb. For class 2a property, only improvements to the existing house or garage are eligible for the abatement. To be eligible for the abatement, the improvement must add at least \$50,000 to the value of the existing property for properties classified as 4a or 4d.

- ∞ The abatement shall not apply to any special assessments that are levied against the property.
- ∞ A City Authorizing Resolution to participate in the "Program" must be adopted by the City prior to December 31, 2014 for the program to be in effect within the City. The City resolution must specifically identify which of the following options the City will incorporate into its "Program:"
 - New Construction and/or New Improvements to Existing Properties
 - Start Date
 - Apply to Single Family Residential and/or Multi-Family
 - Cap, if any, on Value to be Abated

PASSED by the School Board of Moorhead School District 152 this 22nd day of September, 2014.

- 1a Residential Homestead
- 1b Blind/Disabled Homestead
- 2a Homestead House, Garage and First Acres – Ag
- 4a Apartment 4+units
- 4b Residential non-homestead 1-3 units
Unclassified Manufactured Home
Ag non-homestead 2-3 units
- 4bb Residential non-homestead single unit
Ag non-homestead single unit
- 4d Qualifying low-income rental housing



MOORHEAD

AREA PUBLIC SCHOOLS

Office of Assistant
Superintendent
Memo OAS.15.111R

TO: Dr. Lynne A. Kovash, Superintendent

FROM: Brandon M. Lunak, Assistant Superintendent **BML**

DATE: September 22, 2014

RE: Certification of 2014 Payable 2015 Proposed Property Tax Levy

The school board is required to certify to the county auditor the school district's preliminary 2014 Payable 2015 Property Tax Levy by October 1, 2013. Attached are pages 27 and 28 of the Levy Limitation and Certification document from the Minnesota Department of Education (MDE) which show detailed levy amounts broken down by category. The district will certify the maximum levy; certifying the preliminary levy in this manner allows for changes prior to the final levy certification in December. Changes are made for a variety of reasons such as changes to Health and Safety projects or changes to the district's projected enrollment figures.

Preliminary figures indicate that the school district portion of the property tax levy has decreased by 2.09% from a year ago to \$13,218,944. Last year's levy amount was \$13,502,121. Keep in mind that the figures presented here are preliminary and could change in the coming weeks.

School districts are no longer required to hold a separate Truth in Taxation hearing, but instead are required to discuss the payable 2015 levy and the current year budget (fiscal year 2015) at a regularly scheduled board meeting and allow the public to speak; this will occur at the December 15, 2014 board meeting at 7:00 p.m. The final levy certification will be approved at this same meeting.

Suggested Resolution: Move to approve the Maximum for the 2014 Payable 2015 Proposed Property Tax Levy.

BML/dmb
Attachments

I. COMPUTATION OF 2014 PAYABLE 2015 LEVY LIMITATION BY FUND (BEFORE COUNTY AUDITOR ADJUSTMENTS):

FUND	INITIAL LEVY LIMITATION	LIMITATION ADJUSTMENTS	ABATEMENT ADJUSTMENTS	OFFSET ADJUSTMENTS	TACONITE ADJUSTMENT	MAXIMUM LEVY LIMITATION
GEN-RMV VOTER-EXEMP	849,336.70	118,748.77-	N/A			729,587.93
GEN-RMV OTHER-EXEMP	3,671,394.10	70,057.09	N/A			3,741,451.19
GEN-NTC VOTER-EXEMP			N/A			
GEN-NTC OTHER-GENED	105,573.86	N/A		N/A	N/A	105,573.86
GEN-NTC OTHER-EXEMP	2,272,992.71	70,868.57-	7,870.76-			2,194,253.38
TOTAL GENERAL	6,898,297.37	119,560.25-	7,870.76-			6,770,866.36
COM SERV-EXEMP	437,844.50	80,354.44-	542.11-			356,947.95
DEBT-VOTER-NONEXEMP	4,877,827.50	334,757.44-	3,181.32			4,546,251.38
DEBT-OTHER-NONEXEMP						
TOTAL DEBT SERV	4,877,827.50	334,757.44-	3,181.32			4,546,251.38
OPEB-VOTER-NONEXEMP						
OPEB-OTHER-NONEXEMP	1,577,887.50	34,709.63-	1,701.08			1,544,878.95
TOTAL OPEB/PENSION	1,577,887.50	34,709.63-	1,701.08			1,544,878.95
TOTAL	13,791,856.87	569,381.76-	3,530.47-			13,218,944.64

II. COMPARISON OF 2013 PAYABLE 2014 LEVY LIMITATION WITH 2014 PAYABLE 2015 LEVY LIMITATION (BEFORE COUNTY AUDITOR ADJUSTMENTS):

FUND	2013 PAY 2014 LIMITATION	2014 PAY 2015 LIMITATION	INCREASE (DECREASE)	PERCENT CHANGE
GENERAL	6,315,089.68	6,770,866.36	455,776.68	7.22
COMMUNITY SERVICE	455,013.97	356,947.95	98,066.02-	21.55-
GENERAL DEBT SERVICE	5,183,173.87	4,546,251.38	636,922.49-	12.29-
OPEB DEBT SERVICE	1,548,844.42	1,544,878.95	3,965.47-	.26-
TOTAL	13,502,121.94	13,218,944.64	283,177.30-	2.10-

III. COMPARISON OF 2013 PAYABLE 2014 CERTIFIED LEVY PLUS COUNTY AUDITOR ADJUSTMENTS WITH 2013 PAYABLE 2014 CERTIFIED LEVY PLUS COUNTY AUDITOR ADJUSTMENTS:

FUND	2013 PAY 2014 CERTIFIED LEVY + ADJUSTMENTS	2014 PAY 2015 CERTIFIED LEVY + ADJUSTMENTS	INCREASE (DECREASE)	PERCENT CHANGE
GENERAL	6,315,089.68	6,770,866.36	455,776.68	7.22
COMMUNITY SERVICE	455,013.97	356,947.95	98,066.02-	21.55-
GENERAL DEBT SERVICE	5,183,173.87	4,546,251.38	636,922.49-	12.29-
OPEB DEBT SERVICE	1,548,844.42	1,544,878.95	3,965.47-	.26-
TOTAL AFTER ADJUSTMENTS	13,502,121.94	13,218,944.64	283,177.30-	2.10-

LINE #	LIMITATION COMPONENTS	2013 PAY 2014 LIMITATION	2013 PAY 2014 CERTIFIED LEVY	2014 PAY 2015 LIMITATION	2014 PAY 2015 PROPOSED LEVY	2014 PAY 2015 CERTIFIED LEVY NOTES
SUBTOTALS BY LEVY CATEGORY						
(5001)	GENERAL-RMV VOTER-JOBZ EXEMPT	2,890,453.36	2,890,453.36	729,587.93		
(5002)	GENERAL-RMV OTHER-JOBZ EXEMPT	1,709,461.36	1,709,461.36	3,741,451.19		
(5003)	GENERAL-NTC VOTER-JOBZ EXEMPT					
(5004)	GENERAL-NTC OTHER-GENED-EXEMPT			105,573.86		
(5005)	GENERAL-NTC OTHER-JOBZ EXEMPT	1,715,174.96	1,715,174.96	2,194,253.38		
(5007)	COMMUNITY SERV-NTC OTHER-EXEMPT	455,013.97	455,013.97	356,947.95		
(5011)	GENL DEBT-NTC VOTER-NONEXEMPT	5,183,173.87	5,183,173.87	4,546,251.38		
(5012)	GENL DEBT-NTC OTHER-NONEXEMPT					
(5014)	OPEB DEBT-NTC VOTER-NONEXEMPT					
(5015)	OPEB DEBT-NTC OTHER-NONEXEMPT	1,548,844.42	1,548,844.42	1,544,878.95		
SUBTOTALS BY FUND						
(5006)	GENERAL FUND	6,315,089.68	6,315,089.68	6,770,866.36		
(5010)	COMMUNITY SERVICES FUND	455,013.97	455,013.97	356,947.95		
(5016)	GENERAL DEBT SERVICE FUND	5,183,173.87	5,183,173.87	4,546,251.38		
(5022)	OPEB/PENSION DEBT SERVICE FUND	1,548,844.42	1,548,844.42	1,544,878.95		
SUBTOTALS BY TAX BASE						
	REFERENDUM MARKET VALUE	4,599,914.72	4,599,914.72	4,471,039.12		
	NET TAX CAPACITY	8,902,207.22	8,902,207.22	8,747,905.52		
SUBTOTALS BY TRUTH IN TAXATION CATEGORY						
	VOTER APPROVED	8,073,627.23	8,073,627.23	5,275,839.31		
	OTHER	5,428,494.71	5,428,494.71	7,943,105.33		
TOTAL LEVY						
	TOTAL LEVY	13,502,121.94	13,502,121.94	13,218,944.64		

NOTE TO SCHOOL DISTRICTS: MUST CERTIFY PROPOSED AND FINAL LEVIES VIA THE WEB-BASED LEVY CERTIFICATION SYSTEM AVAILABLE ON THE MDE WEBSITE, HTTP://EDUCATION.STATE.MN.US.



MOORHEAD
AREA PUBLIC SCHOOLS

Superintendent
Memo S.15.031R

TO: School Board
FROM: Dr. Lynne A. Kovash, Superintendent LAK
DATE: September 16, 2014
RE: School District Strategic Priorities

The attached strategic priorities and goals will be presented at the September 22, 2014 board meeting. Since some data is embargoed until Oct. 1, as indicated in the presentation, the strategic priorities and goals will be presented for action by the board at the October 13 board meeting.

This information is a part of the district's World's Best Workforce Plan and will be added to a World's Best Workforce section on the district website.

LAK:mdc
Attachment



PRIDE *in our* **PURPOSE** **Moorhead Area Public Schools**

**Strategic Priorities
September 22, 2014**

2014 Priorities and Goals

- **Guiding Philosophy:** The guiding philosophy of Moorhead Area Public Schools is continuous improvement.
- **Mission (what we do):** The mission of Moorhead Area Public Schools is to develop the maximum potential of every learner to thrive in a changing world.
- **Vision (where we want to be):** Moorhead Area Public Schools will be a progressive school district recognized for excellence at all levels. We will work collaboratively with our community to provide a premier education for every learner to achieve success while providing a safe and nurturing environment that celebrates diversity and practices mutual respect.



2014 Priorities and Goals



Core Values:

Moorhead Area Public Schools is committed to the

education and well-being of each student. We are committed to:

- creating a positive learning environment that values children and youth.
- supporting all learners.
- holding high standards and expectations for all learners.
- making research-based, data-driven, collaborative decisions inclusive of stakeholder perspectives.
- seeking continuous improvement and planning for the future.
- advocating for children and youth within our community and district.
- celebrating students and staff.
- promoting pride in the Moorhead community and schools.

21st Century Schools

Priority: *Moorhead Area Public Schools will establish a culture of learning that supports the needs of the 21st century learner and develops the whole student.*



Goals for 2014-15:

- By spring 2015 increase the percentage of students graduating from high school college and career ready (embargoed data- AYP Graduation Rate and other graduation information)
- By fall 2015 increase the percentage of students in kindergarten who meet the fall literacy benchmarks from fall 2014
- By spring of 2015, 80% of all courses offered will have curriculum maps posted on the staff Haiku.
- On the 2015 Reading MCA-III increase the district reading proficiency (57.3%) to state average.
- On the 2015 Mathematics MCA-III increase the district mathematics proficiency (59.3%) to exceed the state average by 1%.
- Using the Learning Walk rubric at least 3 of the 5 elements of SIOP will be at or above 80% during the spring walkthroughs.

School and Community



MOORHEAD
AREA PUBLIC SCHOOLS

Priority: *Build comprehensive and responsive communication systems and partnerships with community stakeholders to promote and advance quality education for all learners.*

Goals for 2014-15

- By spring of 2015 establish a district-wide communication plan for all stakeholders, communicate the plan with district staff and the public, and implement key components of the plan. Use a survey instrument to determine the effectiveness of the plan and establish a baseline.
- By March 2015 all roles and responsibilities for school district leadership will be defined and an organizational chart will be presented to the board and communicated to district staff.
- By January 2015 the individual and a department responsible for service and experiential learning for the district will be clarified and the definition and value of service and experiential learning will be communicated. Strengthen existing and establish additional classroom opportunities for community partnerships with businesses and higher education.

Facilities



Priority: *Provide equitable education facilities, technological tools and the infrastructure needed across the district to meet the needs of students, families and communities.*

Goals for 2014-2015:

- By March 2015, Moorhead Area Public Schools will implement both a short-term and long-term plan for the development and deployment of existing and the potential for new space.
- By March 2015, Moorhead Area Public Schools will consider alternatives for existing school district leased space including Red River Area Learning Center, Adult Basic Education, and programs currently housed in the Sports Center and a plan will be developed based upon these considerations.

Equitable Educational Opportunities



Priority: *Provide programs and services to eliminate race and socio-economic indicators as predictors of student success.*

Goals for 2014-15

- During the 2014-15 school year, all district staff will work to reduce the academic achievement gap among all racial and ethnic groups of students and between students living in poverty and their more privileged peers as well as students receiving special education services and those who are not by 2% using the state assessments and criteria.
- During the 2014-15 school year district administrators will develop an understanding and working definition of cultural proficiency and action plan for district development.
- By spring 2015 increase the percentage of students graduating from high school college and career ready (embargoed data- AYP Graduation Rate and other graduation data)

Mental Health/Character Development



MOORHEAD
AREA PUBLIC SCHOOLS

Priority: *Create a safe, caring and welcoming environment for all students, where the unique qualities and diversity of student are recognized and respected.*

Goals for 2014-15:

- By September 30, 2014 hire Mental Health Student Support Strategist (through partnership with Stephanie Goetz Foundation) and have in place at Horizon Middle School and Moorhead High School to work with students needing crisis intervention and support.
- Strengthen community mental health partnerships to provide school-based integrated mental health services that includes family supports. Solutions Behavioral Health Services will work with school teams to provide mental health supports at PCE and elementary schools. By August 2014, Lakeland Mental Health will provide mental health supports at Horizon Middle School and Moorhead High School.
- Two schools, Probstfield and Robert Asp, will complete year one of the statewide cohort training for PBIS and have school leadership teams to implement their PBIS plan and reduce office disciplinary reports by 5%.
- Secondary counselors will continue to identify their work around three domains (academic, career and personal/social development) within the framework of World's Best Workforce.

Human Resources



Priority: *Provide processes for the quality, effectiveness and continuity of staff through the use of comprehensive recruitment, retention, professional development, supervision and evaluation.*

Goals for 2014-2015:

- By June 1, 2015, the teacher evaluation committee will meet a minimum of three times to review and revise the Teacher Growth and Evaluation Plan implemented for the 2014-2015 school year.
- By June 1, 2015, work with the identified committee to review and revise Appendix D to identify concerns with current department and grade level leadership concerns to better support each building and Professional Learning Communities.
- By September 1, 2015, complete update of district job descriptions, to include streamlining of similar job descriptions and conversion to approved format.
- By December 31, 2015, complete a district-wide banding and grading review to bring the district into alignment to the Decision Band Method of job evaluation and identify inequities in compensation.
- The district will retain 95% of high quality teachers in the 2014-2015 school year.



Questions?



MOORHEAD

AREA PUBLIC SCHOOLS

Human Resources
Memo HR.15.038R

TO: Dr. Lynne Kovash, Superintendent
FROM: Kristin Dehmer, Director of Human Resources *KDehmer*
DATE: September 16, 2014
RE: Supervisor Master Agreement

A two-year contract was successfully negotiated with the Supervisor Group for the period of July 1, 2014 through June 30, 2016.

Due to an error in the original costing model, the contract was renegotiated in order to remain in the parameters for this round of negotiations.

The financial settlement for the two-year contract is as follows:

Year	Cost	Percentage Increase
2014-2015	\$62,937	3.84%
2015-2016	\$49,892	2.93%
TOTAL	\$112,829	6.77%

Suggested Resolution: Move to approve the Supervisor Master Agreement for 2014-2016 as presented with the cost as follows:

Year	Cost	Percentage Increase
2014-2015	\$62,937	3.84%
2015-2016	\$49,892	2.93%
TOTAL	\$112,829	6.77%

KLD:smw

