

The Dickinson Public School Board met in regular session on January 20, 1987 in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Herb Herauf, Bill Lardy, Clarence Storseth, and Bob Weir. Administrators present were Ross Julson, LeRoy Boespflug, Marv Knoll, C. B. Haas, Rodger Miller, Bob Burda, and Clarence Corneil. Others present were Jim Ciavarella, Berdette Howe, Fern Pokorny, Jeremy Narveson, Bobbi Miller, James Peters, Rosella Perdaems, Kerry Hamann, Bob Stefonowicz, and Larry Nossaman, Dickinson Press.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Item

Supt. Julson requested that consideration of a special board meeting be placed on the agenda. Motion by Storseth, second by Herauf, to add Special Board Meeting to the agenda. All in favor. Motion carried.

Minutes

Motion by Weir, second by Storseth, to approve the minutes of the December 16, 1986 meeting. All in favor. Motion carried.

Bills

Motion by Herauf, second by Weir, to approve the bills for payment. All in favor. Motion carried.

Financial Reports

The board reviewed financial reports concerning cash balances in all funds, year-to-date expenditures and revenues in the General Fund, interest earned to date, and a report listing deposits and security pledges at each of three Dickinson banks.

Communicable Disease Policies

Motion by Storseth, second by Herauf, to grant second reading approval to the General Personnel Policy #4020 - Communicable Disease: Significant Infectious Disease. All in favor. Motion carried.

Motion by Lardy, second by Storseth, to grant second reading approval to the Students Policy #5141.4 - Communicable Disease: Significant Infectious Disease. All in favor. Motion carried.

Suspension and Expulsion Policy

As directed by the board, the policy writing committee presented a suspension and expulsion policy for board consideration. The proposed policy provides for administrative hearings for suspensions of more than five (5) days and for expulsions. Motion by Lardy, second by Storseth, to send the policy back to the policy writing committee for further clarification and that the policy be presented for first reading approval at the February meeting. All in favor. Motion carried.

Special Education Report

Special Education Director Rodger Miller reviewed the district's three year plan submitted to the Department of Public Instruction to assure compliance with Public Law 94-142 - Education of All Handicapped Children Act. Motion by Herauf, second by Weir, to approve the three year plan to carry out the education of the handicapped as required by Public Law 94-142. All in favor. Motion carried.

Instructional Update

Rodger Miller and Rosella Perdaems made a presentation of the resource team concept that is being used to assist teachers who refer students with emotional, behavioral, or learning problems.

Fiscal Update

Supt. Julson reviewed the state's fiscal problems and how those problems impact on the Dickinson Public School District for the current year and for the 1987-88 school year.

Supt. Julson recommended that the administrative team examine the 1987-88 budget to identify areas of possible reduction and to present the board with a list that is not prioritized, with the ultimate priorities to be established by the board. Individual board members may contact the superintendent to suggest items for the list of possible reductions.

Motion by Weir, second by Lardy, that Supt. Julson identify \$1.9 million dollars of potential expenditure reductions to be presented to the board. All in favor. Motion carried.

Bill Lardy advised Supt. Julson to consider budget reductions in terms of their long-term effect, and that current reductions might require further reductions in future services and expenditures.

School Evaluation Reports

Berdette Howe, chairperson of the District-Wide School and Community Subcommittee, reviewed the survey compilations, strengths, problem areas, and plans for improvement concerning school and community relations.

Motion by Lardy, second by Weir, to accept the report of the School and Community Relations Subcommittee and directed the administration to report to the board at the March regular meeting concerning methods to implement the recommendations for improvement, or state reasons as to why a particular item should not be implemented.

Jim Ciavarella, Chairperson of the District-Wide Subcommittee on Philosophy and Goals, reviewed the survey results, strengths, problem areas, and plans for improvement concerning philosophy and goals, and recommended adoption of a district slogan, logo, mission statement, philosophy and goals.

Motion by Lardy, second by Storseth, to accept the Philosophy and Goals Subcommittee Report. All in favor. Motion carried.

Motion by Herauf, second by Storseth, to adopt the logo, slogan, mission statement, philosophy and goals as recommended. All in favor. Motion carried. (See attachment to these minutes.)

On behalf of the board, President Johnson expressed appreciation for the excellent work done by the members of the committees.

Personnel

President Johnson read a letter of resignation effective January 13, 1987 from Wendy Allan, English teacher at Dickinson High School. Supt. Julson recommended acceptance of the resignation. Motion by Herauf, second by Storseth, to accept the resignation of Wendy Allan. All in favor. Motion carried.

Special Board Meeting

Motion by Lardy, second by Storseth, to hold a special board meeting on February 9, 1987 at 7:30 p.m. for the purpose of reviewing basic information concerning instructional programs and curriculum in the district. All in favor. Motion carried.

Other

President Johnson informed board members that the North Dakota School Boards Association legislative watts line number is 1-800-932-8791.

President Johnson reminded the board that Governor Sinner will make a presentation concerning his budget and the state's fiscal problems at 12:00 noon on Friday, January 23, 1987 at the Hospitality Inn.

President Johnson distributed a list of upcoming events.

Motion by Herauf, second by Lardy, to adjourn the meeting. All in favor. Motion carried.

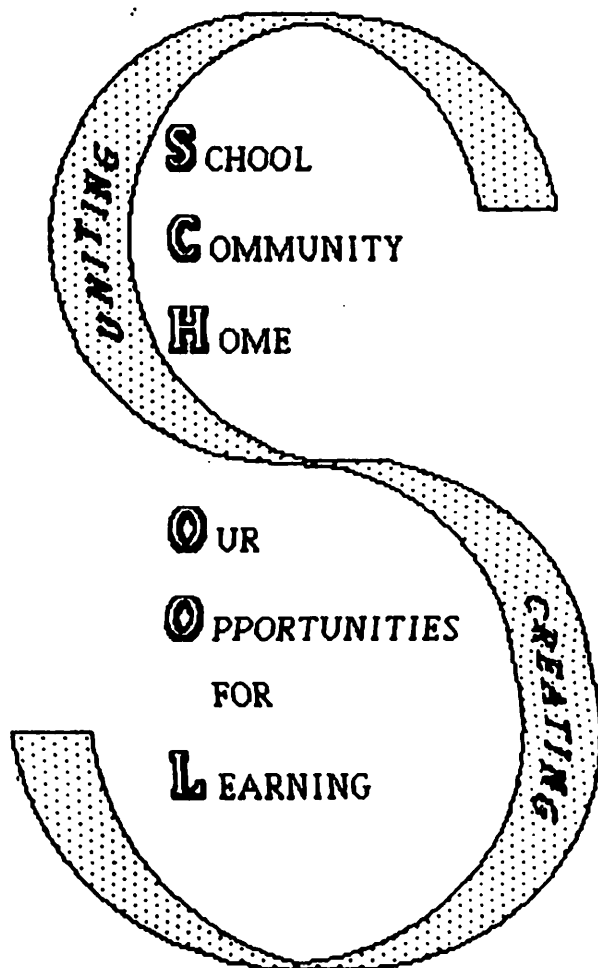

Marv Knoll, Clerk


Naney Johnson, President

District-Wide Slogan

"Learning Today for Tomorrow"

District-Wide Logo



District-Wide Mission Statement

The mission of the Dickinson Public Schools is to provide a positive environment that allows students the opportunity to intellectually, socially, and physically maximize their individual potential in an ever changing world.

DICKINSON PUBLIC SCHOOL DISTRICT

District-Wide Philosophy

The Dickinson Public School District believes that every student should have educational opportunities and experiences which will assist that student in reaching her or his maximum academic, physical, emotional, social, and creative potential.

The school district also supports the continuation of a free society in which the ideals of individuals, community, state, and nation, are of critical importance.

Finally, the Dickinson Public School District believes that a comprehensive education is a shared societal responsibility that must be accomplished through cooperation among the home, school and community.

District-Wide Goals

The educational goals of the Dickinson School District are to:

1. Maximize each student's ability to understand and use the basic skills of reading, oral and written language, and mathematical concepts and operations.
2. Cultivate each individual's capacity to learn and apply the strategies of thinking which lead to problem solving, critical thinking, reasoning, logic, and decision making.
3. Promote student interest in and appreciation for the humanities, including cultural backgrounds and languages.
4. Develop in each student an intellectual curiosity and creativity that will foster a positive attitude toward lifelong productivity and learning.
5. Elevate student understanding and practice of the principles of physical and mental health.
6. Encourage in each student, a feeling of self-worth, self-respect, self-assurance, and achieve an ethical sense of values and goals.
7. Instill in each student a sense of and respect for citizenship, civic responsibility, the ideals of democracy, and the American heritage.
8. Impart information that will enable individuals to understand human sexuality, and apply that knowledge in forming satisfying and responsible human relationships and practicing productive skills of family and community living.
9. Facilitate in individuals the use of constructive leisure time through participation in physical, social, intellectual, and creative activities.
10. Emphasize the fundamentals of economics which will enable students to understand and function adequately within our society.

11. Instill in students, the importance of, respect for and preservation of nature and natural resources.
12. Give each student the information necessary to understand and adequately function within a rapidly changing technological society.
13. Heighten each student's awareness of our society's social concerns, inclusive of, but not limited to: drugs, alcohol, and socially transmitted diseases.
14. Support the counseling process for all students as applied to career awareness, vocational choices, and social/emotional needs.
15. Provide instruction for students with special needs, including the handicapped, gifted, and disadvantaged, which enables them to function to their utmost abilities.
16. Emphasize for adult students, instruction in basic, secondary, and vocational education that will meet their particular needs and allow them to become more productive members of society.

The Dickinson Public School Board met in regular session on February 17, 1987 in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bill Lardy, Clarence Storseth, and Bob Weir. Herb Herauf was absent. Administrators present were Ross Julson, Ava Lanes, LeRoy Boespflug, Marv Knoll, Clarence Corneil, Bob Burda, Louis Braun, Ron Steiner, Norman Jespersen, and Arlo Howe. Others present were Robert Stefonowicz, Bobbi Miller, Jack Carlson, Vince Reep, Ed Sahlstrom, Blake Tornga, Kerry Hamann, Larry Rowley, Deanna Lorenz, Robert Lorenz, Richard Rykowsky, Sharon Geyer, Vicki Mundy, Roberta Murphy, Erica Brudvig, Doug Jaeger, Fern Pokorny, Diana Elis, KQCD-TV, and Larry Nossaman, Dickinson Press.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items

Motion by Lardy, second by Weir, to add Reduction in Staff Policy to the agenda. All in favor. Motion carried.

Motion by Weir, second by Lardy, to add Administrative Salary Committee to the agenda. All in favor. Motion carried.

Minutes

Motion by Lardy, second by Storseth, to approve the minutes of the January 20, 1987 meeting. All in favor. Motion carried.

Motion by Weir, second by Storseth, to approve the minutes of the February 9, 1987 meeting. All in favor. Motion carried.

Bills

Motion by Storseth, second by Lardy, to approve the bills for payment. All in favor. Motion carried.

Financial Reports

The board reviewed financial reports concerning cash balances in all funds, year-to-date expenditures and revenues in the General Fund, interest earned to date, and a report listing deposits and security pledges at each of three Dickinson banks.

Suspension and Expulsion Policy

Admin. Asst. Knoll reported that the policy writing committee requires additional time to consider recent administrative and legal opinions. The Suspension and Expulsion Policy will be presented for first reading approval at the regular March meeting.

Superintendent's Evaluation

President Johnson reported that all phases of the superintendent's evaluation as required by NDCC 15-47-38.1 have been completed. Supt. Julson commended the board on the positive nature and usefulness of the evaluation. Mr. Lardy emphasized the importance of updating the superintendent's job description and revising the evaluation instrument.

1987-88 School Calendar

Motion by Lardy, second by Weir, to approve a recommended school calendar for 1987-88 with school beginning on August 31, 1987, a full two week Christmas vacation, non-school days during the WDA tournament, and the last day of school on May 27th. All in favor. Motion carried.

Board Vacancy

Motion by Lardy, second by Storseth, to appoint Merry Johnston to fill the vacancy caused by the death of Herb Herauf until the next annual election. All in favor. Motion carried.

1987-88 Budget

Supt. Julson reviewed revenue and expenditure projections for fiscal 1986-87 and 1987-88 and, as directed by the board, identified \$1.9 million of potential expenditure reductions in the preliminary 1987-88 budget.

Motion by Weir, second by Storseth, to hold a public hearing to discuss the budget and to receive public input concerning the contemplated budget revisions. All in favor. Motion carried.

Mr. Storseth suggested, and the board agreed, that in addition to giving general public notice the Parent Advisory Committee members be invited to attend the hearing.

Motion by Storseth, second by Lardy, that a public hearing concerning the 1987-88 budget be held March 3, 1987, at 7:00 p.m., at Dickinson High School's Risser Auditorium. All in favor. Motion carried.

Reduction in Staff Policy

Mr. Lardy, board representative on the Reduction in Staff Committee, reported that the committee has completed a revision of policy 1418.1. Following extensive discussions, motion by Lardy, second by Weir, directing the Reduction in Staff Committee to revise the proposed policy with consideration given to the deletion of "within departments" in 2-B and 3-B and clarifying the language in paragraph 3 emphasizing that the highest priority will be given to retaining certified staff with the greatest length of continuous service with the district. Yes - Lardy, Storseth, Weir. No - Johnson. Motion carried.

Administrative Salary Committee

Dr. Weir reported that a meeting between the administrative group and the board committee, consisting of Mr. Herauf and himself, had occurred. Dr. Weir recommended that a committee consisting of two board members, two administrative representatives, and Supt. Julson be formed to discuss administrative salaries and early retirement. President Johnson appointed Dr. Weir chairman, and Mrs. Johnston as board members on the committee. The administrative group will choose their representatives.

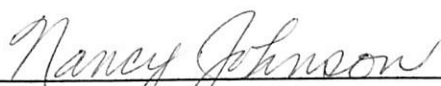
Other

President Johnson distributed a list of upcoming events that would be of interest to board members.

Motion by Lardy, second by Storseth, to adjourn the meeting. All in favor. Motion carried.



Marv Knoll, Clerk



Nancy Johnson, President

Dickinson Public Schools
Special Meeting

February 9, 1987, 7:30 p.m.
Board Room, Central Office

The Dickinson Public School Board met in special session on February 9, 1987 in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bill Lardy, and Bob Weir. Board members absent were Herb Herauf and Clarence Storseth. Administrators present were Ross Julson, LeRoy Boespflug, Ava Lanes, Marv Knoll, Bob Burda, and Rodger Miller. Others present were Kerry Hamann, Carole Miller, Bob Stefonowicz, Jim Peters, Terry Reule, Sharon Geyer, Jack Carlson, and Larry Nossaman, Dickinson Press.

President Johnson called the meeting to order and stated its purpose: To review specific programs in the Dickinson Public School District.

Admin. Asst. Lanes reviewed the purpose and/or function, type and number of students participating, number of teachers and aides, typical staff schedules, and costs for the following programs: Elementary Physical Education, Elementary Music, Elementary Libraries, Elementary Art, Elementary Gifted (LEAP), Learning Disabilities, Speech, Preschool Handicapped, Educable Mentally Handicapped (EMH), Trainable Mentally Handicapped (TMH), Non-Athletic Student Activities.

Motion by Weir, second by Lardy, to adjourn the meeting. All in favor. Motion carried.


Marv Knoll, Clerk


Nancy Johnson, President

The Dickinson Public School Board met in special session on March 3, 1987 in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Clarence Storseth, and Bill Lardy. Board members absent were Bob Weir and Merry Johnston. Administrators present were Ross Julson, LeRoy Boespflug, Ava Lanes, and Marv Knoll. Others present were Jack Carlson, Frank E. Kohl, Ken Schwartz, and Todd Dunn.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Energy Conservation Measures/Grant Application

Admin. Asst. Boespflug and engineers Frank Kohl and Ken Schwartz reviewed the technical energy audit conducted at Dickinson High School, the energy conservation measures criteria used to rank applications, and the strategy used to put together the best energy conservation measure groupings. Financial assistance in the form of matching (50%) grants is available from the Institutional Conservation Program to implement energy conservation measures that provide cost effective ways of reducing energy consumption. Admin. Asst. Boespflug recommended a grant application be made for measures 5, 7, 8, 12, 13, 14, 15 at a total cost of \$205,750 (district share \$102,875) with an annual savings of \$34,611 and a payback of 5.94 years.

Motion by Storseth, second by Lardy, to make a grant application for grouping 5 (new direct digital control and energy management system), 7 (condensate removal system), 8 (turbulators in boilers and remove heat recovery baffle in boiler), 12 (replace incandescent light with fluorescent in commons, lunch room, locker rooms and toilet-showers), 13 (replace lighting system in 300, 400, 500 pods), 14 (replace incandescent lights at vestibules and entry overhangs), and 15 (install ceiling paddle fans in gym and commons). All in favor. Motion carried.

Policies

Admin. Asst. Knoll reported that for accreditation purposes the Department of Public Instruction is requiring the Dickinson Public School District to develop a policy for professional growth that includes the requirement of 64 clock hours of inservice for all teachers in a five year block of time along with the requirement of six quarter hours of credit in 5 years. The policy must also include procedures to be followed for teachers not complying with the policy.

The policy writing committee presented policy #4113.2 Professional Growth: Additional Teacher Preparation for first reading approval.

Motion by Lardy, second by Storseth, to grant first reading approval to policy #4113.2 and directing the policy writing committee to further investigate the beginning date of September 1. All in favor. Motion carried.

Preparation for Board Hearing

Board members discussed the procedures and ground rules for the Public Hearing concerning the 1987-88 budget and contemplated reductions.

Motion by Storseth, second by Lardy, to adjourn the meeting. All in favor. Motion carried.



Marv Knoll, Clerk



Nancy Johnson, President

The Dickinson Public School Board met in special session on March 11, 1987 in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Clarence Storseth, Bob Weir, Merry Johnston, and Bill Lardy. Administrators present were Ross Julson, Ava Lanes, Marv Knoll, Louis Braun, Ron Steiner, C. B. Haas, Don Stoxen, Bob Burda, Corene Krieg, Norman Jespersen, Rodger Miller, Arlo Howe, and Clarence Corneil. Others present were Bobbi Miller, Barb Nelson, Jack Carlson, Vince Reep, Bob Stefanowicz, Jack Stewart, Rex Cook, Nelda Krein, Rhoda Hilden, Kerry Hamann, Dave Michaelson, Bob Hebert, Deb Skjervem, Jeanne Boespflug, Ed Sahlstrom, James Peters, Terry Reule, Joe Johnston, Fern Pokorny, Joel Bleth, Jacque Liptak, KQCD-TV, and Larry Nossaman, Dickinson Press.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items

No additional agenda items requesting board action were presented.

Reduction in Staff Policy

Mr. Lardy reviewed the policy as developed by the Reduction in Staff Committee.

Supt. Julson requested the RIF Committee's interpretation and clarification of the following:

Question -

Is it the policy's intent that a replacement person must be fully qualified and certified at the time of the reduction in staff, or may a person have time to become qualified?

RIF Committee Response -

The person must be qualified at the time of the reduction in staff.

Question -

Will fractional years be counted as whole years for this policy?

RIF Committee Response -

The statement, "Fractional years will count as whole years for the purpose of this policy", should be added to the Reduction in Staff Policy.

Question -

What does the statement, "Personnel whose contracts have been reduced to less than full-time will be given, but not guaranteed, the opportunity to return to full-time employment", mean?

RIF Committee Response -

In a current reductions in staff situation, personnel who have previously been reduced to less than full-time contracts will be considered for, but not guaranteed full-time employment.

Question -

Wouldn't the statement, "The superintendent or his designee will determine which person will be released based on:" be better stated as, "The superintendent or his designee will determine which person will be recommended to be replaced based on:"?

RIF Committee Response -

Change the language of the policy as recommended by the superintendent.

Mrs. Johnson raised the question of including a statement in the policy concerning military service. The board felt that since military service is covered by law further reference is unnecessary.

Motion by Lardy, second by Storseth, to grant first reading approval of the Reduction in Staff Policy 4118.1 as amended. All in favor. Motion carried.


1987-88 Budget

The board and Supt. Julson discussed revenue projections for 1987-88, the projected general fund balance for June 30, 1988, and areas of budget reductions.

By consensus the board agreed to develop a budget for 1987-88 with a projected revenue of \$9,171,000, which is approximately equal to this year's revenue, and to project a cash fund balance of \$1,018,000 for June, 1987, and a cash fund balance of \$500,000 for June 30, 1988. The current preliminary budget of \$9,967,088, therefore, must be reduced by \$342,000.

Following extensive discussion and board input concerning possible budget reductions, motion by Lardy, second by Storseth, directing Supt. Julson to develop for presentation at the March 17, 1987 regular board meeting, \$400,000 of budget reductions and an explanation of the effect of each item of reduction on the district. All in favor. Motion carried.

Motion by Storseth, second by Lardy, to adjourn the meeting . All in favor. Motion carried.


Marv/Knoll, Clerk


Nancy Johnson, President

The Dickinson Public School Board met in regular session on March 17, 1987, in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bill Lardy, Merry Johnston, Clarence Storseth, and Bob Weir. Administrators present were Ross Julson, Ava Lanes, Marv Knoll, LeRoy Boespflug, Bob Burda, Ron Steiner, Don Stoxen, Bruce Jessen, C.B. Haas, Louis Braun, Norman Jespersen, Jerry Schneider, Arlo Howe, Frank Lewis, Rodger Miller, and Clarence Corneil. Others present were Gary Selle, Richard Rykowsky, Bobbi Miller, Ed Sahlstrom, Vince Reep, Jack Carlson, Rich Wardner, Terry Rich, Jim Steckler, Bob Stefonowicz, Deb Hagen, Dianne Eidsness, Jeanne Boespflug, Sharon Geyer, Linda Greenwood, Dean Arneson, Jill Nelson, Cathy King, Julianne Weir, Susan Perlmutter, Kerry Hamann, Joel Bleth, Janet Bleth, James Peters, Terry Reule, Jack Stewart, Paul R. Lanes, Pat Rich, Mitzi Swenson, Fern Pokorny, Rex Cook, Vachel Miller, Charles Finck, Bob Hebert, Gerald Holinka, Carole Miller, Roger Stone, Dave Davenport, Nelda Krein, Linda Hagen, Cathy Wilkinson, Paula Stone, Jim Saewert, Jim Odermann, Bismarck Tribune, and Larry Nossaman, Dickinson Press.

President Johnson called the meeting to order.

Public Participation

Mitzi Swenson addressed the board to stress the importance of libraries and requested that the board not cut the Heart River Elementary library.

Additional Agenda Items

Motion by Lardy, second by Storseth, to add Resolution of School District Board to Open Account to the agenda. All in favor. Motion carried.

Minutes

Motion by Storseth, second by Lardy, to approve the minutes of the February 17, 1987, meeting. All in favor. Motion carried.

Motion by Lardy, second by Storseth, to approve the minutes of the March 3, 1987, meeting. All in favor. Motion carried.

Motion by Johnston, second by Weir, to approve the minutes of the March 11, 1987, meeting. All in favor. Motion carried.

Bills

Motion by Storseth, second by Lardy, to approve the bills for payment. All in favor. Motion carried.

Financial Reports

The board reviewed financial reports concerning cash balances in all funds, year-to-date expenditures and revenues in the General Fund, interest earned to date, and a report listing deposits and security pledges at each of three Dickinson banks.

Policies

Professional Growth: Additional Teacher Preparation

Motion by Lardy, second by Storseth, to grant second reading approval to the Professional Growth: Additional Teacher Preparation Policy #4113.2 and directing the policy writing committee to resolve a possible beginning date conflict with the policy and the professional negotiations agreement concerning vertical movement. All in favor. Motion carried.

Reduction in Staff

The policy was amended to remove the statement-- "Fractional years will count as whole years for the purpose of this policy." The replacement sentence will read, "Part-time contracts for a full or part year or a full-time contract for part of a year will count as whole years for the purpose of this contract."

The policy was also amended to change the reference to "paragraph 3" to read "in the above paragraph."

Supt. Julson graphically illustrated his perception of how the Reduction in Staff policy is to be applied, emphasizing that transfers of staff in discontinued positions will be made in such a way as to separate least tenured staff if at all possible, but that it may not be possible in all cases. When Reduction in Staff committee members were asked if this perception is accurate, they responded in the affirmative.

Motion by Lardy, second by Weir, to grant second reading approval, as amended, to Reduction in Staff Policy #4118.1. All in favor. Motion carried.

Suspension and Expulsion

Motion by Lardy, second by Johnston, to grant first reading approval to the Suspension and Expulsion Policy #5114 and directing the policy writing committee to further explore and clarify sections 9e and 11. All in favor. Motion carried.

Instructional Update

Due to the length of the agenda, the Farm Business Management Program review will be rescheduled for a later date.

Board Committee ReportsTeacher Evaluation Committee

Mrs. Johnson reported that the committee feels that the present Teacher Evaluation Process is very good and makes the following recommendations:

1. Administrators and evaluators should explain at a large teacher meeting that the Goals for Improvement is optional but teachers should be encouraged to set goals for growth.
2. Competency ratings be clarified and before the evaluation process begins evaluators should discuss the criteria and definitions so there is a uniform interpretation of the rating checklist labels.

Motion by Johnston, second by Lardy to adopt the recommendations of the Teacher Evaluation Committee. All in favor. Motion carried.

Administration of Benefits Committee

Dr. Weir reported a very high rating of acceptable on a recent teacher survey. The committee makes the following recommendations:

Disability Insurance - have the agent included in next fall's inservice to explain disability coverage.

Teacher Retirement - have a representative of the Teachers' Fund for Retirement included in next fall's inservice.

Professional Negotiations Agreement - distribute and review during the fall inservice.

Annunities - inform the staff that an employee is limited to one annuity because of the limitations of the present computer and when the limitation no longer exists the restriction will be lifted.

Pregnancy Leave - the teacher (mother) be encouraged to initiate contact with the administration on the tenth day of absence rather than have the administration call to check on the health of the teacher.

Personal Leave - if school is not held on a day when a teacher is charged with a day of personal leave and the day is made up later, the teacher should be given an additional day of personal leave.

Motion by Storseth, second by Johnston, to adopt the recommendations of the Administration of Benefits Committee. All in favor. Motion carried.

Administrative Salary and Benefits Committee

Motion by Weir, second by Lardy, to approve the addition of one more member (total of three) to represent the administrators on the committee. All in favor. Motion carried.

K-12 School Evaluation

Admin. Asst. Lanes presented the building level objectives which have been approved by the district-wide subcommittee and the steering committee. Motion by Lardy, second by Storseth, to approve the individual building level objectives. All in favor. Motion carried.

The board commended the building level committees for a job well done in developing the building level objectives.

Admin. Asst. Lanes responded to the School Community Relations Plan for Improvement by stating that some of the recommendations will be implemented immediately, some need further consideration, and others should be prioritized at the conclusion of the school evaluation process because of monetary considerations.

1987-88 Budget

Supt. Julson presented the following list for board consideration as items for reduction from the 1987-88 preliminary budget draft:

#1	Teacher Salary Settlement at 1.1% Rather Than 2.0%	54,000
#2	3.0 Elementary, Regular Ed Teaching Positions	57,000
#3	1.0 Elementary Phy Ed Teaching Positions	19,000
#4	1.0 District-Wide Music Teaching Position	19,000
#5	1.0 Junior High, Regular Ed Teaching Position	19,000
#6	2.0 High School Teaching Positions	38,000
#7	Elementary Libraries/Media Director Admin. Position	44,700
#8	$\frac{1}{4}$ Transportation Admin Position (Drive Bus)	8,400
#9	1.0 Personnel/Business Admin Position	25,900
#10	1.0 Special/Regular Ed Admin Position	32,600
#11	0.5 Athletic Admin Position	11,000
#12	3.0 Custodial Positions	38,000
#13	Classroom Aide Reduction	24,000
#14	Contracted Special Ed Service Reduction	6,500
#15	Junior High Science Fair	5,500

#16	Class-Club Subsidies	2,900
#17	Athletic Reduction	29,000
#18	Business Office Computer	17,500
#19	Buses (Buy 1 rather than 2, or rebuild 2)	37,000
#20	Elementary Math Books and Curriculum Study	29,300
#21	Heat and Lights	10,000
#22	20% Supplies	43,400
		<u>571,700</u>

Following extensive discussion, explanation, and input, Supt. Julson recommended that the reductions on the list be enacted except for the elimination of item #10, changes in the reduction amount for item #15, and changing the reduction amount in item #17 to \$14,000. The budget reductions of approximately \$520,841 would call for the drafting of a budget of approximately \$9,446,247 for 1987-88.

Motion by Weir, second by Lardy, to accept the reduction list as recommended by Supt. Julson including the exclusion of item #10 and appropriate adjustments in items #15 and 17. All in favor. Motion carried.

A special board meeting to consider contemplated nonrenewals was set for March 25, 1987 at 7:30 p.m.

Resolution of School District Board to Open Account


Motion by Storseth, second by Lardy, that the American State Bank and Trust be and is hereby designated as a legal depository of all monies belonging to School District No. 1 of the Township Dickinson, County of Stark, State of North Dakota, and that all monies belonging to said School District shall be deposited in said Bank from time to time in the name of said School District, and said deposit to be limited to a total sum of \$2,000,000 at any one time. All in favor. Motion carried.

Other

Mrs. Johnson read a thank you note from Nancy Herauf for the kindness expressed by the board following the death of her husband.

Mrs. Johnson provided the board members with a list of upcoming events in the school district.

Motion by Storseth, second by Weir, to adjourn the meeting. All in favor. Motion carried.


 Marv Knoll, Clerk


 Nancy Johnson, President



DICKINSON PUBLIC SCHOOLS

*Ross Julson * Superintendent*

*444 West 4th * Box 1057 * Dickinson, ND 58602-1057 * (701) 225-1550*

*LeRoy Boespflug, Buildings and Grounds
Milo Dullum, Athletics and Phy Ed.
C.B. Haas, Vocational and Adult Education
Marv Knoll, Personnel and Finance*

*Ava Lanes, Curriculum and Instruction
Rodger Miller, Special Education
Jerry Schneider, Media Services*

Date 3-24-87

Dear Mr. Knoll :

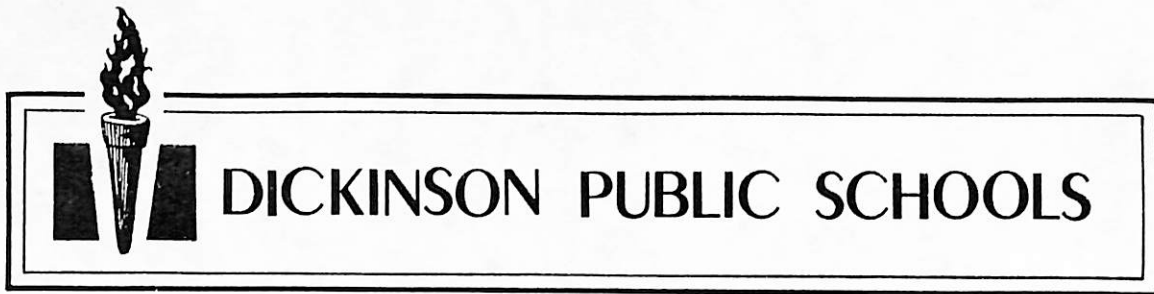
I hereby submit my resignation as a teacher of the Dickinson School District, effective at the conclusion of the current school year, subject to the following conditions:

1. Any re-employment rights to which I would otherwise be entitled shall be granted to me, the same as if I had been nonrenewed.
2. I will be allowed to continue in the insurance coverage until the anniversary date of said policy on November 1, 1987, to the extent the same is not prohibited by the terms of the group health insurance contract now in effect; and
3. It is mutually acknowledged that this resignation procedure has been offered by the school district and accepted by the teacher in lieu of a staff reduction nonrenewal proceeding for the purpose of unemployment compensation.

I acknowledge that this resignation is subject to approval by the school board and that all fringe benefits except those set forth above will terminate on the effective date of this resignation. I further acknowledge that this resignation, if approved, constitutes a voluntary and knowing waiver by me of my right to that statutory nonrenewal hearing before the school board which is provided for in Section 15-47-38 of the North Dakota Century Code, as amended.

Dated at Dickinson, North Dakota this 25 day of March, 1987.

Susan Biesiot
(Teacher Signature)



Ross Julson * Superintendent
444 West 4th * Box 1057 * Dickinson, ND 58602-1057 * (701) 225-1550

LeRoy Boespflug, Buildings and Grounds
Milo Dullum, Athletics and Phy Ed.
C.B. Haas, Vocational and Adult Education
Marv Knoll, Personnel and Finance

Ava Lanes, Curriculum and Instruction
Rodger Miller, Special Education
Jerry Schneider, Media Services

Date March 24, 1987

Dear Mr. Knoll :

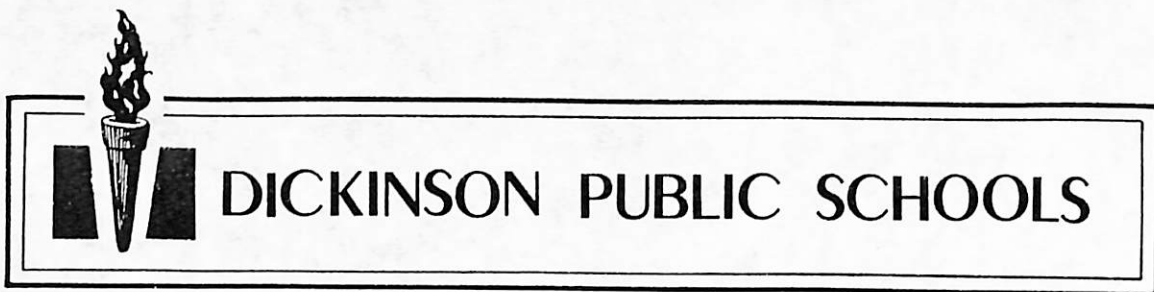
I hereby submit my resignation as a teacher of the Dickinson School District, effective at the conclusion of the current school year, subject to the following conditions:

1. Any re-employment rights to which I would otherwise be entitled shall be granted to me, the same as if I had been nonrenewed.
2. I will be allowed to continue in the insurance coverage until the anniversary date of said policy on November 1, 1987, to the extent the same is not prohibited by the terms of the group health insurance contract now in effect; and
3. It is mutually acknowledged that this resignation procedure has been offered by the school district and accepted by the teacher in lieu of a staff reduction nonrenewal proceeding for the purpose of unemployment compensation.

I acknowledge that this resignation is subject to approval by the school board and that all fringe benefits except those set forth above will terminate on the effective date of this resignation. I further acknowledge that this resignation, if approved, constitutes a voluntary and knowing waiver by me of my right to that statutory nonrenewal hearing before the school board which is provided for in Section 15-47-38 of the North Dakota Century Code, as amended.

Dated at Dickinson, North Dakota this 24 day of March, 1987.

Jeffrey T. Leprosch
(Teacher Signature)



Ross Julson * Superintendent
444 West 4th * Box 1057 * Dickinson, ND 58602-1057 * (701) 225-1550

LeRoy Boespflug, Buildings and Grounds
Milo Dullum, Athletics and Phy Ed.
C.B. Haas, Vocational and Adult Education
Marv Knoll, Personnel and Finance

Ava Lanes, Curriculum and Instruction
Rodger Miller, Special Education
Jerry Schneider, Media Services

Date 3-24-87

Dear Mr. Knoll:

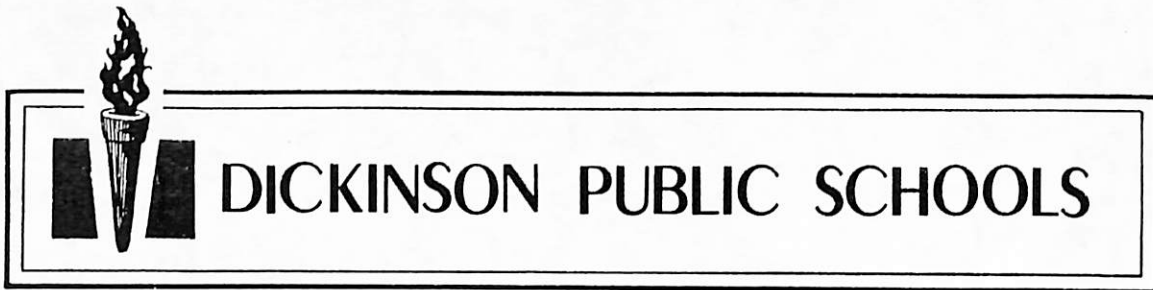
I hereby submit my resignation as a teacher of the Dickinson School District, effective at the conclusion of the current school year, subject to the following conditions:

1. Any re-employment rights to which I would otherwise be entitled shall be granted to me, the same as if I had been nonrenewed.
2. I will be allowed to continue in the insurance coverage until the anniversary date of said policy on November 1, 1987, to the extent the same is not prohibited by the terms of the group health insurance contract now in effect; and
3. It is mutually acknowledged that this resignation procedure has been offered by the school district and accepted by the teacher in lieu of a staff reduction nonrenewal proceeding for the purpose of unemployment compensation.

I acknowledge that this resignation is subject to approval by the school board and that all fringe benefits except those set forth above will terminate on the effective date of this resignation. I further acknowledge that this resignation, if approved, constitutes a voluntary and knowing waiver by me of my right to that statutory nonrenewal hearing before the school board which is provided for in Section 15-47-38 of the North Dakota Century Code, as amended.

Dated at Dickinson, North Dakota this 24th day of March, 1987.

Patricia M. Bellamy
(Teacher Signature)



Ross Julson * Superintendent
444 West 4th * Box 1057 * Dickinson, ND 58602-1057 * (701) 225-1550

LeRoy Boespflug, Buildings and Grounds
Milo Dullum, Athletics and Phy Ed.
C.B. Haas, Vocational and Adult Education
Marv Knoll, Personnel and Finance

Ava Lanes, Curriculum and Instruction
Rodger Miller, Special Education
Jerry Schneider, Media Services

Date 3-24-87

Dear Mr. Knoll :

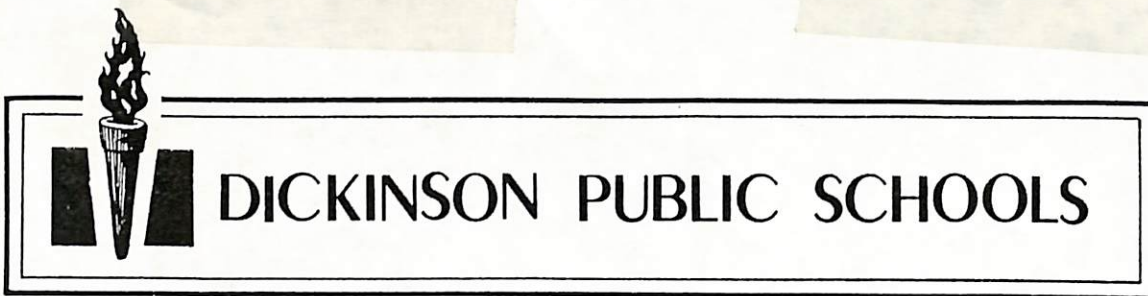
I hereby submit my resignation as a teacher of the Dickinson School District, effective at the conclusion of the current school year, subject to the following conditions:

1. Any re-employment rights to which I would otherwise be entitled shall be granted to me, the same as if I had been nonrenewed.
2. I will be allowed to continue in the insurance coverage until the anniversary date of said policy on November 1, 1987, to the extent the same is not prohibited by the terms of the group health insurance contract now in effect; and
3. It is mutually acknowledged that this resignation procedure has been offered by the school district and accepted by the teacher in lieu of a staff reduction nonrenewal proceeding for the purpose of unemployment compensation.

I acknowledge that this resignation is subject to approval by the school board and that all fringe benefits except those set forth above will terminate on the effective date of this resignation. I further acknowledge that this resignation, if approved, constitutes a voluntary and knowing waiver by me of my right to that statutory nonrenewal hearing before the school board which is provided for in Section 15-47-38 of the North Dakota Century Code, as amended.

Dated at Dickinson, North Dakota this 24th day of March, 1987.

Walter Conlon
(Teacher Signature)



Ross Julson * Superintendent
444 West 4th * Box 1057 * Dickinson, ND 58602-1057 * (701) 225-1550

LeRoy Boespflug, Buildings and Grounds
Milo Dullum, Athletics and Phy Ed.
C.B. Haas, Vocational and Adult Education
Marv Knoll, Personnel and Finance

Ava Lanes, Curriculum and Instruction
Rodger Miller, Special Education
Jerry Schneider, Media Services

Date 3-25-87

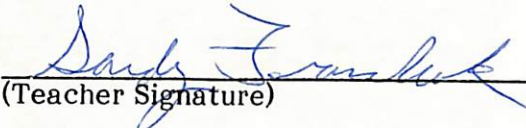
Dear Mr. Knoll:

I hereby submit my resignation as a teacher of the Dickinson School District, effective at the conclusion of the current school year, subject to the following conditions:

1. Any re-employment rights to which I would otherwise be entitled shall be granted to me, the same as if I had been nonrenewed.
2. I will be allowed to continue in the insurance coverage until the anniversary date of said policy on November 1, 1987, to the extent the same is not prohibited by the terms of the group health insurance contract now in effect; and
3. It is mutually acknowledged that this resignation procedure has been offered by the school district and accepted by the teacher in lieu of a staff reduction nonrenewal proceeding for the purpose of unemployment compensation.

I acknowledge that this resignation is subject to approval by the school board and that all fringe benefits except those set forth above will terminate on the effective date of this resignation. I further acknowledge that this resignation, if approved, constitutes a voluntary and knowing waiver by me of my right to that statutory nonrenewal hearing before the school board which is provided for in Section 15-47-38 of the North Dakota Century Code, as amended.

Dated at Dickinson, North Dakota this 25th day of March, 1987.


(Teacher Signature)

The Dickinson Public School Board met in special session on March 25, 1987, in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bill Lardy, Merry Johnston, and Robert Weir. Clarence Storseth was absent. Administrators present were Ross Julson, Ava Lanes, LeRoy Boespflug, Marv Knoll, Bob Burda, C.B. Haas, Ron Steiner, Arlo Howe, Don Stoxen, Louis Braun, Norman Jespersen, Rodger Miller, Jerry Schneider, and Bruce Jessen. Others present were Nelda Krein, Vince Reep, Jack Carlson, Bob Stefanowicz, Jack Stewart, Ed Sahlstrom, Kathy Jorgenson, Charles Finck, Rex Cook, Bobbi Miller, Kerry Hamann, Dianne Eidsness, Deb Hagen, Olivia Wellenstein, Roger Stone, Paula Stone, Susan Biesiot, Eileen Johnson, Owen Johnsen, Phillip Moormann, Gerald Holinka, Dave Michaelson, Jim Peters, Mary Schneider, Terry Glasser, Jeanne Boespflug, Fern Pokorny, Richard Medlar, Bob Hebert, Jim Odermann, Bismarck Tribune, and Larry Nossaman, Dickinson Press.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items

Motion by Lardy, second by Johnston, to add Summer School to the agenda. All in favor. Motion carried.

Personnel

President Johnson read a letter of resignation from Jim Ciavarella, Dickinson High School English teacher, effective May 22, 1987. Supt. Julson recommended accepting the resignation. Motion by Lardy, second by Weir, to accept the resignation and to place Mr. Ciavarella in the pool for consideration of reemployment, placing him ahead of anyone being considered for a position from outside the school district, but behind the others in the pool affected by the Reduction in Staff policy. All in favor. Motion carried.

Mrs. Johnson read a letter of resignation effective at the conclusion of the current school year from Susan Biesiot, kindergarten teacher at Roosevelt Elementary. Supt. Julson recommended accepting the resignation. Motion by Lardy, second by Johnston, that Susan Biesiot be released from all contractual obligations with the Dickinson Public School District in accord with the terms specified in the letter of resignation filed with these minutes. All in favor. Motion carried.

Mrs. Johnson read a letter of resignation effective at the conclusion of the current school year from Jeffrey Lebsock, science teacher at Hagen Junior High. Supt. Julson recommended accepting the resignation. Motion by Johnston, second by Weir, that Jeffrey Lebsock be released from all contractual obligations with the Dickinson Public School District in accord with the terms specified in the letter of resignation filed with these minutes. All in favor. Motion carried.

Mrs. Johnson read a letter of resignation effective at the conclusion of the current school year, from Patricia Bellamy, kindergarten teacher at Roosevelt Elementary. Supt. Julson recommended accepting the resignation. Motion by Johnston, second by Weir, that Patricia Bellamy be released from all contractual obligations with the Dickinson Public School District in accord with the terms specified in the letter of resignation filed with these minutes. All in favor. Motion carried.

Mrs. Johnson read a letter of resignation effective at the conclusion of the current school year from Debra Conlon, elementary physical education teacher. Supt. Julson recommended accepting the resignation. Motion by Lardy, second by Johnston, that Debra Conlon be released from all contractual obligations with the Dickinson Public School District in accord with the terms specified in the letter of resignation filed with these minutes. All in favor. Motion carried.

Mrs. Johnson read a letter of resignation effective at the conclusion of the current school year from Sandy Franchuk, first grade teacher at Lincoln Elementary. Supt. Julson recommended accepting the resignation. Motion by Lardy, second by Johnston, that Sandy Franchuk be released from all contractual obligations with the Dickinson Public School District in accord with the terms specified in the letter of resignation filed with these minutes. All in favor. Motion carried.

Mrs. Johnson read a letter of acceptance of a reduced contract for 1987-88 from Carol Gjermundson, English teacher at Hagen Junior High. Supt. Julson recommended acceptance of the letter. Motion by Johnston, second by Lardy, to accept the letter accepting a reduced contract for 1987-88 for Carol Gjermundson, and that the stated reductions will be the basis for offering a contract for 1987-88. All in favor. Motion carried.

Mrs. Johnson read a letter of acceptance of a reduced contract for 1987-88 from Deborah Skjervem, elementary teacher at Gladstone Elementary. Supt. Julson recommended acceptance of the letter. Motion by Lardy, second by Johnston, to accept the letter accepting a reduced contract for 1987-88 for Deborah Skjervem, and that the stated reductions will be the basis for offering a contract for 1987-88. All in favor. Motion carried.

The board directed that letters of acceptance of reduced contracts for 1987-88 from Marv Knoll, Milo Dullum, and Jerry Schneider be resubmitted at the next board meeting with specific salary reductions identified.

Supt. Julson recommended that the board contemplate the nonrenewal of Phillip Moormann, math teacher at Dickinson High School, because of declining enrollment and the fiscal condition of the school district. Motion by Johnston, second by Lardy, that a special meeting of the board be held at the board room, located at 444 4th St. West, on April 1, 1987, beginning at 7:00 p.m., at which time the board will discuss and act upon the contemplated nonrenewal of the contract of Phillip Moormann for 1987-88 for the reasons set forth by Supt. Julson and that the clerk send the teacher a letter to that effect, including the specified reasons. All in favor. Motion carried.

Supt. Julson recommended that the board contemplate the nonrenewal of Debra Hagen, home economics teacher at Dickinson High School, because of declining enrollment and the fiscal condition of the school district. Motion by Lardy, second by Johnston, that a special meeting of the board be held at the board room, located at 444 4th St. West, on April 1, 1987, beginning at 8:30 p.m., at which time the board will discuss and act upon the contemplated nonrenewal of the contract of Debra Hagen for 1987-88 for the reasons set forth by Supt. Julson and that the clerk send the teacher a letter to that effect, including the specified reasons. All in favor. Motion carried.

Supt. Julson explained that another reduction of .2 staffing will occur at the high school by transferring more of the vocational agriculture teacher's time to the state funded Adult Farm Management program.

Supt. Julson explained his intention to issue very generalized contracts this year so that as resignations are received, transfers can be made to rehire teachers who lost positions as a result of the staff reductions. The board suggested that letters be attached to the contracts indicating the probable teaching assignments and that a definite date be established for solidifying teaching assignments.

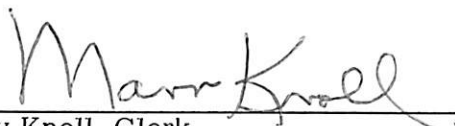
Summer School

High school administrators, Mr. Arlo Howe and Mr. Ron Steiner, recommended the discontinuance of summer school for 1987. Mr. Howe explained that many of the original objectives of having summer school are not being realized.

Motion by Lardy, second by Johnston, to continue summer school at Dickinson High School.

Following discussion, motion by Weir, second by Johnston, to table the motion to continue summer school at Dickinson High School until 6:45 p.m. on April 1, 1987, at which time a special board meeting will be held. All in favor. Motion carried.

Motion by Johnston, second by Weir, to adjourn the meeting. All in favor. Motion carried.



Marv Knoll, Clerk



Nancy Johnson, President

The Dickinson Public School Board met in special session on April 1, 1987, in the Board Room at 444 4th St. West. Board members present were Clarence Storseth, Merry Johnston, Bob Weir, and Nancy Johnson. Bill Lardy was absent. Administrators present were Ross Julson, Ava Lanes, Marv Knoll, Arlo Howe, Ron Steiner, C. B. Haas, Milo Dullum, Norman Jespersen, LeRoy Boespflug, and Bruce Jessen. Others present were Jim Peters, Terry Reule, Bob Stefonowicz, Phillip Moormann, Pam Moormann, Kerry Hamann, Fern Pokorny, Jerry Holinka, Debra Hagen, Bobbi Miller, Nelda Krein, and Larry Nossaman, Dickinson Press.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items

No additional agenda items requiring board action were presented.

Summer School

Motion by Johnston, second by Storseth, to take from the table the motion to continue summer school at Dickinson High School. All in favor. Motion carried.

All board members voted in opposition to the motion to continue summer school at Dickinson High School. Motion is defeated.

School Board Election

Motion by Johnston, second by Storseth, to set the annual school board election for June 2, 1987, with polling places and precinct boundaries the same as previous years, and that the polls be opened at 9:00 a.m. and closed at 7:00 p.m. All in favor. Motion carried.

Personnel

President Johnson stated that the next order of business was to hear and act upon the contemplated nonrenewal of the contract of Phillip Moormann.

Mr. Knoll reported that he had recorded the names of those in attendance.

President Johnson asked Mr. Moormann if he preferred the hearing to be open or in executive session. Mr. Moormann stated that he preferred an open hearing. Motion by Johnston, second by Weir, to hold the hearing in executive session. All in favor. Motion carried.

President Johnson declared the board to be in executive session and asked all visitors to leave the room except those allowed by statute. The board then entered executive session, the minutes of which will be secured in a safe place and not released unless so instructed by a court of competent jurisdiction.

Upon completion of the executive session, President Johnson reconvened the open board meeting and announced for the public record that a motion had been passed by the board in executive session not to renew the teaching contract of Phillip Moormann for the reasons stated in the letter of contemplated nonrenewal dated March 26, 1987, and that the clerk will provide written notice of this determination not to renew said contract on or before May 1, 1987.

Mrs. Johnson read a letter of acceptance of a reduced contract for 1987-88 from Marv Knoll, administrative assistant for personnel and finance. Supt. Julson recommended acceptance of the letter. Motion by Weir, second by Storseth, to accept the letter of acceptance of a reduced contract for 1987-88 for Marv Knoll, and that the stated reduction will be the basis for offering a contract for 1987-88. All in favor. Motion carried.

Mrs. Johnson read a letter of acceptance of a reduced contract for 1987-88 from Jerry Schneider, media specialist and librarian at Heart River Elementary and Gladstone Elementary. Supt. Julson recommended acceptance of the letter. Motion by Storseth, second by Weir, to accept the letter accepting a reduced contract for 1987-88 for Jerry Schneider, and that the stated reduction will be the basis for offering a contract for 1987-88. All in favor. Motion carried.

Supt. Julson reported that Milo Dullum, athletic director, prefers not to sign the letter of acceptance of a reduced contract for 1987-88 and therefore his recommendation is that the board contemplate the nonrenewal of Milo Dullum's contract because of the fiscal condition of the school district. Motion by Storseth, second by Johnston, that a special meeting of the board be held at the board room located at 444 4th St. West on April 9, 1987, beginning at 7:00 p.m., at which time the board will discuss and act upon the contemplated nonrenewal of the contract of Milo Dullum for 1987-88 for the reason set forth by Supt. Julson and that the clerk send Mr. Dullum a letter to that effect, including the specified reason. All in favor. Motion carried.

President Johnson stated that the next order of business was to hear and act upon the contemplated nonrenewal of the contract of Debra Hagen.

President Johnson asked Debra Hagen if she preferred the hearing to be open or in executive session. Miss Hagen stated that she preferred an open hearing. Motion by Johnston, second by Weir, to hold the hearing in executive session. All in favor. Motion carried.

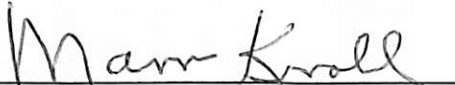
President Johnson declared the board to be in executive session and asked all visitors to leave the room except those allowed by statute. The board then entered executive session, the minutes of which will be secured in a safe place and not released unless so instructed by a court of competent jurisdiction.

Upon completion of the executive session, President Johnson reconvened the open board meeting and announced for the public record that the board had voted to dismiss the nonrenewal proceedings and that Debra Hagen will be offered a contract for 1987-88.

President Johnson notified board members of a North Dakota School Boards Association legislative review to be held at State University of North Dakota-Dickinson on April 27, 1987, at 7:00 p.m.

Due to a schedule conflict with the Dickinson High School Junior-Senior Banquet, President Johnson rescheduled the regular April board meeting for Wednesday, April 29, 1987, at 7:30 p.m.

Motion by Johnston, second by Storseth, to adjourn the meeting. All in favor. Motion carried.



Marv Knoll, Clerk



Nancy Johnson, President

The Dickinson Public School Board met in special session on April 9, 1987, in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bill Lardy, Merry Johnston, Clarence Storseth, and Bob Weir. Administrators present were Ross Julson, Ava Lanes, Marv Knoll, LeRoy Boespflug, Milo Dullum, and Jerry Schneider. Others present were Arlys Dullum, Roger Huffman, LeRoy Nichols, Don Jones, Peggy Jones, Kerry Hamann, Jim Glasser, Vince Reep, Jerry Schwartz, Kayleen Wardner, Rich Wardner, Leon Kleingartner, Roger Stone, Owen Johnsen, Lloyd Schnaidt, Bruce Birdsall, Peggy Birdsall, Connie Ladbury, Rev. Aanen Gjovik, Allen C. Koppinger, Dave Perlmutter, Kim Anderson, Carlean Jundt, Jack Stewart, and Rich Medlar.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items

No additional agenda items requiring board action were presented.

Personnel

President Johnson stated that the next order of business was to hear and act upon the contemplated nonrenewal of the contract of Milo Dullum.

Mr. Knoll reported that he had recorded the names of those in attendance.

President Johnson asked Mr. Dullum if he preferred the hearing to be open or in executive session. Mr. Dullum stated that he preferred an open hearing. Motion by Johnston, second by Storseth, to hold the hearing in executive session. Yes - Storseth, Weir, Johnston, Johnson. No - Lardy. Motion carried.

President Johnson declared the board to be in executive session and asked all visitors to leave the room except those allowed by statute. The board then entered executive session, the minutes of which will be secured in a safe place and not released unless so instructed by a court of competent jurisdiction.

Upon completion of the executive session, President Johnson reconvened the open board meeting and announced for the public record that a motion had been passed by the board in executive session not to renew the contract of Milo Dullum for the reason stated in the letter of contemplated nonrenewal dated April 3, 1987, and that the clerk will provide written notice of this determination not to renew said contract on or before May 1, 1987.

Motion by Johnston, second by Weir, that Milo Dullum be offered a contract for 1987-88 which reflects a 237 day contract to include 72% time devoted to administrative duties and 28% time devoted to nonadministrative duties. All in favor. Motion carried.

Motion by Weir, second by Lardy, to adjourn the meeting. All in favor. Motion carried.



Marv Knoll, Clerk



Nancy Johnson, President

The Dickinson Public School Board met in regular session on May 19, 1987, in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Merry Johnston, Clarence Storseth, Bill Lardy, and Bob Weir. Administrators present were Ross Julson, Ava Lanes, LeRoy Boespflug, Marv Knoll, Bruce Jessen, Arlo Howe, Bob Burda, and Norman Jespersen. Others present were Rich Wardner, Bob Stefonowicz, Fern Pokorny, Kim Bubb, Bobbi Miller, Phil Moormann, Kerry Hamann, Sandy Franchuk, Vince Reep, Richard Rykowsky, Debra Conlon, Sue Biesiot, Joan Patterson, Debra Hagen, Maxine Svihl, Bismarck Tribune, and Larry Nossaman, Dickinson Press.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items

No additional agenda items requiring board action were presented.

Minutes

Motion by Johnston, second by Storseth, to approve the minutes of the April 29, 1987, meeting. All in favor. Motion carried.

Bills

Motion by Storseth, second by Lardy, to approve the bills for payment. All in favor. Motion carried.

Financial Reports

The board reviewed financial reports concerning cash balances in all funds, year-to-date expenditures and revenues in the General Fund, interest earned to date, and a report listing deposits and security pledges at each of three Dickinson banks.

Unvouchered Travel

Supt. Julson recommended that unvouchered administrative expense payments be studied and made a part of the salary discussions that are now taking place with the administrators.

Motion by Johnston, second by Weir, that administrative stipends be addressed through administrative negotiations. All in favor. Motion carried.

Motion by Johnston, second by Storseth, that President Johnson appoint a committee composed of one board member, Admin. Asst. Knoll, a representative of the DEA, and representative of the classified employees to determine the actual mileage figures for classified and certified staff, exclusive of administrators, and to study the equities and inequities of such travel. All in favor. Motion carried.

Early Retirement Committee Report

Merry Johnston reported that she and Supt. Julson have discussed early retirement with six employees but have not yet completed their study. Discussions have centered on such items as sick leave, insurance, age of retirement, length of service, amount of retirement benefit, and length of pay back. The final report will be completed by the end of next week.

Personnel

President Johnson read a letter from Arlo Howe requesting an additional day of appointment leave for Adam Gratz and two additional days of emergency leave for Dianne Eidsness. Supt. Julson recommended that the requests be granted.

Motion by Weir, second by Lardy, to grant Adam Gratz one additional day of doctor appointment leave from his accumulated sick leave. All in favor. Motion carried.

Motion by Storseth, second by Weir, to grant Dianne Eidsness two additional days of emergency leave from her accumulated sick leave. All in favor. Motion carried.

President Johnson read a letter of resignation from Verna Moos, Intermediate Educable Mentally Handicapped teacher at Berg Elementary. Supt. Julson recommended accepting the resignation. Motion by Lardy, second by Storseth, to accept the resignation of Verna Moos. All in favor. Motion carried.

Classified Salaries

Admin. Asst. Knoll proposed a classified salary schedule which raises the minimum salaries in most categories by \$0.10 and the maximums by \$0.15. The proposal also included a 3% hourly wage increase with the capping of salaries in effect.

Motion by Storseth, second by Weir, to adopt the proposed schedule including a 3% hourly wage increase. All in favor. Motion carried.

K-12 School Evaluation Audit Report


Admin. Asst. Lanes reviewed the Phase I Audit K-12 School Evaluation emphasizing strengths and recommendations. The report confirmed the accuracy of the self study materials, recommended advancing to Phase II, and commended the various committees for the quality of work performed for the concerns of education in the Dickinson Public Schools.

Motion by Lardy, second by Johnston, that beginning in the 1987-88 school year, regular school board meetings be held in the district's elementary schools. All in favor. Motion carried.

President Johnson distributed a list of upcoming events in the school district.

Motion by Johnston, second by Storseth, to adjourn the meeting. All in favor. Motion carried. The meeting adjourned at 8:57 p.m.


Marv Knoll, Clerk


Nancy Johnson, President

The Dickinson Public School Board met in regular session on June 16, 1987, in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bill Lardy, Clarence Storseth, Merry Johnston, and Bob Weir. Administrators present were Ross Julson, Ava Lanes, Marv Knoll, C. B. Haas, and Rodger Miller. Others present were Joel Bleth, Bobbi Miller, Rich Wardner, Bob Stefonowicz, Joan Patterson, Fern Pokorny, James Odermann, Bismarck Tribune, and Larry Nossaman, Dickinson Press.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items

No additional agenda items requiring board action were presented.

Minutes

Motion by Storseth, second by Weir, to approve the minutes of the May 19, 1987, meeting. All in favor. Motion carried.

Bills

Board members requested that all bills appear on the monthly board bills list. Motion by Johnston, second by Storseth, to approve the bills for payment. All in favor. Motion carried.

Financial Reports

The board reviewed financial reports concerning cash balances in all funds, year-to-date expenditures and revenues in the General Fund, interest earned to date, and a report listing deposits and security pledges at each of three Dickinson banks.

Early Retirement Committee Report

Mrs. Johnston and Supt. Julson presented and explained an early retirement policy for first reading approval. Motion by Storseth, second by Johnston, to grant first reading approval to the early retirement policy with revisions. All in favor. Motion carried.

Canvass School Board Election

Board Clerk Marv Knoll reported the results of the June 2, 1987, annual election. A total of 1,083 voters registered. In the race for two three year terms, Nancy Johnson received 742 votes; Merry Johnston 609 votes; Clarence Storseth 387 votes; Kerry Hamann 303 votes. In the balloting for a one year term, Joel Bleth received 604 votes and George Nodland received 432 votes. Mrs. Johnson, Mrs. Johnston, and Mr. Bleth will assume their terms of office at the annual meeting in July. In the balloting for publishing the school board proceedings, 881 votes were cast in favor of publishing and 200 votes were cast against publishing board proceedings. There were 9 void ballots. Motion by Lardy, second by Storseth, to approve the results of the election as reported by the school district clerk. All in favor. Motion carried.

Audit Bids

Admin. Asst. Knoll reported that the following bids have been received to perform the annual school audit:

Gene Brose
1987 - \$5,200
1988 - \$5,300

James J. Schwartz
1987 - \$5,500
1988 - \$5,500

Steve and Hulsing
1987 - \$5,500
1988 - \$5,500

Motion by Lardy, second by Storseth, to accept the bid for 1987 and 1988 as submitted by Gene Brose subject to approval of next year's school board in awarding the 1988 audit. All in favor. Motion carried.

Policies

Following a review of the Community Relations - Policy Series 1000, motion by Johnston, second by Weir, to grant first reading approval with revisions. All in favor. Motion carried.

Federal Programs

Admin. Asst. Lanes reviewed the Chapter I program which provides a basic skills program in reading for educationally deprived children. Motion by Johnston, second by Storseth, to approve the Chapter I application for 1987-88. All in favor. Motion carried.

Admin. Asst. Lanes reviewed the Chapter II program which provides an allocation based on enrollment to supplement the improvement of elementary and secondary education. Motion by Johnston, second by Weir, to approve the Chapter II application for 1987-88. All in favor. Motion carried.

Admin. Asst. Lanes reviewed the Title II program designed to improve the quality of math and science instruction. Motion by Johnston, second by Lardy, to approve the Title II application for 1987-88. All in favor. Motion carried.

Motion by Lardy, second by Weir, instructing the board president to send a letter of appreciation to the math curriculum committee for the work done by the committee during the past school year. All in favor. Motion carried.

Personnel

President Johnson read a letter of resignation effective May 22, 1987, from Wendy Yecoshenko, music teacher at Heart River Elementary. Supt. Julson recommended that the resignation be accepted. Motion by Johnston, second by Storseth, to accept the resignation of Wendy Yecoshenko. All in favor. Motion carried.

President Johnson read a letter of resignation effective May 22, 1987, from Mina Prchal, fifth grade teacher at Heart River Elementary. Supt. Julson recommended that the resignation be accepted. Motion by Storseth, second by Lardy, to accept the resignation of Mina Prchal. All in favor. Motion carried.

President Johnson read a letter of resignation from Patricia Schlenker, fourth grade teacher at Roosevelt Elementary. Supt. Julson recommended that the resignation be accepted. Motion by Lardy, second by Storseth to accept the resignation of Patricia Schlenker. All in favor. Motion carried.

Grievance


President Johnson reported that a grievance has been filed by the Dickinson Education Association on behalf of Wayne Hledik, drafting teacher at Dickinson High School. Supt. Julson reported that all steps of the grievance procedure have been followed except the last step which is to refer the grievance to the school board. Supt. Julson recommended that a board committee be formed to examine the grievance and to make a determination concerning the resolution of the problem. Motion by Johnston, second by Lardy, that President Johnson appoint a board committee to examine Mr. Hledik's grievance and to make a determination as to how to proceed with the resolution of the grievance. All in favor. Motion carried.


President Johnson appointed Merry Johnston and Bill Lardy to serve on the grievance committee.

Annual Meeting

Motion by Lardy, second by Weir, to hold the annual meeting on July 21, 1987, at 7:30 p.m. All in favor. Motion carried.

Motion by Storseth, second by Johnston, to adjourn the meeting. All in favor. Motion carried. The meeting adjourned at 9:45 p.m.


Marv Knoll, Clerk


Nancy Johnson, President

The Dickinson Public School Board met in regular session on July 21, 1987, in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bill Lardy, Bob Weir, and Joel Bleth. Merry Johnston arrived late. The time of arrival will be noted in the minutes. Clarence Storseth was absent. Administrators present were Ross Julson, Ava Lanes, C. B. Haas, LeRoy Boespflug, Ron Steiner, Bob Burda, Clarence Corneil, Milo Dullum, Louis Braun, Marv Knoll, and Rodger Miller. Others present were Jack Stewart, Bob Stefonowicz, Carol Gjermundson, Fern Pokorny, Jan Corneil, Rich Wardner, Larry Nossaman, Dickinson Press, and James Odermann, Bismarck Tribune.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items

No additional agenda items requiring board action were presented.

Minutes

Motion by Lardy, second by Weir, to approve the minutes of the June 16, 1987, meeting. All in favor. Motion carried.

Bills

Motion by Lardy, second by Weir, to approve the bills for payment. All in favor. Motion carried.

Financial Reports

Board clerk Marv Knoll reported that financial reports are not available because the school district is in the process of closing out for fiscal 1986-87. The final fiscal reports for 1986-87 will be the Clerk's Report and the audit report.

1987-88 Budget

Motion by Lardy, second by Weir, to approve the General Fund Budget for 1987-88 in the amount of \$9,444,000. All in favor. Motion carried.

Policies

Early Retirement - Supt. Julson presented the revised early retirement policy for second reading approval. The board extensively discussed #1 under General Rules to clarify and emphasize that the intent is not to rehire employees who retire under this policy.

Motion by Weir, second by Lardy, to grant second reading approval of the Early Retirement Policy. All in favor. Motion carried.

Community Relations

Motion by Lardy, second by Weir, to grant second reading approval of the 1000 Series - Community Relations. All in favor. Motion carried.

Grievance Committee

Bill Lardy reported that he and Mrs. Johnston have met with the high school administration, Mr. Hledik, and DEA representatives and that the grievance has been resolved as a result of a resignation. Motion by Weir, second by Lardy, to accept the report of the grievance committee. All in favor. Motion carried.

Administrative Salaries

President Johnson reported that the board committee and administrators have reached a tentative agreement. The proposed salaries include travel allowances, professional dues, and TFFR contributions beyond the 6.25% which previously has not been part of salary. The recommended proposal increases administrators salaries by \$35,329 but because of administrative reductions, actually reduces administrative salaries by \$42,061. Motion by Lardy, second by Weir, to adopt the administrative salary proposal as presented. All in favor. Motion carried.

The board committee consisting of President Johnson and Dr. Weir will remain intact to make a recommendation concerning the superintendent's salary and contract.

Administrative Salaries

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>	<u>1987-88 Salary</u>
HS Principal	40,000	60,000	50,000
HS Asst.	35,000	50,000	45,000
JH Principal	35,000	50,000	45,500
B & G/Adult Ed	30,000	45,000	44,500
Athletics/Teaching	30,000	40,000	43,000
Voc Ed/Clerk	35,000	50,000	45,000
Curr. & Inst.	35,000	50,000	45,000
Special Ed	35,000	50,000	45,000
Berg Principal	30,000	45,000	41,500
Lincoln Principal	30,000	45,000	41,500
Jefferson Principal	30,000	45,000	41,500
Roosevelt Principal	30,000	45,000	41,500
H.R. Principal	30,000	45,000	41,500
Glad. Prin./Teach	25,000	40,000	36,500

At this point in the meeting Joel Bleth assumed the seat on the board and began the one year term remaining of Herb Herauf's three year term, and Merry Johnston assumed the seat formerly held by Clarence Storseth.

NEW BUSINESSElection of Officers

Motion by Weir, second by Lardy, that Nancy Johnson be president. All in favor. Motion carried.

Motion by Weir, second by Lardy, that Joel Bleth be vice-president. Yes - Lardy, Weir, Johnson. No - Bleth. Motion carried.

Motion by Lardy, second by Bleth, to accept Supt. Julson's recommendation and appoint C. B. Haas as clerk of the school district. All in favor. Motion carried.

Meeting Time and Date

Motion by Weir, second by Lardy, to hold regular meetings on the third Tuesday of each month at 7:30 p.m. All in favor. Motion carried.

Authorized Representative of School Board

Motion by Lardy, second by Weir, to name Superintendent Julson the authorized representative of the Dickinson School Board. All in favor. Motion carried.

Policies

Motion by Weir, second by Lardy, to reinstate existing polices of the Dickinson School Board subject to change individually by action of the school board. All in favor. Motion carried.

Supt. Julson discussed legal representation which is stated in School Board Policy #1950. Supt. Julson reported that for several years various attorneys have been used depending on the nature of the issue.

Drug and Alcohol Grant

Clarence Corneil requested board approval for a drug and alcohol grant application. The grant will be used to develop a coordinated drug and alcohol curriculum as well as a support network for students and parents.

Merry Johnston arrived at 9:10 during the discussion of the drug and alcohol grant.

Motion by Bleth, second by Lardy, to approve the drug and alcohol grant application. All in favor. Motion carried.

Parent/Student Handbooks

Motion by Weir, second by Lardy, to approve the 1987-88 elementary handbooks. All in favor. Motion carried.

Motion by Johnston, second by Lardy, to approve the junior high handbooks. All in favor. Motion carried.

Motion by Johnston, second by Weir, to approve the high school parent and student handbooks. All in favor. Motion carried.

Superintendent's Job Description

Following discussion concerning the job description submitted by Supt. Julson, a special board meeting was set for Tuesday, July 28, 1987, at 7:00 a.m., at the central office. The purpose of the meeting will be to discuss the superintendent's job description and a policy on board evaluation of the superintendent.

Personnel

President Johnson read a letter of resignation from Debra Hagen, home economics teacher at Dickinson High School. Supt. Julson recommended accepting the resignation. Motion by Johnston, second by Weir, to accept the resignation of Debra Hagen. All in favor. Motion carried.

President Johnson read a letter of resignation from Colleen Lozeau, preschool speech pathologist at Berg Elementary. Supt. Julson recommended accepting the resignation. Motion by Bleth, second by Johnston, to accept the resignation of Colleen Lozeau. All in favor. Motion carried.

President Johnson read a letter of resignation from Serena Sandness, speech pathologist at Jefferson Elementary. Supt. Julson recommended accepting the resignation. Motion by Lardy, second by Bleth, to accept the resignation of Serena Sandness. All in favor. Motion carried.

Supt. Julson reviewed the current teacher staffing for 1987-88 and reported that most of the teachers who were nonrenewed or resigned in lieu of nonrenewals have been reinstated due to resignations and retirements.

Discussion was held concerning the involvement of the school board, administrators, and the DEA in future reduction in staff situations.

Board members requested a preliminary budget for 1988-89 in August.

Community Relations

Admin. Asst. Lanes presented a summary of what is presently being done in the school district in the area of public relations. This summary will serve as a starting point to determine additional needs. The decision of the board was to research what other school districts are doing in public relations.

School Board Orientation

President Johnson expressed her desire to hold a special board meeting to informally discuss educational issues and priorities. The meeting will be held in public, however, discussion will be limited to board members. No votes will be taken at this special meeting. Motion by Johnston, second by Weir, to have a special orientation meeting on Thursday, August 20, 1987, from 6:00 p.m. to 10:00 p.m., at the central office. All in favor. Motion carried.

Other

Dr. Weir raised questions concerning the LEAP program and how soon the program will have a full time, fully qualified teacher.

Motion by Johnston, second by Bleth, to adjourn the meeting. All in favor. Motion carried. The meeting adjourned at 10:33 p.m.



Marv Knoll, Clerk



Nancy Johnson, President

Dickinson Public Schools
Special Meeting

July 28, 1987, 7:00 a.m.
Board Room, Central Office

The Dickinson Public School Board met in special session on July 28, 1987, in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Joel Bleth, Bill Lardy, Merry Johnston and Bob Weir. Administrators present were Ross Julson and C. B. Haas. Others present were Larry Nossaman, Dickinson Press, Bob Stefanowicz, Kerry Hamann, and Fern Pokorny.

President Johnson called the meeting to order.

Personnel

Superintendent Julson informed the Board that it would be necessary to prepare financial data concerning the two (Shirley Osborn and Jack Stewart) requests for early retirement prior to the board's considering the requests. Motion by Johnston, second by Lardy to hold another special meeting on August 11, 1987, at 7:30 a.m., to consider these requests. The motion passed unanimously.

Superintendent's Job Description

Following initial discussion, it was agreed that the superintendent's job description be developed with nine broad categories and enumerated duties for each category. A compilation of several job descriptions will be prepared for the board's consideration at the special meeting on August 11. Motion by Bleth, second by Johnston, to begin the August 11 meeting at 7:00 a.m. to allow adequate time for considering the personnel requests and the superintendent's job description. The motion passed unanimously.

Motion by Johnston, second by Lardy, to adjourn. The motion passed unanimously. The meeting adjourned at 8:30 a.m.



C. B. Haas, Clerk



Nancy Johnson, President

The Dickinson Public School Board met in special session on August 11, 1987, in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bob Weir, Joel Bleth, Merry Johnston, and Bill Lardy. Administrators present were Ross Julson, Ava Lanes, Bob Burda, and C.B. Haas. Others present were Shirley Osborn, Mina Prchal and Gail Williams, Dickinson Press.

Personnel

Mr. Julson recommended that Mrs. Prchal's application for early retirement be accepted. Johnston moved that Mrs. Prchal's early retirement application be denied. The motion was seconded by Bleth. Discussion centered around the fact that Mrs. Prchal had actually resigned prior to the inception of the early retirement policy. Board consensus was that they were not opposed to Mrs. Prchal receiving the early retirement, but rather that the conditions of the policy be adhered to without exception. Johnston withdrew her motion. Bleth withdrew his second. It was suggested that the early retirement policy be amended to accommodate this request. The policy will be placed on the agenda of the regular August meeting.

Mr. Julson recommended that Mrs. Osborn's application for early retirement be accepted. Johnston moved that Mrs. Osborn's resignation and request for early retirement be accepted. The motion was seconded by Lardy. The motion passed unanimously.

Mr. Julson recommended that Mr. Stewart's application for early retirement be accepted. Johnston moved that Mr. Stewart's resignation and request for early retirement be accepted. The motion was seconded by Bleth. The motion passed unanimously.

Superintendent's Job Description

The board reviewed a portion of the section on Instructional Management. With the allotted time for the special meeting gone, it was decided to attempt to refine the compiled lists further in preparation for the next board meeting.

Johnston moved that the meeting be adjourned. The motion was seconded by Weir. The motion passed unanimously.



C. B. Haas, Clerk



Nancy Johnson, President

The Dickinson Public School Board met in regular session on August 18, 1987, in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bill Lardy, Joel Bleth, Merry Johnston and Bob Weir. Administrators present were Ross Julson, Ava Lanes, C. B. Haas, Bruce Jessen, LeRoy Boespflug, Richard Rykowsky, and Corenne Krieg. Others present were James Odermann, Bismarck Tribune; Larry Nossaman, Dickinson Press; Darlene Schwartz, Kent Van Ells, Becky Rosborough, Valerie Van Ells, Susan Dykema, Sherry Hanson, Rita Berger, Fern Pokorny, and Glenn Heiser.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items

Johnston moved to add the topic of "bill formatting for board presentation" to be considered with the agenda items dealing with bills. Lardy seconded the motion. The motion passed unanimously.

Lardy moved to add an agenda item concerning the "energy impact grant application." Bleth seconded the motion. The motion passed unanimously.

Minutes

Lardy moved that the minutes of the July 21, 1987, meeting be approved. Johnston seconded the motion. The motion passed unanimously.

Johnston moved that the minutes of the special July 28, 1987, meeting be approved. Lardy seconded the motion. Following one correction in spelling, the motion passed unanimously.

Johnston moved that the minutes of the special August 11, 1987, meeting be approved. Bleth seconded the motion. The motion passed unanimously.

Bills

Lardy moved that the bills presented be paid. Bleth seconded the motion. The motion passed unanimously.

Bleth moved that we adopt the procedure outlined below as a format for presentation of bills to the board. Weir seconded the motion. The motion passed unanimously.

Future bill list will include:

- a. Name of vendor
- b. Account number
- c. Nature of purchase or item description
- d. Amount
- e. Pay date - for those invoices paid prior to the board meeting at which they are being considered.
- f. Special notation as to whether or not a particular expenditure is reimbursable from a targeted funding source such as Vocational Education, Special Education, Chapter programs, insurance claims, or student raised funding.

Financial Reports

Superintendent Julson explained the financial reports. Discussion concentrated on cash flow from the several funding agencies and whether or not payments are actually received during the same fiscal year as expenditures for that funding were made.

Superintendent's Job Description

Lardy moved to consider this as the last item on the agenda. Bleth seconded the motion. The motion passed unanimously.

PoliciesEarly Retirement

Bleth moved to change the emergency clause of this policy to read, "Any present employee or any employee under contract during the 1986-87 school term who would have been eligible to take advantage of the Early Retirement Policy prior to its inception may do so until February 1, 1988, with no penalty. Johnston seconded the motion. The motion passed unanimously. This constitutes first reading approval of the amended policy.

Superintendent's Evaluation Policy

Bleth moved to consider this along with the Superintendent's Job Description as the last item on the agenda. Lardy seconded the motion. The motion passed unanimously.

Bus Bids

Richard Rykowski, Transportation Supervisor, presented a summary of the bids that were received. Johnston moved that the bid of Parkway Ford for the chassis, in the amount of \$18,300.00, and the bid of Harlow's Bus Sales for the body, in the amount of \$15,000.00, be accepted. Lardy seconded the motion. The motion passed unanimously.

1988-89 Budget

Superintendent Julson explained the budget comparisons and projections for 1988-89. Discussion centered around amounts of money projected for text books, equipment, amounts for contingency and how each line item is broken down on the projected budget.

Census Report

Busing Supervisor Rykowski presented the results of the school district census. Rykowski explained the procedure used in taking the census.

Gymnastics Cooperative Agreement

Johnston moved that the application for renewal of the gymnastics cooperative agreement between Dickinson Public Schools and Dickinson Trinity High School be approved. The motion was seconded by Lardy. The motion passed unanimously.

Gymnastics Pit Construction

Superintendent Julson explained why the pit at Heart River Elementary has been requested. Gymnastics coach Kent Van Ells explained the advantage of having the pit and the safety features to be gained. Johnston moved that the construction of the pit be approved and that the Gymnastics Club bear the full cost. Bleth seconded the motion. The motion passed unanimously.

DHS Energy Improvement Grant

Admin. Asst. Boespflug explained how the grant funds would be used at Dickinson High School to improve energy efficiency. Lardy moved that the grant application be approved. Bleth seconded the motion. The motion passed unanimously.

Superintendent's Evaluation Policy

Three sample polices were presented to the board for consideration. Consensus was that the sample prepared by President Johnson be accepted with some modification. Lardy moved that this policy, with noted changes, be accepted. Bleth seconded the motion. The motion passed unanimously. This constitutes first reading approval of this policy.

Superintendent's Job Description

Discussion on the job description revolved around whether it should be broad in nature or specific and task list oriented. Lardy moved that the more broad description be approved after the inclusion of an appropriate paragraph on "Board Relations", to be written by Weir and Johnston. Weir seconded the motion. Following considerable discussion, Bleth called for the question. Lardy, Bleth, Johnston, and Weir voted for the motion. Johnson voted against the motion. The motion passed. This constitutes first reading approval of this policy.


Other

Weir moved that the board understand, by consensus, that each vote be a roll call vote. Lardy seconded the motion. The motion passed unanimously. The intent of this motion is to relieve the Chair from saying, "Assuming a roll call vote," before each vote. Unanimous votes will be recorded so and split votes will record the vote of each board member.

Ava Lanes informed the board that Donna Tessier has requested one semester of child rearing leave.

Ava Lanes distributed a copy of school events through Labor Day.

At 11:03 p.m., Lardy moved that the meeting be adjourned. Weir seconded the motion. The motion passed unanimously.



C. B. Haas
Business Manager



Nancy Johnson, President

An orientation meeting of the Dickinson Public School Board was held in the Board Room at the Central Office at 444 4th St. West. Board members present were Nancy Johnson, Bob Weir, Bill Lardy, Joel Bleth, and Merry Johnston. Administrators present were Ross Julson, C. B. Haas, Ava Lanes, Arlo Howe, Ron Steiner, Rodger Miller, and Louis Braun. Others present were Pat Ridl and Kerry Hamann.

President Johnson called the meeting to order.

Topics in the order they were discussed were:

1. Foreign Language
 - a. Consider starting a foreign language early in the grades. (Russian, Japanese, French)
 - b. Include cultural studies along with language development.
2. Portfolio Concept
 - a. Could develop portfolio concept with individual board members responsible for such areas as:
 - Policies
 - Curriculum
 - Finances
 - Personnel
 - Misc. Food Services
 - Buildings & Grounds
 - b. Following discussion, consensus appeared to be that it would probably be too time consuming and would not really limit the need for questions, discussion and clarification by other board members prior to decision making.
3. Testing
 - a. Students should not be exempted from tests on the basis of attendance-- apparent unanimous agreement.
 - b. Positive incentive for perfect attendance could be a 3% add-on to grades at the end of a quarter, semester, or term.
 - c. This topic will be researched and placed on the board agenda during the September meeting.
4. Homework
 - a. Possibly need to do some research to discover how much time students are actually spending on homework and how much homework teachers are assigning.
 - b. Perhaps ought to remove 20 minute study guideline at the high school and make no reference to it in either student or parent handbook.

Agenda Item

Agenda Item

c. This topic will be researched and placed on the board agenda during the September meeting.

5. Accelerated Program at Jr. and Senior High

a. What are the possibilities of an honors program?

b. Possibly the LEAP program should be continued through the High School.

c. What are we currently doing or offering that could be considered a component of an accelerated program?

d. How do we accommodate the students with exceptional ability?

e. This topic will be researched and placed on the board agenda during the October meeting.

6. LEAP Program

a. The LEAP instructor should be placed on a 100% time contract to allow for the reinstatement of consultations with faculty.

b. The costs of this will be computed and considered at the September board meeting.

7. Library Program

a. Explore the possibility of re-establishing elementary libraries. They could possibly be funded with Chapter II monies.

b. Other alternatives may be:

- some type of rotation system
- mobile libraires to serve more than one school
- better utilization of the public library

c. We need to review the study that was completed earlier and update it to determine current costs.

d. It appears that it would be beneficial also to study what the status is of current library utilization at the Jr. High and High School levels.

e. Whatever is decided, it will more than likely need to be a long term implementation plan. (\pm 10 years)

f. Elementary libraries will be placed on the October agenda.

8. Streamlining Board Meetings

a. Explore the possibilities of using the practice of "consent agenda" during board meetings in the interest of saving time.

b. With on-going projects, there would be a monthly progress report to the board. It is specifically requested that presenters not read a written report to board members.

c. Board members would like an extended board calendar. It would include regular meeting dates and other special events pertaining specifically to the board. This will be discussed at the September meeting.

Agenda Item

Agenda Item

Agenda Item

Agenda Item

9. Computers

- a. We need to begin researching how and how many computers are being used in other schools.
- b. The Central Office computer may need to have the potential for development into a totally integrated system.
- c. The Central Office computer will be placed on the October agenda.

Agenda Item

10. Board Policy

- a. We should perhaps delay the revision of the remaining policies.
- b. Policies are the basis for the board giving direction to the school district and they should be attended to with some sense of urgency.
- c. NDSBA has a policy writing service that we could use.
- d. The NDSBA policy writing service will be looked into as far as cost is concerned. The item will be placed on the September agenda and a determination will be made as to whether or not the board wants to pursue it further.

Agenda Item

11. Project Funding

- a. How do we pay for the changes desired in view of the financial condition of the district?
- b. Where can cuts be made?
 - Athletics?
 - Driver Education?
 - Special Instructors?
 - Vocational Education?
 - Eliminate electives across the board?
 - Contract some services if they can be purchased more economically than we can provide them ourselves.

Agenda Item

- c. Project funding will be placed on the October board agenda for discussion.

12. Morale of School District Employees

- a. Reduction in force probably had a great deal to do with morale this past year
- b. This topic needs to be studied and discussed at a board meeting.
- c. "Employee Morale" will be placed on the November board agenda.

Agenda Item

A summary of the agenda items follows:

September

Testing
 Homework
 LEAP
 Consent Agenda & Board Calendar
 Policy Revision - Cost of Service

October

Computers
 Libraries
 Project Funding
 Tracking/Acceleration

November

Employee Morale

Nancy Johnson
CP Hans

The Dickinson Public School Board met in regular session on September 15, 1987, in the Gladstone Elementary School. Board members present were Nancy Johnson, Bill Lardy, Joel Bleth, and Bob Weir. Merry Johnston was absent. Administrators present were Ross Julson, Ava Lanes, C. B. Haas, Bruce Jessen, Bob Burda, Ron Steiner, LeRoy Boespflug, Don Stoxen, Norm Jespersion, and Arlo Howe. Others present were Barb Norby, North Dakota School Boards Association; Jerry Schwartz, Sherwin Dockter, Steve Meduna, Jennifer Kolling, Kerry Hamann, Deb Walth, Johanne M. Vinson, Louise Dukart, Terry Reule, James Peters, Mil Jenkinson, Pat Riddle, Connie Klein, Sue Haakedahl, Carolyn Blake, Julie Fadden, Carol Schmaltz, Marie Brost, Dawn Carpenter, Curt Scott, Stacy Roshau, Jim Ciavarella, Milo Andersen, Jon Hodnefield, Erwin Van Veldhuizen, Don Zubke, Lois Christensen, Estrella Treude, Julia Ewoniuk, Sue Jacobsen, Marilyn Kleingartner, Vince Reep, Lynn Shirey, Terri Dobitz, Patricia Johnston, Bob Stefonowicz, Larry Nossaman and Jim Odermann.

President Johnson called the meeting to order.

Public Participation

Carol Schmaltz, chairman of the Gladstone Elementary Parent Advisory Committee addressed the board concerning the absence of smoke detectors and a fire alarm system in the older portion of the Gladstone School complex. President Johnson requested that LeRoy Boespflug respond to the comments. Mr. Boespflug indicated that a complete smoke detecting and fire alarm system was on order and would be installed, probably within the next six weeks. Mr. Lardy questioned Mr. Jessen on whether or not he had established a procedure to be used for emergencies in the absence of that warning system. Mr. Jessen indicated that he uses the telephone and a whistle warning system.

Additional Agenda Items

Bleth moved that the 1988-89 budget be placed on the agenda. Lardy seconded the motion. The motion passed unanimously.

Bleth moved that the Computer Update be placed on the agenda. Lardy seconded the motion. The motion passed unanimously.

Lardy moved that the Clerk's Report be placed on the agenda. Bleth seconded the motion. The motion passed unanimously.

Lardy moved that the Certificate of Levy be placed on the agenda. Bleth seconded the motion. The motion passed unanimously.

Lardy moved that the Evaluation for Growth Workshop be placed on the agenda. Bleth seconded the motion. The motion passed unanimously.

Additional Agenda Items (Summary)

XIV. Other

- a. 1988-89 Budget
- b. Computer Update
- c. Clerk's Report
- d. Certificate of Levy
- e. Evaluation for Growth Workshop

Minutes

Bleth moved that the minutes of the August 18, 1987, meeting be approved. Weir seconded the motion. The motion passed unanimously.

Bleth moved that the minutes of the August 20, 1987, meeting be approved as corrected. Lardy seconded the motion. The motion passed unanimously.

Bills

Bleth moved that the bills presented be approved. Lardy seconded the motion. The motion passed unanimously.

Financial Reports

Supt. Julson explained the financial reports and the relationship between the reports. Mr. Julson indicated that he was checking into the possibilities of the district purchasing its own treasury notes. Mr. Julson will prepare a more detailed report on investments and securities for the next board meeting.

Report on Board Concerns

a. Policy Revision Service - Barb Norby, Assistant Executive Director of the North Dakota School Boards Association, explained the policy services of the Association. Essentially they are:

1. Annual Policy Service - (\$100/year) - This service includes a monthly newsletter to the Superintendent on current policy issues, five policy search certificates for assistance with specific policy issues and periodic updates on laws and court cases affecting policy.
2. Policy Manual Development - (\$3500.00) - The component on manual development includes a comprehensive review of board minutes for the past three years, negotiated agreements, handbooks and manuals, administrative regulations and existing policies. A recommended policy manual is then produced. It also includes a one year individualized update and monthly review of board minutes. If the board purchases this service, it will require from twelve to twenty-four months to complete.
3. Policy Maintenance Service - (\$600.00/year) - To maintain policies so they are current, the association will review board minutes monthly, all new policies or altered policies, changes in negotiated agreements and provide a monthly update of local policy manuals.

The policy development service will also include a recommendation as to which policies should have administrative regulations written. These are usually the policies that are written to comply with federal law or those so legalistic in language that clarification is necessary or policies that allow considerable latitude to administration.

Lardy inquired as to whether the Department of Public Instruction maintains contact with school districts and suggests that policies be written or changed to comply with latest laws and the Department's rules and regulations. This question will be researched prior to the October board meeting.

Ms. Norby agreed to send several samples of Association written policy to the board for their study.

The Policy Service will be placed on the October agenda.

b. Junior High/Senior High Homework Guidelines - Mr. Howe presented the results of a survey of students conducted at Dickinson High School. (copy attached) Mr. Howe informed the board that he intends to remove any references relating to a required 20 minute study period from faculty and student handbooks.

Lardy raised the question as to whether or not we had done a faculty survey on the amounts of homework teachers are actually assigning and the teacher's perceptions of how much time the students are actually spending on homework per day. This survey will be done. Following discussion there was general board support for the action Mr. Howe is effecting with regard to in-class study periods at DHS.

c. Consent Agenda and Agenda Format - Discussion centered around whether or not the consent agenda would actually save time.

Bleth moved to adopt the consent agenda for two meetings on a trial basis with the board president and Superintendent determining which items would be included. Weir seconded the motion. The motion passed unanimously.

With regard to agenda format, Lardy moved that during this period of experimentation, the board president be given the latitude to re-order the agenda to accommodate the needs of the consent agenda concept and to allow people giving reports to be heard early in the agenda. Weir seconded the motion. The motion passed unanimously.

d. LEAP - Learning Experiences in Academic Programs - Following a report by Norman Jespersen on the current status of the LEAP program, Weir moved that the instructor of the LEAP program be placed on a full-time contract rather than 80%. Bleth seconded the motion. The additional cost to make this change would be:

Salary	+	\$3,806.40	
FICA & TFFR	+	510.06	
Health Ins.	+	352.20	
		<u>\$4,668.66</u>	
		-1,430.00	Less additional reimbursement
		<u>\$3,238.66</u>	Net increase

President Johnson called for a roll call vote. Lardy, nay; Bleth, aye; Weir, aye; Johnson, nay. The motion failed.

e. Board Calendar - There will be two board calendars developed. One will be a yearly calendar with board specific items listed and the other will be a monthly calendar listing general school district activities and events. Mr. Haas will have sample calendars prepared by the October meeting.

f. Semester Test Exemption Policy - Mr. Howe made a presentation to the board outlining the advantages of the policy, and the positive effects it has had on attendance, and emphasized that the policy exempts students only from semester tests given during the testing schedule. Mrs. Jenkinson presented a brief historical perspective of the policy. Mrs. Jenkinson informed the board that, before the policy, students would prepare for semester tests by cramming and forgetting, absenteeism was high, make-up work was a nightmare, returning students were disruptions to the class and students were missing things in class they could really never make up. She also reminded the board that students still have the option of taking tests. Other points Mrs. Jenkinson made were, all teachers do not agree with the policy, college students she has talked to have indicated they have not been hindered in college because they did not take semester tests in high school and that most teachers are accomplishing all the objectives of testing by administering comprehensive tests shortly before scheduled semester tests. Mrs. Jenkinson concluded her remarks with the statement,

"Students learn more by being in class than by taking tests." DHS student council representatives, Steve Meduna and Jennifer Kolling informed the board that according to their survey of students, 85% of the student body are in favor of the policy and they suspect the other 15% did not understand the survey questions.

Mr. Steiner commented that the policy has helped create and maintain a more positive attitude and atmosphere in the building and that students want to be in class.

Mr. Sahlstrom indicated that he felt the testing policy was an internal matter and that the board certainly should not attempt to change the policy without having visited the schools and classrooms to discover what really is taking place educationally and how the teachers are encouraging and pushing students to achieve more. Mr. Sahlstrom said, "I have not had board members in my classroom."

Kerry Hamann spoke in favor of all students always being required to take semester tests. She feels the policy encourages students to attend school when they are too sick to attend. She also indicated that parents will not insist that their children take tests as long as the policy is in effect. Parents do not want their children ridiculed.

Bob Stefonowicz spoke to the board and told them he felt they were proceeding with the wrong assumption in this entire matter, the assumption being that we were not doing an adequate job of educating our students. Mr. Stefonowicz said that comprehensive testing in any classroom situations must be left to the discretion of the teacher and that even if the board issued an edict on testing, he would not be likely to follow it. Mr. Stefonowicz told the board that the professional staff is doing an excellent job in educating the students of this district.

Bleth commented that he was somewhat disappointed that the presentations did not include any of the possible benefits of requiring students to take semester tests.

Additional discussion by board members concluded with a desire for more information including the gathering of data which would support an altered testing policy. The board would like to see Mr. Steiner's graduate paper on this topic, a survey of graduates to determine whether or not the policy has hindered their abilities or progress in college, an ERIC Search on attendance incentives used in other schools and an ERIC Search on the instructional benefits of taking final tests.

Lardy moved that this item of business be tabled. Weir seconded the motion. President Johnson called for a roll call vote. Lardy, aye; Bleth, nay; Weir, nay; Johnson, aye. The motion failed. Bleth moved that this item of business be tabled until the October meeting. Lardy seconded the motion. The motion passed unanimously.

Mathematics Curriculum

Mrs. Lanes introduced the members of the committee responsible for the revision. She also explained that the process of revision included a close look at the newly formulated District Mission Statement - Philosophy and Goals, elimination of duplication, inclusion of skills not previously taught, articulation, skill mastery, sequencing of skills and emphasis on measurement and problem solving. President Johnson commented that perhaps a similar approach could be used when revising curriculum guides in other disciplines. Lardy asked how the guide could be used to stimulate and challenge the students who achieve at accelerated levels. Mrs. Lanes explained that the guide includes accelerated optional activities and that teachers may provide enrichment beyond those listed in the guide.

School Evaluation K-12

Mrs. Lanes reviewed the process for the second year of the self-study and stressed the relationship between the evaluation process and comprehensive long-range planning. Board members are asked to notify Mrs. Lanes or Mr. Haas if they have a particular evaluation committee preference.

Superintendent's Job Description

Bleth moved that the second reading of the Superintendent's Job Description be approved and adopted. Lardy seconded the motion. Lardy asked whether or not the section on Staff Management would be interpreted to mean that the board members would be required to review all staff evaluations. Board consensus was that it would not be interpreted that way. The motion passed unanimously.

Superintendent's Evaluation Policy

Lardy moved that the second reading of the Superintendent's Evaluation policy be approved and adopted. Weir seconded the motion. The motion passed unanimously. President Johnson appointed Bleth to begin designing the evaluation instrument and establish a time line for the evaluation process.

Early Retirement Policy

Bleth moved that the second reading of the amended Early Retirement Policy be approved and adopted. Weir seconded the motion. The motion passed unanimously.

Personnel

Bleth moved that Mina Prchal's application for early retirement be approved. Lardy seconded the motion. The motion passed unanimously.

Other

a. 1988-89 Budget - There was a general discussion on the budgeting process. Questions raised were: 1. What supporting documents are used in the formulation of the budget? 2. At what point in the process can the board be involved in order to have input in determining expenditure priorities?

Lardy commented that it should be sufficient for the board to indicate to the Superintendent what their priorities were and then it becomes the Superintendent's responsibility to formulate a budget that coincides with those priorities. Bleth wishes to see documents delineating exactly which items will be purchased or salaries paid by budget line item.

b. Computer Update - Bleth reminded the board that a delegation would be going to Bismarck on September 28, 1987, to study their central office computer to assist in making a decision concerning a new computer for the Dickinson district.

c. Clerk's Report - Lardy moved that the Clerk's Report be approved. Weir seconded the motion. The motion passed unanimously.

d. Certificate of Levy - Bleth moved that the Certificate of Levy be approved. Lardy seconded the motion. The motion passed unanimously.

e. Evaluation for Growth Workshop - Lardy moved that, if a board member is interested in attending, he or she be allowed to go. Bleth seconded the motion. The motion passed unanimously.

President Johnson announced that the ND School Boards Convention is scheduled for November 4-6. Members should consider attending and notify Mr. Haas not later than October 23, if they intend to participate.

At 11:40 p.m., Lardy moved that the meeting be adjourned. Bleth seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager



Nancy Johnson, President

The Dickinson Public School Board met in regular session on October 20, 1987, in the Heart River Elementary School. Board members present were Nancy Johnson, Bill Lardy, Merry Johnston, Joel Bleth, and Bob Weir. Administrators present were Ross Julson, C. B. Haas, Ava Lanes, Don Stoxen, Ron Steiner, Clarence Corneil, Arlo Howe, Bob Burda, and Corenne Krieg. Others present were Jean Steiner, Cammy Krank, Bob Stefonowicz, Kerry Hamann, Elizabeth Douthit, Lois Myran, Jeanne Boespflug, Cheryl Grossman, Bonnie Ficek, Jerry Schneider, James Odermann, Bonnie Kostelecky, Sherry Hanson, Doug Dockter, Toby Miller, Sue Haakedahl, Larry Nossaman, Jim Peters, Mitzi Swenson, Karla Yates, Jean Binger, Beth Steiner, and Pat Riddle.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items/Removal of Items from Consent Agenda

There were no requests for additional items of business to be placed on the agenda. President Johnson requested that the minutes be removed from the consent agenda. Superintendent Julson requested that the financial reports be removed from the consent agenda.

Investment/Securities Presentation

Ken Nelson, Liberty National Bank and Trust Company, made a presentation to the board on the pledging requirements which must be met by banking institutions when they invest school district funds.

Audit

Mr. Gene Brose presented the results of the annual audit. Discussion focused on Brose's "Management Letter" and the recommendations it contained. Items of concern were, charging bank service charges against activity accounts, allocation of interest income to appropriate funds, uniform chart of accounts for food service, food service deficit at Dickinson High School, and separation of duties at the Central Office for the purpose of internal control and to be able to maintain operations in the absence of one or more persons. The deficit at Dickinson High School has to date, been reduced from \$9,205.00 to \$2,500. Subsequent to the audit, a uniform chart of accounts has been established for all district food service programs.

Consent Agenda

Lardy moved that the consent agenda, consisting only of bills, be approved. Johnston seconded the motion. The motion passed unanimously.

Minutes

Lardy moved that the more detailed minutes of the September 15, 1987, meeting be approved. Johnston seconded the motion. Debate centered around whether the minutes should contain a degree of detail or whether they should be brief and reflect only official action taken. Following a roll call vote, the motion passed. Bleth, aye; Lardy, aye; Johnston, aye; Johnson, nay; Weir, nay.

Financial Reports

Supt. Julson reviewed the financial reports and indicated to the board that the first budget adjustments have been made based on FY '87 actual expenditures for heat and lights, and that the adjusted budget shows a slight excess of revenue over expenditures.

Policy Revision Service

Johnston moved that the Dickinson school board contract with the North Dakota School Boards Association for their policy development service. Bleth seconded the motion. The motion passed by a vote of four to one. Johnson, aye; Bleth, aye; Johnston, aye; Weir, aye; Lardy, nay. The board requested that an attempt be made to negotiate the price because of the policies we have recently developed and that we spread the cost over two years, if possible.

Board Calendar

Consensus was that the calendar presented of board specific activities and time lines was satisfactory. Additional items will be added to this calendar as they become available. Mr. Steiner will continue to prepare a district-wide calendar of activities and events scheduled at the schools in the district. This will be mailed to board members on a monthly basis.

Attendance Incentive/Test Exemption Policy

Lardy moved that this item of business be removed from the table. Weir seconded the motion. The motion passed unanimously.

Discussion related to the issue of the board not addressing this matter in isolation from other concerns and separate from the school evaluation/improvement process. It was also expressed that the board's responsibility in these issues is to indicate priorities and direction for implementation by the administration and staff. Supt. Julson told the board that he is working on a plan for addressing the board's concerns that is based on the Philosophy and Goals developed last year in the school evaluation/improvement process. There was no further action taken at this time.

Lardy moved that the elementary libraries be considered at this time in order to accommodate those people who attended the board meeting specifically for this agenda item. Johnston seconded the motion. The motion passed unanimously.

Elementary Libraries

Mrs. Lanes presented the study that was completed several years ago by Jerry Schneider that showed costs for implementing libraries/resource centers at all elementary schools. Johnston suggested that if we begin to implement elementary libraries, we consider NCA standards and progress in the direction of those standards even if they can't be immediately attained. Bleth asked the question as to whether or not a viable alternative to professionally staffed libraries would be libraries staffed with aides and supervised by one professional for the entire district. Jerry Schneider responded that this would be a viable alternative. Lardy mentioned that the Heart River Library is now staffed with volunteers and these volunteers need to be thanked publically.

Lardy moved that Supt. Julson include Elementary Libraries in the resolution he will present to the board at the November 17, 1987, regular meeting. Weir seconded the motion. The motion passed unanimously.

Superintendent's Evaluation Instrument and Time Line

Bleth presented a revised draft of the Superintendent's Evaluation Instrument to the board. Final approval of the instrument and time line will be made at the regular board meeting in November.

Superintendent's Contract

Weir reported on the board committee responsible for negotiations with the Superintendent. The committee is recommending a 2% raise for the 1987-88 school year. Weir added that, even though the district is still stressed economically, the committee felt some raise should be given in view of the difficulties of last year and the effort expended

by the Superintendent. Johnston indicated that she felt no raise should be given because of potential negative public reaction. Lardy moved that the 2% raise be approved. Bleth seconded the motion. The motion passed by a four to one vote. Johnson, aye; Lardy, aye; Bleth, aye; Weir, aye; Johnston, nay.

Central Office Computer

Johnston reported that the computer committee has specified an IBM System 36, or approved equal, be bid for the business office. Bleth reported that there is a Technology Conference in Dallas in early November dealing with computers and their application for purposes such as the Dickinson School District. Bleth will attend the conference if possible. Supt. Julson expressed the feeling that at least one administrator should also attend. Supt. Julson will make that selection.

Computer Survey

Mrs. Lanes presented a survey on the number of computers in use in the Dickinson School District and the application for which they are being utilized. Lois Myran presented a survey she has completed on certain large schools in North Dakota concerning the number and uses of computers.

Project Funding

Supt. Julson informed the board that he would prepare information on this matter and mail it to the board members.

Tracking/Acceleration/Enrichment

Mrs. Lanes presented a report to the board outlining current tracking, acceleration and enrichment practices in the district.

Public Relations Plan

Mrs. Lanes presented a sample Public Relations Plan to the board. The plan calls for development of public relations goals by each of three groups: the teaching staff, the administrative staff, and the board. Consensus was that the plan reflects the general direction the board wishes to pursue.

Business Office Staffing

A general discussion took place concerning the advantages and disadvantages of the district employing a Certified Public Accountant to assist in the business and accounting functions of the district. Johnston moved that Supt. Julson prepare a report to the board that includes, a) the cost of hiring a CPA, and, b) how we might be able to hire one without any additional cost to the district. Weir seconded the motion. The motion passed unanimously.

Other Business

Johnston moved that our board representatives vote "no" on the resolution to reduce the number of members on the North Dakota High School Activities Association Board of Directors. Lardy seconded the motion. The motion passed unanimously.

Ron Steiner informed the board that Dickinson High School graduation in the Spring of 1988 will probably have to be scheduled on a Sunday to avoid conflicts with state athletic activities.

At 12:22 a.m., Weir moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager



Nancy Johnson, President

The Dickinson Public School Board met in regular session on November 17, 1987, in the Berg Elementary School. Board members present were Nancy Johnson, Bill Lardy, Bob Weir, Merry Johnston, and Joel Bleth. Administrators present were Supt. Julson, C. B. Haas, Ava Lanes, Arlo Howe, Louis Braun, LeRoy Boespflug, Norm Jesperson, Bruce Jessen, and Ron Steiner. Others present were Dana Rivinius, Glenice Hansen, Robert Stefanowicz, James Odermann, Sue Kolling, Erwin Van Veldhuizen, Larry Nossaman, Debby Thompson, Kerry Hamann, and Vince Reep.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items/Removal of Items from Consent Agenda

Johnston requested that the minutes be removed from the consent agenda.

Lardy moved that the 1988 DHS graduation date be added to the agenda. Weir seconded the motion. The motion passed unanimously.

School Evaluation Reports

Mrs. Lanes introduced Dana Rivinius who presented the Fiscal Management evaluation report to the board. Mr. Rivinius stated that the committee completed their study with the general conclusion that the fiscal management of the district is handled very well. More detailed job descriptions for people with fiscal responsibilities and written procedures for purchasing and disbursements are the two improvements which will have the most effect in eliminating existing deficiencies.

Mrs. Lanes introduced Glenice Hansen who presented the Board Governance and Operations evaluation report to the board. A brief discussion followed concerning the board's public relations. Mrs. Hansen stated that the board has done a great deal to inform and involve the public and the lack of communications perceived may be the public's responsibility and not the board's. It was suggested, however, that an annual or a semi-annual public forum may improve communications with the public.

Consent Agenda

Johnston moved that the consent agenda, consisting of bills, financial reports, acceptance of the Blue Cross/Blue Shield health bid, approval of requests for additional emergency leave by Lois Keator (5 days) and Cathy Wilkinson ($\frac{1}{2}$ day), and acceptance of the Kohl & Schwartz proposal of \$16,500 for DHS energy conservation engineering services, be approved. Weir seconded the motion. The motion passed unanimously.

Minutes

Lardy's motion concerning "Minutes" was changed to read, "Lardy moved that the more detailed minutes of the September 15, 1987, meeting be approved."

Under "Business Office Staffing", the following was added after Johnston's motion.
"Weir seconded the motion. The motion passed unanimously."

Johnston moved that the minutes of the October 20, 1987, meeting be approved as corrected. Lardy seconded the motion. The motion passed unanimously.

Superintendent's Evaluation Instrument and Evaluation Timeline

Bleth presented the final revision of these two documents and moved that they be adopted by the board. Johnston seconded the motion. Following discussion and one change which deleted the word "services" and inserted the word "personnel" on item number 2, page 2, the motion passed unanimously.

Business Office Staffing

Supt. Julson introduced this item by informing the board that a full-time accountant would probably cost from \$12,000 to \$20,000 in annual salary. As far as being able to do it without any additional cost to the district is concerned, it may or may not be possible. Potential savings could ultimately be realized due to an accountant's ability to manage the district's finances more efficiently. Some savings may also be realized by either diverting some central office secretarial time to another district position where a vacancy has occurred, or by not filling a central office vacancy that occurs through attrition.

Bleth stated that the position needs to stand on its own merits and that a trade-off is not necessary especially if it means sacrificing other services currently being provided. He also indicated that running the central office computer and redoing the accounting system are one and the same and inseparable. The intent is, initially at least, that the person would be solely working in the business office.

Johnston moved that Supt. Julson be directed to place an ad for an accountant, to be considered a classified position, with an annual salary of up to \$18,000, depending on qualifications. Bleth seconded the motion.

Lardy stated that the motion is premature because there is no clear definition of the duties of such a person, the board recently defeated a motion to place the LEAP instructor on full-time status, a position such as this should be incorporated into the normal budgeting process, an accountant will have no direct benefit to instruction, and there is a greater need for teachers for reduction of class sizes.

Johnston indicated that such a position would actually free the superintendent so he could devote more time to educational concerns. Weir called for the question. The motion passed by a vote of 4 to 1. Bleth, aye; Johnston, aye; Weir, aye; Johnson, aye; Lardy, nay.

Employee/Staff In-Service

Mrs. Lanes explained that the proposed in-service program involves staff morale and is directed toward teachers, administrators, board members and classified employees. She requested that the board approve an early dismissal on January 27, 1988, for the activity. Johnston moved that the board approve a 1:30 p.m. dismissal time on January 27, 1988, for the purpose of conducting employee/staff in-service. Lardy seconded the motion. The motion passed unanimously.

Plan for Excellence Resolution

Supt. Julson explained the resolution. Weir moved that the board adopt the resolution as outlined by Supt. Julson and that he present a detailed implementation plan to the board by March 15, 1988. Johnston seconded the motion. Discussion focused on whether the plan should be formulated separate from the on-going evaluation process or if it could be integrated into that process now. Consensus was that it could be integrated into the process because November, December, and January are the months that curriculum and instruction are being studied. The building level sub-committees and the district-wide sub-committee on curriculum and instruction should address the concerns in the resolution through their deliberations.

Lardy indicated that he felt this would be tantamount to asking the committees to "rubber stamp" the board's concerns and priorities.

Weir called for the question.

The motion passed by a 4 to 1 vote. Bleth, aye; Johnston, aye; Weir, aye; Johnson, aye; Lardy, nay.

Technology Conference Report

Bleth presented a report on the Technology Conference he and Ava Lanes attended in Dallas, Texas. Following the report, it was board consensus that Bleth's recommendation be implemented. That recommendation is, "The administration and board hold a general informational meeting for district employees who may be interested in computerizing instruction." It was also suggested that efforts be made to involve local businesses in this project. Mrs. Lanes and Mr. Bleth will be responsible for arranging the meeting date.

Graduation Date

Arlo Howe, Dickinson High School Principal, explained to the board that there will be conflicts between the scheduled day for DHS graduation and the state track meet. The date now set for graduation is May 26, 1988. Alternative dates are: Sunday, May 22, Tuesday, May 24, and Sunday, May 29. Mr. Howe recommends Tuesday, May 24. Bleth moved that the 1988 DHS graduation be scheduled on May 24. Weir seconded the motion. The motion passed unanimously.

Other


Supt. Julson informed the board that arrangements were being made to continue providing printing services for the district, in view of the fact that the district printer recently left the position.

Merry Johnston announced to the board that Nancy Johnson had recently been elected to a 2 year term as Southwest District Director of the North Dakota School Board's Association.

At 9:50 p.m., Weir moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager



Nancy Johnson, President

The Dickinson Public School Board met in regular session on December 15, 1987, in the Board Room at 444 4th St. West. Board members present were Bill Lardy, Nancy Johnson, Merry Johnston, Joel Bleth and Bob Weir. Administrators present were Supt. Julson, C. B. Haas, Ava Lanes, LeRoy Boespflug, Ron Steiner, Louie Braun, and Bruce Jessen. Others present were Bob Stefonowicz, Vince Reep, Philip Hauger, Dean Arneson, Karen Ehli, Larry Nossaman, and James Odermann.

President Johnson called the meeting to order.

Public Participation

There were no requests to address the board.

Additional Agenda Items/Removal of Items from Consent Agenda

Lardy moved that the Dickinson Education Association's negotiations petition be added to the agenda. Johnston seconded the motion. The motion carried unanimously.

Bleth moved that business office staffing be added to the agenda. Johnston seconded the motion. The motion passed unanimously. Johnston requested that the minutes be removed from the consent agenda.

Consent Agenda

Lardy moved that the consent agenda consisting of bills, financial reports, and the new hiring of Norbert Kessel in the custodial/maintenance position at Dickinson High School be approved. Weir seconded the motion. The motion passed unanimously.

Minutes

Following one typographical correction, Johnston moved that the minutes be approved. Bleth seconded the motion. The motion passed unanimously.

Business Office Computer

Bleth reported to the board on the computer committee's work and recommendations. Following approximately seven months of study and evaluation, the committee recommends that the Dickinson School District purchase the IBM System 36 Computer with CIMS-J & K Software, including the financial and employee management components, along with the IBM Query program.

Discussion and questions focused on maintenance costs for software, capabilities of remote terminals, the capacity of the System 36 (400 megabyte), the age of the System 36 technology, whether or not the prices quoted are firm, the type of in-service that would be provided, and if the purchase arrangements would be binding on future boards. Supt. Julson assured the board that the contract with IBM had all the safeguards required by North Dakota law in order that future boards not be bound to the contract.

Supt. Julson said that he supports the recommendation of the committee.

Johnston moved that the Dickinson Public School District purchase the IBM System 36 Computer with CIMS-J & K Software on a five year purchase plan. Weir seconded the motion. The motion passed unanimously.

Preliminary Budget

Supt. Julson explained the detailed budget and asked the board members to study it carefully prior to the next board meeting. Discussion by board members centered on the cost of medical insurance, using the building fund for all expenses related to improvement and maintenance of facilities, and attempting to find ways of freeing some dollars in order that other programs be expanded or implemented. The board requested a detailed report on the costs and benefits of health coverage provided by the district and a report on current class sizes at Dickinson High School and Hagen Junior High.

A general concensus of the board was that they would like a preliminary plan and budget for implementing the "Resolution for Excellence" by the January 19th board meeting.

Multi-Area Vocational Planning Grant

C. B. Haas explained how Dickinson got involved in this project and what its potential benefits were for Dickinson. Two concerns arose:

1. Board members would like to be informed earlier when the district gets involved in grant applications.
2. Johnston requested that care be exercised in wording the contract of the Project Coordinator in order to avoid problems with continuing contract obligations when the project is terminated.

Johnston moved that the Dickinson Public School District accept the grant award and act as fiscal agent for the project. Bleth seconded the motion. The motion passed unanimously.

Internal Board Management

- a. Meeting Place - Concensus was that all future board meetings would be held at the central administrative office. Lardy moved that the business manager inform the building principals and Parent Advisory Committees that the board will hold a meeting at their school if requested. Weir seconded the motion. The motion passed unanimously.
- b. Consent Agenda - Weir moved that the board continue using the consent agenda. Lardy seconded the motion. The motion passed unanimously.
- c. Agenda Flexibility - Lardy moved that the agenda flexibility, as determined by the President, be continued. Johnston seconded the motion. During discussion, Lardy brought up the idea of scheduling time on the agendas for the District's administrators to present brief reports and concerns to the board. Supt. Julson suggested that he explore this idea with the administrative team. The motion passed unanimously.

Negotiations Petition - The board received a petition from the Dickinson Education Association with 108 signatures requesting that the DEA be recognized as the representative organization for all certified personnel except administrators. Johnston moved that a notice be posted in all school buildings informing certified employees of the DEA petition and inviting certified employees who wish to challenge or protest the board's consideration of the petition to be present at the January 19, 1988, school board meeting. Bleth seconded the motion. The motion passed unanimously.

Business Office Staffing - Accountant - Supt. Julson gave a progress report on the search for an accountant. The position has been listed with the placement services at the University of North Dakota and Moorhead State University. There have been several inquiries but no applicant screening or interviewing has been completed at this time. It appears like it may be very difficult to hire a person with suitable qualifications within the salary range specified. The position will also be listed with the local Job Service office and some advertising will be done through the local paper.

Other

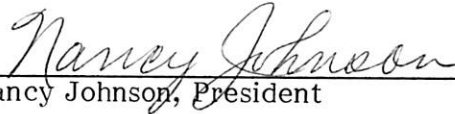
a. Energy Conservation Grant Application - Supt. Julson informed the board that it will be necessary to hold a special board meeting before noon on Friday, December 18, for the purpose of making a decision on the energy conservation measures to be included in the grant application for Jefferson and Lincoln. The special meeting will be at 9:00 a.m. on Friday, December 18, in the board room at the central administrative office.

b. Public Relations Plan - Teacher Component - Ava Lanes discussed briefly the teacher portion of the District-Wide Public Relations Plan and recognized the committee responsible for developing that portion of the plan. They are Mil Jenkinson, Jan Bjornson, Carolyn Blake, Alice Karn, Eileen Johnson, Deb Walth, Sue Jacobsen, Gloria Ciavarella, Lois Myran, Sue Haakedahl, Bobbi Miller, and Donna Fleming.

At 10:03 p.m., Johnston moved that the meeting be adjourned. Weir seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager



Nancy Johnson, President

The Dickinson Public School Board met in special session on December 18, 1987, in the Board Room at 444 4th St. West. Board members present were Bill Lardy, Nancy Johnson, and Merry Johnston. Administrators present were Supt. Julson, LeRoy Boespflug and C. B. Haas. Louie Braun and Clarence Corneil attended a portion of the meeting. Others present were Larry Nossaman and Ken Schwartz.

President Johnson called the meeting to order.

Energy Conservation Grant

LeRoy Boespflug introduced Ken Schwartz who explained the energy conservation measures that could be applied to Berg as a result of the credit accumulated by replacing the boiler earlier. The recommended measure is a complete renovation and upgrading of the windows. The amount of the credit is \$53,800. Mr. Schwartz also reviewed the technical audits conducted at Lincoln and Jefferson. Energy conservation measures recommended are:

1. Jefferson

- a. Install insulated wall on east side to make a vestibule.
- b. Replace single panes at north and south entries with insulated glass and panels.
- c. Reduce window area and operable windows in the classroom areas with insulated glass and insulated panels.
- d. Insulate upper eight feet of interior gymnasium walls.
- e. Replace miscellaneous glass with insulated panels.
- f. Upgrade existing temperature control system and regulate outside air.
- g. Install 40 gallon, gas fired water heater for hot water supply in the summer.
- h. Install piping and valving to interconnect boilers.
- i. Install piping and fan coils to portable classrooms.
- j. Install boiler turbulators to improve boiler efficiency.
- k. Install multi-level switching for classroom lighting.
- l. Replace roof insulation.

2. Lincoln

- a. Replace window area in stage with smaller insulated material.
- b. Install exterior insulation over glass block on east wall of gym.
- c. Replace roof insulation on 1966 addition and gymnasium.
- d. Replace window area and doors on west wing of the 1966 addition.
- e. Insulate upper eight feet of gym walls.
- f. Upgrade existing temperature control system.
- g. Replace steam traps with condensate removal devices.
- h. Install piping and fan coils for heating the portable classroom.
- i. Install 40 gallon, gas fired water heater for summer hot water supply.
- j. Install steam to water heat exchangers.
- k. Install fan and duct work in kitchen, pantry and storage room.
 - l. Install keyed switches for exterior lighting on 1966 addition.
- m. Install multi-level switching for lights in the portable classroom and remodeled stage.
- n. Replace incandescent gym lighting with fluorescent fixtures.

Following discussion on the measures recommended and available resources, Johnston moved that the Dickinson Public School District's Energy Grant Application include all the energy conservation measures at Jefferson and Lincoln except the roof insulation and also include the window renovation at Berg. Lardy seconded the motion. The motion passed unanimously.

Johnston moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager



Nancy Johnson, President