

The Dickinson Public School Board met in regular session on January 19, 1988, in the Board Room at 444 4th St. West. Board members present were Bob Weir, Bill Lardy, Joel Bleth, and Nancy Johnson. Merry Johnston was absent. Administrators present were Supt. Julson, C. B. Haas, Ava Lanes, Ron Steiner, Bob Burda, Arlo Howe, and Louis Braun. Others present were Vince Reep, Lois Myran, Rhoda Hilden, Erwin Van Veldhuizen, Kerry Hamann, Jon Hodnefield, Jim Peters, Jerry Schneider, Jean Braun, Michael Frank, Sherry Hanson, Tom Jensen, Mike Parke, Charlie Finck and Rich Wardner.

President Johnson called the meeting to order.

#### Public Participation

There were no requests to address the board.

#### Additional Agenda Items/Removal of Items from the Consent Agenda

Lardy moved that the Computer Conversion Contract and personnel matters be added to the agenda. Bleth seconded the motion. The motion passed unanimously. Bleth moved that health insurance be added to the agenda. Weir seconded the motion. The motion passed unanimously.

#### Consent Agenda

Bleth moved that the consent agenda, consisting of minutes from the December 15, and December 18, 1987 meetings, bills, financial reports and the new hires of Ted Renner, Dorothy Roll, Doreen Steckler and Tim Ternes, be approved. Lardy seconded the motion. The motion passed unanimously.

#### School Evaluation

Mike Parke presented the School Evaluation Personnel composite report to the board. Mr. Parke indicated that from an overall perspective, the district is managed very well with regard to personnel. Discussion by the board focused primarily on the recommendations made regarding class size, the RIF policy and classified personnel job descriptions and evaluations.

#### Technology Report

Lois Myran summarized the topics discussed at the technology meeting held at Dickinson High School on January 12, 1988. Key items were:

- a. Study computer based instruction as opposed to computer assisted instruction.
- b. Try and plan for ultimate student/computer ratio of 2:1
- c. The District needs to consider having computers in all rooms for easy teacher access.
- d. Consider centralizing the software collection for the District so all staff have access to it. The Media Center would be ideal.
- e. The District definitely needs to plan for implementing technology and prioritize it with other District needs.

Mrs. Myran also reviewed state and national trends with regard to implementing technology in schools. Board discussion centered on where the Dickinson District is in relation to the rest of North Dakota, the nation and to where we want to be.

District Test Results

Mrs. Lanes explained the results of recent tests administered to the District's fourth, sixth, eighth and eleventh graders. Tests used were the Iowa Test of Basic Skills, Cognitive Abilities Test and the Test of Achievement Proficiency. Mrs. Lanes indicated that the most effective way to make comparisons on these tests from year to year is to compare the same group of students with that group's previous test results. Invalid conclusions can be drawn by comparing one year's fourth graders with another year's fourth graders.

Dickinson Public School/Dickinson State University Cooperative Mathematics Agreement

Mr. Howe explained the contacts he has had with Tom Jensen at Dickinson State University in attempting to make Calculus I and Calculus II available to senior students at Dickinson High School. Mr. Jensen presented the terms of the agreement to the board. They are:

1. Dickinson State University will offer a section of Calculus I and Calculus II from 12:00 - 12:50 p.m. four days a week and reserve up to fifteen slots for Dickinson High School students who are recommended by the Dickinson High School administration.
2. Dickinson High School will pay an annual fee of \$4,000 for this service.
3. At their request, Dickinson High School students could receive University credit for Calculus I and Calculus II (4 semester hours each.) The only charge to the students would be the \$15.00 matriculation fee.
4. The Dickinson High School students would receive no activity benefits as enjoyed by regular University students.
5. Dickinson High School students enrolled in the Calculus classes would receive full University library privileges without any cash deposit.
6. Responsibility for transportation would be the students or Dickinson Public School.
7. University credit would not be placed on a transcript until the student has received a high school diploma.
8. For Dickinson High School students not requesting University credit, a letter grade will be provided to the Dickinson High School administration. The University will also send a letter grade for students enrolled for University credit if they have signed a waiver allowing the University to do so.
9. The program is for the 1988-89 academic year and will be reviewed to determine the feasibility of continuation.

Lardy raised the question of fairness with respect to other students at Dickinson High School who are taking classes at DSU in other disciplines and having to pay their own fees. Lardy stated this is a form of discrimination and amounts to saying that what other students want to pursue is not as important as mathematics because the district is not willing to pay for the other classes. Weir moved that the agreement be approved as presented. Bleth seconded the motion. The motion passed by a three to one vote. Bleth, aye; Weir, aye; Johnson, aye; Lardy, nay.

Professional Leave Policy

Ava Lanes explained to the board that Section 3.b. of Board Policy #4120.2 "Professional Leave" contradicts Section A.1.b. of the Professional Leave portion of the negotiated agreement. In order to make them compatible, Supt. Julson recommends that part b. of Section 3 of the Board Policy #4120.2 be deleted. Lardy moved that the policy be rewritten in the recommended form for first reading at the regular board meeting in February. Weir seconded the motion. The motion passed unanimously.

Preliminary Plan for Implementation of the Board Resolution for Excellence

Supt. Julson presented a detailed summary of each component of the resolution and how they are being studied by various committees and groups. Supt. Julson indicated that eventually cost figures will be estimated for each component. Mrs. Lanes informed the board that she is filing an "Intent to Apply" for a grant in cooperation with the Public Library. The grant would allow for cooperation between the Dickinson Public Library and the District's elementary schools. Bleth moved that we apply for the grant. Weir seconded the motion. The motion passed unanimously. Weir moved that, in the future, the board be notified when it is anticipated that grant applications will be submitted in order that the board may take official action on the proposed application. Lardy seconded the motion. The motion passed unanimously.

DEA Negotiations Petition

In the absence of any contesting petitions, Weir moved that the DEA be recognized as the exclusive representative organization for all certified employees of the Dickinson School District except administrators. Lardy seconded the motion. The motion passed unanimously. President Johnson appointed Bill Lardy and Merry Johnston as board negotiators.

Special Meeting

Supt. Julson requested that the special meeting for the purpose of discussing the Superintendent's evaluation be postponed until sometime in mid February. Bleth moved that the timeline adopted earlier be modified to accommodate Supt. Julson's request as long as the revised timeline does not have the effect of lengthening the overall process. Weir seconded the motion. The motion passed unanimously. Supt. Julson will recommend an appropriate date.

Computer Conversion Contract

Supt. Julson explained to the board that the original cost estimate for conversion to the System 36 by CIMS was \$7,250.00. We are able to contract with LaWayne Leno for a total of \$4,200.00 for a minimum of two and one-half months and most likely three months. Mr. Leno's experience with the Bismarck School System makes him perfectly qualified to perform this task. Bleth moved that the board contract with LaWayne Leno to perform the conversion from our current computer to the IMB System 36 at a cost of \$4,200.00 and a minimum time of two and one-half months. Weir seconded the motion. The motion passed unanimously.

Personnel

Don Stoxen, principal at Heart River Elementary, submitted a request to have the board approve an additional diversion of nine and one-half days of sick leave to emergency leave for Lois Keator. The request is based on family illness. Lardy moved that the request be approved. Weir seconded the motion. The motion passed unanimously.

Health Insurance

A general discussion was held on the health insurance packages for certified and classified personnel. A point of clarification was made with regard to the classified package. Although this is a deductible policy, the district pays the deductible for classified personnel.

Other

Ava Lanes discussed the efforts currently in progress among the Dickinson Public School, Southwest District Health Unit, St. Joseph's Hospital, Law Enforcement Agencies and Badlands Human Service Center, to establish a written set of precautionary measures for all employees to follow when dealing with situations involving students or clients and incidents or accidents where an employee may come in contact with another person's body fluids. These measures are necessary because of the potential AIDS problem. Lardy suggested that parents should be made aware of the district's Communicable Disease-Significant Infectious Disease policy and these newly developed measures.

At 10:20 p.m., Lardy moved that the meeting be adjourned. Bleth seconded the motion. The motion passed unanimously.



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C. B. Haas, Business Manager



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Nancy Johnson, President



RESOLUTION

BE IT RESOLVED that the school board of Dickinson Public School District #1 on February 16, 1988 appointed Richard D. Ott, Executive Director of the North Dakota School Boards Association, Bismarck, North Dakota, as Deputy Business Manager of Dickinson Public School District #1.

Specific duties are to pick up and deposit state foundation monies with the Bank of North Dakota into the account held by Liberty National Bank & Trust Company, P.O. Box 1118, Dickinson, North Dakota 58602-1118, with attention to account number 10-10-198 and further, to wire the total amount to Liberty National Bank & Trust Company.

This will normally be done on the first working day of each month and it has been the practice not to issue these checks until after 3:00 p.m. on that day. The actual wire transfer will, then, take place first thing the next working day.

In the event the Deputy Business Manager would, for unforeseen reasons, be unable to accomplish this task, the check will be mailed directly to the district.

Motion made By: Johnston

Seconded By: Bleth

Board Action: Approved

Regular School Board Meeting Held on February 16, 1988.

Nancy J. Johnson  
Signature of President

CB Haas  
Signature of Bus. Mgr.

The Dickinson Public School Board met in regular session on February 16, 1988, in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Merry Johnston, Bill Lardy, Joel Bleth and Bob Weir. Administrators present were Supt. Julson, C. B. Haas, Ava Lanes, Rodger Miller, LeRoy Boespflug, Ron Steiner, Clarence Corneil, Arlo Howe, Bruce Jessen and R. L. Burda. Others present were Sherry Hanson, Joan Patterson, Rhoda Hilden, Marilyn Kleingartner, Diane Hausauer, Sharol Ledin, Bertha Ellenbecker, John Dempsey, Jack S. Smart, Kurt Tibor, Madonna Tibor, Jeanne Boespflug, Kerry Hamann, Bob Stefonowicz, Jim Steckler, James Peters, Ed Sahlstrom, Pat Riddle, Linda James and Larry Nossaman.

President Johnson called the meeting to order.

#### Public Participation

There were no requests to address the board.

#### Additional Agenda Items/Removal of Items from the Consent Agenda

Lardy moved to add the item of "Advanced Placement" for high school students to the agenda. Johnston seconded the motion. The motion passed unanimously.

Johnston moved that the resolution for authorizing electronic transfer of foundation payments be placed on the agenda. Bleth seconded the motion. The motion passed unanimously.

Bleth moved to add an agenda item dealing with "Expenses for students involved in extra curricular activities." Johnston seconded the motion. The motion passed unanimously.

#### Consent Agenda

Johnston moved that the consent agenda, consisting of minutes from the January 19, 1988 meeting, bills, financial reports, the resignation of Andrea Kramer, the request for practicum leave by Marilyn Kleingartner, the new hire of Sue Roller and the grant application authorization for the Adult Learning Center, the Single Parent Grant, Special Education Project Team Replication, Augmentative Communication Assessment Project and the Parent In-Service Project be approved. Lardy seconded the motion. The motion passed unanimously.

#### School Evaluation

Mrs. Lanes presented the results of the school evaluation self study on Curriculum and Instruction. Strengths, problem areas and recommendations for improvement were reviewed. Discussion focused on elementary libraries, class size and length of the school year. Bleth suggested that when studying elementary libraries, both conventional libraries and libraries with technological components should be examined. Lardy expressed a concern about establishing elementary libraries with too much technology. Class size discussion related to possible alternatives at the high school with regard to the number of periods in a day, the number of periods teachers are required to teach and the number of classes a student is required to take. Class size at the elementary schools was discussed from the standpoint of alternative configurations, (i.e., which grades would be offered at which schools?) If a re-configuration were considered, it would require a change in attendance area delineation for specific grades. Lardy raised the question as to whether or not the committees had considered the possibility of adding five or ten days to the school year in order to achieve a greater amount of instructional time. Mrs. Lanes replied that the committee had not discussed that alternative.

Asbestos Update

LeRoy Boespflug presented an update report on the asbestos situation within the school district. Key points outlined were:

1. All facilities within the district must be inspected by a certified inspector not later than October 12, 1988.
2. An asbestos management plan must be developed by October 12, 1988.
3. All maintenance and custodial staff who work in a building with asbestos containing building materials (ACBM) must receive at least two hours of asbestos awareness training. For those who disturb ACBM, there must be an additional fourteen hours of training.
4. Reinspection must be done every three years following initial inspection.

The board raised the question as to whether or not the asbestos inspection would have to be bid because the estimated amount, \$25,000 to \$30,000, exceeds the \$8,000 statutory limitation for purchases without bidding. Mr. Boespflug responded that other schools are not bidding the inspection because they are calling it "personal services" and therefore it is not subject to bidding. An opinion will be requested on this matter through the Department of Public Instruction or the Attorney General's Office.

Administrative Report

Mr. Miller reported on the administrative meetings held on January 21, 1988 and February 4, 1988. Discussion focused on the process of applying for grants and the recent requirement that all grants be approved by the board prior to their submission. The requirement has caused at least one grant application to be withheld because of the short time between the grant announcement and deadline for application, and the fact that there was no board meeting scheduled during that time to act on the grant. Bleth moved that the board's previous motion requiring board action on proposed grant applications be rescinded. Lardy seconded the motion. The motion passed unanimously. The board directed Mr. Haas to prepare a set of guidelines for grant applications keeping in mind the following:

1. Grants for \$10,000 or less may be completed and submitted without prior board approval but will require board action subsequent to the application.
2. Grants in excess of \$10,000 will require board approval prior to their submission.
3. A synopsis of all grants must be forwarded to the business manager for inclusion in the consent agenda of a board meeting.

The board also agreed that a report by an administrator on administrative meetings is not necessary. The written record of these meetings will suffice as a means of keeping the board informed.

Professional Leave Policy

Bleth moved that the first reading of the revised professional leave policy #4120.2 be approved. (copy attached) Johnston seconded the motion. The motion passed unanimously.

Personnel

Five applications for early retirement were submitted to the board.

Supt. Julson recommended approval of Joan Patterson's application. Johnston moved that the early retirement application of Joan Patterson be approved. Weir seconded the motion. The motion passed unanimously.

Supt. Julson recommended approval of Arlys Dullum's application. Johnston moved that the early retirement application of Arlys Dullum be approved. Weir seconded the motion. The motion passed unanimously.

Supt. Julson recommended approval of Janette Plott's application. Lardy moved that the early retirement application of Janette Plott be approved. Weir seconded the motion. The motion passed unanimously.

Supt. Julson recommended approval of Robert L. Burda's application. Johnston moved that the early retirement application of Robert L. Burda be approved. Lardy seconded the motion. The motion passed unanimously.

Supt. Julson recommended approval of Milo Dullum's application. Lardy moved that the early retirement application of Milo Dullum be approved. Weir seconded the motion. The motion passed unanimously.

#### Academic Excellence

Supt. Julson presented the February progress report on the board's resolution for academic excellence. When discussing the acceleration/advanced placement component, Supt. Julson asked Mrs. Lanes to define terms for mutual understanding. Advanced placement is defined as a student by-passing a required course. Acceleration is moving a group of students through a required course faster and farther than normal without by-passing courses. Ability grouping is a homogeneous grouping of students by ability level within a specific subject area or discipline.

Specific board comments and suggestions on the gifted program were:

Bleth - Consider not hiring a new gifted teacher until the study committee finalizes its recommendations. Alternatives need to be explored particularly when we are having a personnel change.

Lardy - Careful discussion needs to take place on how or what model should be used to deliver services to the gifted.

Weir - The primary benefit of the gifted program is early identification of high ability students. When considering the delivery model, analyze carefully the pull-out model versus the support model.

Supt. Julson did not ask for, nor recommend, a decision on any single component of the resolution at this time.

#### Special Meeting - Date and Time

A special meeting must be scheduled for the purpose of discussing the Superintendent's evaluation and arriving at a board approved composite of the evaluation. Johnston moved that a special meeting be scheduled at 8:30 p.m. on February 19, 1988 in the Board Room at the Central Office. Weir seconded the motion. The motion passed unanimously. Discussion followed with the question being raised as to whether or not public comment would be permitted at this meeting. Weir moved that at the special meeting the board resolve the six or seven variances remaining with Supt. Julson and board members responding where and when desired and that no public input be permitted. Bleth seconded the motion. The motion passed unanimously. Lardy moved that the board adopt the revised timeline that coincides with the North Dakota statutory requirements for the Superintendent's evaluation and renewal of the Superintendent's employment contract. Weir seconded the motion. The motion passed unanimously.

Advanced Placement

Lardy recommended that an additional component be added to the board's plan for academic excellence. The component would make it possible for college bound students to enroll in college courses during their senior year based upon the recommendations of counselors, building administrators, and teachers. It could be funded in a manner similar to the recently approved program for calculus offered in cooperation with DSU. This component is to receive administrative study for possible inclusion in the 1988-89 budget.

Foundation Payment Transfer

Johnston moved that the resolution authorizing the electronic transfer of foundation payments be approved. (Resolution attached) Bleth seconded the motion. The motion passed by a four to one vote. Johnson, aye; Bleth, aye; Johnston, aye; Weir, aye; Lardy, nay.

Student Activity Expense Equity

Bleth asked for a report on and clarification of how and to what extent expenses such as meals and lodging are paid for the participants in athletic and extra curricular activities. Mr. Haas will prepare a summary of this information for the board.

Other

Supt. Julson indicated to the board that he has been meeting with staff in regard to the board's evaluation of his performance as superintendent. Mr. Julson stated that the meetings were an attempt to ascertain if the board's perception of staff attitudes was accurate, and if so, what could be done about it. Some board members expressed dissatisfaction with the meetings on the basis that they are being held on school time, on school property, that staff were required to attend, and that the meetings were for personal gain. Supt. Julson stated that the meetings were not being held on teaching time and that staff were not required to attend. Bleth stated that the board should sanction the meetings Supt. Julson has scheduled and allow him the opportunity to meet with staff. It was board consensus that the meetings were permissible if they were not held on school time and if the staff were not required to attend.

Weir asked if tutors were provided for students who are hospitalized for extended periods or taking treatment at the mental health unit. Mr. Howe responded that we regularly provide tutors for students in this situation but that in some cases the personnel at the hospital make unreasonable demands in regard to how soon it is possible to provide a tutor. Mr. Howe very recently had a meeting with Gene Hysjulien to discuss the procedure for obtaining tutors and the time frame within which it could be reasonably accomplished. Mr. Howe anticipates that this will create a better understanding and more realistic expectations of what can be done and how soon it can be done once the need is identified.

Mr. Burda announced that two students from Hagen Junior High School, Steven Finck and Linda Hunke had won the Stark County "Mathcounts" competition. He stated they will be attending the State "Mathcounts" competition in Bismarck on March 25, 1988.

At 11:12 p.m. Johnston moved that the meeting be adjourned. Weir seconded the motion. The motion passed unanimously.



C. B. Haas, Bus. Mgr.

  
Nancy Johnson, President



The Dickinson Public School Board met in special session on February 19, 1988 in the City Commission Meeting Room at the Dickinson City Hall. Board members present were Joel Bleth, Nancy Johnson, Bill Lardy, Bob Weir, and Merry Johnston. Administrators present were Supt. Julson, C. B. Haas, Rodger Miller, Arlo Howe, Ron Steiner, Ava Lanes and Clarence Corneil. Others present were Paulette Reule, James Peters, Chuck Novotny, Linda James, Shalley Simek, George Simek, Ernie J. Ficek, Jack S. Smart, Joe Johnston, Joy Johnston, Tom Conlon, Michael D. Emch, Sheri Emch, Julianne Weir, Patricia M. Riddle, Sharol Ledin, Connie Klein, Bobbi Miller, Barb Nelson, Marv Knoll, Jan Bauer, Terry Glasser, Jane L. Cornell, Susan Biesiot, Eileen Johnson, Carolyn Blake, Carolyn Carter, Mary Pat Bruels, Bertha Ellenbecker, Douglas Ellenbecker, A. Lowell Jacobson, Vince Reep, Becky Meduna, Betty Neigum, Doug Christensen, Lois Christensen, Judy Saville, Terry Saville, Chris Runge, Paul R. Lanes, Darlene Julson, Deb Anderson, Ellen Dunn, Jeanne Boespflug, Pam Reichert, Pete Petersen, Jim Christensen, Alice Karn, Susan Mack, Deb Conlon, Sherry Hanson, Joyce Rivinius, Sue Kolling, Cal Kolling, Travis Haakedahl, Clarence Storseth, Marcella Storseth, Kerry Hamann, Loretta M. Thielen, Linda M. Greenwood, Jerry Schneider, Dennis Navrat, Sue Navrat, Julie Fadden, Kathy Englehardt, Dale Nelson, Edward Sahlstrom, Terry E. Ficek, Bob Stefanowicz, Marcine Van Veldhuizen, Erwin L. Van Veldhuizen, Rich Wardner, Robert G. Anderson, Charles Finck, Fern Pokorny, Richard Pokorny, Bev Giese, Dorothy Bussier, Elaine Gengler, Robert L. Gengler, Paul Zielsdorf, Doris Zielsdorf, Verona Sletto, Arnie Lindemann, Ray Brydl, Del Sailer, Joan Sailer, Jacqueline Willcoxon, Wayne Willcoxon, Paul Schilla, Arnie Binek, Nelda Krein, Jean Steiner, LeRoy Mosbrucker, Richard Rykowsky, Doug Jaeger, John Gaffaney, Carson Steiner, Harvey Unruh, Gene Buresh, Larry Nossaman, Dennis Johnson, Patrick Fadden, Mitzi Swenson, and Dave Davenport.

President Johnson called the meeting to order.

#### Superintendent's Evaluation

President Johnson explained that the sole purpose of the meeting was to arrive at a board approved composite of the Superintendent's evaluation for the 1987 calendar year. President Johnson also informed those in attendance that, since this was a board evaluation, there would not be any input permitted from the public.

By mutual consent, the board proceeded to discuss the items on the evaluation instrument.

Item #1 - Instructional Planning and Development - There was no change on the composite rating as it was compiled by the board evaluation subcommittee.

Item #2 - Direction of Supervisory Personnel - There was no change on the composite rating as it was compiled by the board evaluation subcommittee.

Item #3 - Monitoring Effectiveness of Instructional Program - Different board members interpreted this item in one or both of two ways. Interpretations were:

1. The item refers to the learning achievements of students.
2. The item refers to staff evaluations.

Following a brief discussion, there was no change on the composite rating as it was compiled by the board evaluation subcommittee.



Item #4 - Evaluating Instructional Outcomes - There was no change on the composite rating as it was compiled by the board evaluation subcommittee.

Item #5 - Articulation with Community/Instructional Organization - Following a brief response by Supt. Julson, Johnson stated that she wanted to change her individual rating from Category C to B. The final rating was: Category A, 1; Category B, 3; and Category C, 1.

Item #6 - Administration in Relation to the School Board's Directions - There was no change on the composite rating as it was compiled by the board evaluation subcommittee.

Item #7 - Administration in Relation to School Board Policies, Concerns, Issues, and Situations - There was no change on the composite rating as it was compiled by the board evaluation subcommittee.

Item #8 - Contacts with Media - There was no change on the composite rating as it was compiled by the board evaluation subcommittee.

Item #9 - Interpreting Educational Programs to the Community - Following a general discussion by board members and Supt. Julson concerning what is being done and how it might be improved, there was no change on the composite rating as it was compiled by the board evaluation subcommittee.

Item #10 - Periodic Reports to the Community - Johnston and Johnson clarified and explained their reasons for their ratings. Following a brief discussion, Lardy changed his rating from Category A to B. Johnston and Johnson changed their ratings from Category D to C. The final rating was: Category B, 3 and Category C, 2.

Item #11 - Contact with Total Community - General discussion focused on the Superintendent's visibility and availability in the community. Weir moved that the final rating be: Category B, 3 and Category C, 2. Bleth seconded the motion. The motion passed by a four to one vote. Johnson, aye; Bleth, aye; Johnston, aye; Weir, aye; Lardy, nay. Supt. Julson was asked to use Bleth's comment as a basis for direction. i.e., "Say more often in public, 'my door is always open to anyone in the district with any concerns whatsoever about a school issue'." The final rating was: Category B, 3 and Category C, 2.

Item #12 - Management of Personnel Employment - There was no change on the composite rating as it was compiled by the board evaluation subcommittee.

Item #13 - Utilization of Staff Personnel - Johnston reviewed her response. A brief discussion on the RIF policy followed. Lardy moved that the final rating be: Category B, 3 and Category C, 2. Bleth seconded the motion. The motion passed unanimously.

President Johnson declared a 10 minute recess at 10:22 p.m.

President Johnson reconvened the meeting at 10:32 p.m.

Weir suggested that only the items where there was considerable variance in individual board members responses be discussed and resolved. If there were comments and questions on the balance, they could be discussed later. Board members agreed to this procedure and proceeded with number 17.

Item #17 - Budget Preparation - Johnston reviewed her rating and position. Weir changed his rating from Category A to Category B and Johnston changed hers from Category D to Category C. The final rating was: Category B, 3 and Category C, 2.

Item #22 - Long Range Site and Facility Development - Johnston reviewed her rating and Bleth commented on his position. The final composite rating agreed to was: Category B, 3 and Category C, 2.

Item #26 - Developing and Implementing Long-Term Planning - Johnson explained her position on this item and Johnston reviewed her position and rating. Following discussion by the board, Johnston and Johnson changed their ratings from Category D to Category C. The final rating was: Category B, 3 and Category C, 2.

Item #27 - Accountability - Johnson reviewed and explained her rating. Following discussion, Weir changed his rating from Category A to Category B. The final rating was: Category B, 2 and Category C, 3.

There was no change or discussion on the composite ratings as they were compiled by the board evaluation subcommittee on items 14, 15, 16, 18, 19, 20, 21, 23, 24, 25, 28, 29, 30, 31, 32, 33, 34, and 35.

Johnston moved that this evaluation, consisting of the individual board member's responses and comments on items which were not conflicting, a composite response and comment on items which had a great deal of variance and each board member's comments at the conclusion of his or her evaluation instrument be adopted. Lardy seconded the motion. The motion passed unanimously.


Lardy suggested that perhaps subsequent evaluations should be done by an outside consultant to include a scientific sampling of parents, administrators, teachers and other community members to assess the Superintendent's performance. The board could then utilize this information in their evaluation process.

Johnson added comments concerning the three previous years' evaluations of Supt. Julson and her present one. These comments focused on Supt. Julson's performance during those years and Supt. Julson's lack of correction in areas viewed as deficient.

At 11:49 p.m. Bleth moved that the meeting be adjourned. Weir seconded the motion. The motion passed unanimously.



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C. B. Haas  
Business Manager

  
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Nancy Johnson, President

The Dickinson Public School Board met in regular session on March 15, 1988 in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bob Weir, Merry Johnston, Joel Bleth, and Bill Lardy. Administrators present were Supt. Julson, C. B. Haas, Ava Lanes, LeRoy Boespflug, Bob Burda, Ron Steiner, Bruce Jessen, Louis Braun, Clarence Corneil, Don Stoxen, Norm Jespersen, and Rodger Miller. Others present were Tom Conlon, James Peters, Jack Carlson, Terry E. Reule, Ed Sahlstrom, Joe Kolling, Ellen Dunn, Robert Stefonowicz, Richard L. Medlar, Anne Mallberg, Rich Wardner, Richard Rykowsky, Jerry Schneider, Patricia M. Riddle, LaWayne Leno, Fern Pokorny, Lila Mae Hamre, Joy Johnston, Sue Goodale, Betty Neigum, Becky Meduna, Deb Conlon, Ernie J. Ficek, Sherry Hanson, Del Quigley, John M. Dempsey, Bertha Ellenbecker, Glenda Seela, John Jankowski, Kay Jessen, Lois Hinricks, Bobbi Miller, Joan Patterson, Jerry Larson, David Pokorny, Tim Conlon, Michael E. Emch, Sheri A. Emch, Frances Nichols, Judy Saville, Sue Kolling, Frank T. Lewis, Harold Krieg, Dann Greenwood, Dick Mitzel, Jim Sauvageau, Marv Knoll, Gayle Risty, Wayne W. Willcoxon, Clarence Storseth, Rex Farstveet, John Clark, Kerry Hamann, Patricia Rich, Mitzi Swenson, Neil Ableidinger, Joe Johnston, Andrew Paulson, Kathi Hauck, Dennis Hauck, Patrick Blake, Charles Finck, Joyce Ableidinger, Eileen Johnson, Dennis Johnson, Darlene Julson, Andrea Kramer, Paul Kramer, Linda M. Greenwood, Robert Anderson, Vince Reep, Sam Fisher, Blair Bauer, Paul R. Lanes, Jeanne Boespflug, Marilyn Kleingartner, Hank Biesiot, Sam Milanovich, Deb Anderson, Roger Stone, Robert Hebert, and Carole Miller.

President Johnson called the meeting to order.

#### Public Participation

Mr. Del Quigley requested to address the board. The request was granted. Mr. Quigley spoke concerning information contained in the Superintendent's evaluation and the Board's lack of working as a single unit.

#### Additional Agenda Items/Removal of Items from the Consent Agenda

President Johnson requested that the bills and financial reports be removed from the consent agenda. Johnston requested that the minutes of the February 16, 1988 meeting be removed from the consent agenda. Johnson requested that the minutes of the February 19, 1988 special meeting be removed from the consent agenda. Bleth moved to add the following items to the agenda: a) Grant Application Procedure, b) Meal and Lodging Report for Athletics and Curricular Related Activities, c) Gift Deliveries to Schools. Lardy seconded the motion. The motion passed unanimously.

#### Minutes

The minutes of the regular meeting held on February 16, 1988 were reviewed. Lardy's motion, under the Special Meeting item, which read, "Lardy moved that the board adopt the timeline for the Superintendent's evaluation that coincides with North Dakota statutory requirements" was changed to read, "Lardy moved that the board adopt the revised timeline that coincides with the North Dakota Statutory requirements for the superintendent's evaluation and renewal of the superintendent's employment contract." Johnston moved that the minutes of the regular meeting held on February 16, 1988 be approved as corrected. Bleth seconded the motion. The motion passed unanimously.

The minutes of the special meeting held on February 19, 1988 were reviewed. The last paragraph of the minutes which read, "Johnson added comments concerning her four evaluations of Supt. Julson from 1984 to the present one. These comments focused on her appraisal of Supt. Julson's performance during those years and Supt. Julson's lack of correction in areas she has viewed as deficient," was changed to read, "Johnson added comments concerning the three previous years' evaluations of Supt. Julson and her present one. These comments focused on Supt. Julson's performance during those years and Supt. Julson's lack of correction in areas viewed as deficient." Johnston moved that the minutes of the special meeting held on February 19, 1988 be approved as corrected. Lardy seconded the motion. The motion passed unanimously.

#### Bills

Clarification was requested regarding new account numbers being used with the IBM System 36. Mr. Haas explained that by expanding to an eighteen digit account number, our system will follow the state system more closely and will facilitate end-of-the-year reporting. LaWayne Leno then presented the board with a detailed account code structure breakdown and the chart of accounts as it has been developed to this point.

#### Financial Reports

Mr. Haas presented the board with an updated report on deposits and securities as of March 15, 1988.

#### Mr. Tom Conlon, Superintendent's Evaluation

Mr. Tom Conlon made a presentation to the board concerning the superintendent's evaluation and the renewal of the superintendent's contract.

#### Urban Forestry Committee Presentation

Rex Farstveet and John Clark outlined the proposal for funding a part-time forester in the city of Dickinson for a six month period. The forester would provide technical assistance and training for the sponsoring agencies. The request is for \$2500.00. Supt. Julson recommended that the board direct the administration to provide the \$2500.00 for this position with the condition that no monies be used which could be used for instructional purposes. Johnston moved that the board approve the expenditure of \$2500.00 for this proposal provided it does not remove money from any fund which is used for instructional purposes. Bleth seconded the motion. Lardy and Weir spoke against the motion. The motion passed by a three to two vote. Bleth, aye; Johnston, aye; Johnson, aye; Weir, nay, Lardy, nay.

#### School Evaluation Reports

Mrs. Lanes introduced Ann Mallberg who presented the summary report for Administration and Organization. Mrs. Mallberg reviewed the report and explained the procedure used to make the compilation.

Mrs. Lanes introduced Joe Kolling who then presented the report on Facilities within the district. Mr. Kolling reviewed the strengths, problem areas, and recommendations for improvement.

#### School Calendar

Mr. Burda presented a 1988-89 school calendar to the board. Members of the school administration and the DEA have given their approval for the calendar presented. Bleth moved that the 1988-89 calendar be approved as presented. Lardy seconded the motion. The motion passed unanimously.

Board Policies

Professional Leave - Johnston moved that the second reading of the professional leave policy #4120.2 be approved and that with this reading the policy be adopted as revised. Bleth seconded the motion. The motion passed unanimously.

Attendance Policy - Mr. Steiner presented a suggested attendance policy which stipulates a maximum number of days a student may be absent from school and still receive credit. Johnston questioned the "special circumstances" phrase and asked what would constitute special circumstances? Mr. Steiner responded that it would include such things as extended illnesses, accidents or injuries, death of relatives, or educational opportunity. Bleth moved that the attendance policy receive first reading approval. Lardy seconded the motion. The motion passed unanimously.

LEAP Proposal

President Johnson informed the board that the LEAP proposal is also a component of the Academic Excellence Plan and will be discussed with that agenda item.

Academic Excellence Update

Supt. Julson reviewed all of the components of the Academic Excellence Plan. Discussion focused on foreign languages, the LEAP program, and homework. Supt. Julson summarized the projected costs thus far if everything was to be implemented..

Recurring Costs - Annual	\$91,761
One-Time Costs	107,300
In-Service	<u>12,100</u>
	\$211,161

There was no action taken at this time.

Bleth moved that a 10 minute recess be declared. Johnston seconded the motion. The motion passed unanimously. The board recessed from 9:55 to 10:05.

President Johnson reconvened the meeting.

Personnel

Superintendent's Contract - President Johnson explained the board's options with regard to the superintendent's contract. They are:

1. Resort to inaction in which case the Superintendent would automatically be rehired for one year under the same terms and conditions as the current contract.
2. Renew the Superintendent's contract for a 1, 2, or 3 year period with the same or different terms and conditions.
3. Non-renew the Superintendent's contract.

Bleth moved that the board not renew Supt. Julson's contract and that the Business Manager provide the Superintendent with written notification of this decision. Johnston seconded the motion. During discussion Ed Sahlstrom, Joan Patterson, Jim Peters, Dave Pokorny, Dennis Johnson, Doug Jaeger, Bob Stefonowicz, and Bob Anderson addressed the board either on Supt. Julson's behalf or to suggest to the board that a substitute motion be considered to remove the question from the table. The motion passed by a four to one vote. Bleth, aye; Johnson, aye; Johnston, aye, Lardy, aye; Weir, nay.



Athletic Director's Position - Bleth moved that Supt. Julson's recommendation be accepted. Johnston seconded the motion. The motion passed unanimously. The recommendation is:

1. The position remain strictly a high school position with the title of "Activity Coordinator" rather than only athletics.
2. The position should include a 20 day extended contract and be paid on the teacher salary schedule. ( $\frac{1}{2}$  teacher,  $\frac{1}{2}$  activity coordinator).
3. The direct supervisor should be the high school principal.
4. The position should be filled through the regular hiring procedure since it is a teaching position. The interview team should include one high school coach and one activity advisor.

Junior High Principal - Lardy moved that Supt. Julson's recommendation be accepted. Johnston seconded the motion. The motion passed by a four to one vote. Lardy, aye; Johnston, aye; Weir, aye; Johnson, aye; Bleth, nay. The recommendation is:

1. There be no assistant principal at the Junior High.
2. The selection team shall consist of:
  - a. Superintendent
  - b. Admin. Asst. for Curriculum and Instruction
  - c. High school principal
  - d. One elementary principal (elected)
  - e. Four Junior High teachers (elected)
  - f. One board member (appointed)
  - g. Junior High PAC President
3. The selection team should review all applications and choose three or more to interview. References should be called by the Superintendent and reported to the team. The person hired must meet NCA credentialing standards.
4. The selection team should submit three names to the board listing first, second, and third choices. (Ties permitted)
5. The board should interview three candidates and make the final decision.

Central Office Accountant - The Computer Committee recommends that LaWayne Leno be retained through June 30, 1988 at a salary of \$2000.00 per month. Johnston moved that LaWayne Leno be retained and placed on a salary of \$2000.00 per month through June 30, 1988. Weir seconded the motion. The motion passed unanimously.

Board Parliamentarian

President Johnson explained the NDSBA'S parliamentary procedure seminars. Following a general discussion, the consensus was that the board would not take part in the program at this time.



School Board Election

Johnston moved that the annual school board election be set for June 7, 1988 with the same precinct boundaries as previous elections, with polling places at Jefferson, Lincoln, Heart River, and Gladstone Elementaries, and that polls be opened at 9:00 a.m. and closed at 7:00 p.m. Lardy seconded the motion. The motion passed unanimously.

Grant Application Procedure

Board members reviewed the procedure to be used for grant applications. The procedure will be distributed to all administrators and staff.

Meal and Lodging Report for Athletics and Curricular Related Activities

The board reviewed a summary of 1986-87 meal and lodging expenses paid by the school district for various athletic activities. They also reviewed a summary of curricular related activities that showed which student meal and lodging costs were paid by the school district. Discussion centered on whether or not the expenses were paid on an equitable basis. It was recommended that this information be turned over to the Activities Coordinator for further study.

Gift Deliveries to Schools

Mr. Haas explained that this was not placed on the March agenda because further research is needed to find if there is an existing policy or administrative rule dealing with the issue. The topic will be placed on the April agenda.

Lardy moved to address the topics of asbestos inspection services. Johnston seconded the motion. The motion passed unanimously.

Asbestos Inspection Services

During a general discussion Mr. Haas informed the board of the recommendations from the Department of Public Instruction as stated by Mr. Al Koppang. The recommendation is that we secure a number of quotes, negotiate where appropriate and accept the best quote. This process is recommended in light of the restrictive timeline and the October 12, 1988 deadline for completion of the Asbestos Management Plan. Bleth moved to authorize Mr. Boespflug to accept the lowest responsible quote for the asbestos inspection and management plan development. Johnston seconded the motion. The motion passed unanimously.

Johnston moved to address the Superintendent's Search topic. Lardy seconded the motion. The motion passed unanimously.


Superintendent's Search

Following a brief discussion, Weir moved that the board members utilize the NDSBA'S services in beginning the search for a new Superintendent. Bleth seconded the motion. The motion passed unanimously.

At 11:20 p.m., Lardy moved that the meeting be adjourned. Bleth seconded the motion. The motion passed unanimously.



C. B. Haas, Bus. Mgr.

  
Nancy Johnson, President

The Dickinson Public School Board met in special session on April 4, 1988 in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bob Weir, Merry Johnston, Joel Bleth, and Bill Lardy. Administrators present were Norman Jespersen, LeRoy Boespflug, Ava Lanes, and C. B. Haas. Others present were Rich Wardner, Larry Klundt, Bob Stefonowicz, Kerry Hamann, and Linda James.

President Johnson called the meeting to order.

Superintendent Search Procedure

President Johnson introduced Richard Ott, Executive Director of the North Dakota School Boards Association. Mr. Ott outlined a plan for the board to use in searching for and hiring a new superintendent. Following discussion, Weir moved that the position be announced immediately with the North Dakota Teacher Placement Service, the NDSBA Bulletin, the NDSU Placement Service, the UND Placement Service, and two national publications, the Leadership News and Education Week. Weir's motion further specified that the qualifications listed be:

- a. Masters required, doctorate desirable
- b. Candidates must meet NCA and North Dakota Department of Public Instruction credentialing requirements.

The deadline for applications to be submitted is June 1, 1988.

Johnston seconded the motion. The motion passed unanimously with four board members voting. Mr. Lardy had to leave the meeting at 7:30 p.m.

Board members agreed by consensus that the timeline to be followed would be as follows:

- Announce position - Immediately
- Deadline for Applications - June 1, 1988
- Completion of Screening - June 15, 1988
- Completion of Interviewing - July 1, 1988
- Announce successful candidate - July 1, 1988

Board members further agreed to make very effort to meet this schedule but if it became apparent that it was going to take longer, they would deviate from this timeline. President Johnson was designated as the contact person for all applications.

Bleth agreed to begin preparing two documents for use in the process. One instrument will be used to evaluate applications in the screening procedure. The other will be used as a survey instrument for a selected group of people (teachers, administrators, parents, students, and other community members) to complete in assisting the board to develop a profile of the kind of person they would like to hire as superintendent. President Johnson and Mr. Haas will have drafts of the announcement brochure and the application form prepared for review by the board at the special meeting held during the week of April 11, 1988.

Bleth moved that the item of a special meeting be considered. Johnston seconded the motion. The motion passed unanimously.

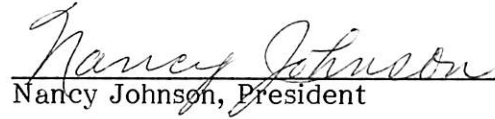
Bleth moved that a special board meeting be held on April 13, 1988 at 7:30 p.m. Weir seconded the motion. The motion passed unanimously. Items on the special meeting agenda will include:

- I. Busing Suit Report - George Dynes
- II. Staffing and Budget for 1988-89
- III. Superintendent Search
  1. Announcement Brochure
  2. Application Form

At 8:25 p.m., Johnston moved that the meeting be adjourned. Weir seconded the motion. The motion passed unanimously.



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C. B. Haas, Bus. Mgr.

  
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Nancy Johnson, President

The Dickinson Public School Board met in special session on April 13, 1988 in the Board Room at 444 4th St. West. Board members present were Bob Weir, Bill Lardy, Nancy Johnson, Joel Bleth, and Merry Johnston. Administrators present were Supt. Julson, C. B. Haas, Ava Lanes, Louis Braun, Ron Steiner, Don Stoxen, Corenne Krieg, Arlo Howe, Bruce Jessen, Norman Jespersen, LeRoy Boespflug, R. L. Burda, and Rodger Miller. Others present were Donna Fleming, Mil Jenkinson, Susan Mack, Olivia Wellenstein, Richard Rykowsky, Kaye Jessen, Connie Klein, Terry Glasser, Rich Wardner, Jerry Schneider, Bob Stefonowicz, Jim Steckler, Marv Knoll, Don Zubke, Erwin Van Veldhuizen, Kerry Hamann, Larry Nossaman, and Linda James.

President Johnson called the meeting to order.

#### Busing Suit

George Dynes made a presentation to the board on the status of the busing suit and his appearance at the United States Supreme Court. Mr. Dynes reported that the case started as one thing and seems to have evolved into something else. Originally the issue was one of North Dakota constitutionality with regard to the "free schools" clause. The case issues now being addressed are with respect to the Fourteenth Amendment (Equal Protection). The questions are:

1. If transportation does not have to be provided for everyone, should it not at least be provided to those who cannot afford it?
2. Reorganized districts in North Dakota are required to provide transportation and non-reorganized districts are not. If the transportation must be provided in reorganized districts, should it not also be provided in the non-reorganized districts?

Mr. Dynes indicated that a decision will be expected sometime in July.

#### 1988-89 Staffing and Budget

Supt. Julson introduced the item of business and proceeded with revenue projections for 1988-89. Following explanations of enrollment projections and foundation payment structure, Supt. Julson projected that the district could raise \$9,613,000 within the existing taxing authority of the board.

Johnston suggested that \$100.00 be budgeted in 1988-89 for each teacher to spend in their classroom for specific teacher identified needs. Supt. Julson responded that an item of this nature would be more properly placed with the school improvement options. It would not be an expenditure for maintaining existing programs and services.

Mr. Haas reviewed the expenditure projections using the detailed budget prepared in December, 1987. Reductions from this budget, based on changes since December, were outlined. Additions were also discussed. The net result of these changes is projected expenditures of \$9,558,474.

Don Stoxen presented the recommendation for elementary staffing for 1988-89. The recommendation includes five teacher aides to assist with large class sizes in grades one and three at Heart River and Roosevelt. Because of lack of space at the elementary level, this recommendation is viewed only as a one-year solution. To solve the problem on a long term basis, the administration recommends that

the board proceed with plans for the construction of a one section per grade elementary school on the north side of Dickinson. The new facility would be occupied in the fall of 1989. Supt. Julson indicated that, if the school were built using construction techniques similar to those used in the central office, it could be done for approximately \$700,000. The project could be funded in one or more of the following ways: local building fund, Energy Impact monies from the State of North Dakota, lease purchase, sale of bonds and secure them with building fund revenue, utilize some general fund money, or a general obligation bond issue approved by a vote of the electorate.

Bleth commented that perhaps we should consider an addition to one or more of our existing schools instead of building. Supt. Julson stated that this may be possible at Jefferson and Lincoln.

Robert Burda presented his staffing recommendations for Hagen Junior High School. Essentially there is no change with the exception of Mr. Lewis returning to full time teaching.

Arlo Howe presented the staffing recommendations at Dickinson High School. Staffing reductions are:

- .6 FTE staff reduction in home economics
- .5 FTE staff reduction in physical education
- .2 FTE reduction in business and office education

Based on student registrations, an increase of .4 FTE staff is needed in language arts, a .2 FTE increase in Spanish, and a .2 FTE increase in German. Board consensus was that these increases should be made.

A discussion followed concerning the Activities Director's position. Mr. Howe indicated that it should be a half-time teaching and half-time administrative position because of the nature of the position. The board earlier had specified that it should remain on the teachers' salary schedule. Supt. Julson recommended that the position be paid on the teachers' salary schedule and that the person receive 1/6 extra as compensation for additional responsibilities. Lardy moved that the Activities Director position be compensated by an additional amount of 1/6. Johnston seconded the motion. The motion passed unanimously.

Rodger Miller presented the staffing recommendations for special education. Although there will be some change, it does not result in a significant dollar amount.

President Johnson declared a 10 minute recess from 10:30 p.m to 10:40 p.m. Bob Weir had to leave the meeting at 10:30 p.m.

#### Superintendent Search Procedure

The draft announcement brochure was presented and discussed. Lardy moved that the brochure be approved as revised. Johnston seconded the motion. The motion passed unanimously.

The draft application form was presented and discussed. Johnson moved that the application form be approved as revised. Bleth seconded the motion. The motion passed unanimously.

The search committee composition and procedure was discussed. Supt. Julson had requested that he not be a member of that committee. Lardy moved that the search committee composition be approved as revised. Johnston seconded the motion. The motion passed unanimously.

Lardy moved that the Parent Advisory Committee member be appointed by the board president. Bleth seconded the motion. The motion passed unanimously.

Lardy expressed a concern about the lack of representation on the committee from the parochial schools. Lardy moved that a seventeenth committee member be appointed to the search committee by the superintendent of Trinity High School. Bleth seconded the motion. The motion passed unanimously.

Johnston moved that the board president organize the search committee. Lardy seconded the motion. The motion passed unanimously.

Elementary Math Textbook Adoption

Mrs. Lanes explained the current situation with respect to elementary math texts. Johnston moved that the board authorize the expenditure of \$30,000 from the 1987-88 budget for a new elementary math textbook series. Bleth seconded the motion. The motion passed unanimously.

At 11:45 p.m., Johnston moved that the meeting be adjourned. Bleth seconded the motion. The motion passed unanimously.



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C. B. Haas, Bus. Mgr.

  
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Nancy Johnson, President



The Dickinson Public School Board met in regular session on April 19, 1988 in the Board Room at 444 4th St. West. Board members present were Joel Bleth, Bob Weir, Bill Lardy, and Merry Johnston. Nancy Johnson was absent. Administrators present were Supt. Julson, C. B. Haas, Ava Lanes, R. L. Burda, Ron Steiner, LeRoy Boespflug, Bruce Jessen, Arlo Howe, Louis Braun, and Rodger Miller. Others present were Scooter Pursley, Agnes Oxtan, Rich Wardner, Bob Stefonowicz, Sharon Geyer, Rick Brigham, Michele M. Brigham, Linda M. Greenwood, Elosie Leggate, Jerry Schneider, Tom Fiala, Jack S. Smart, Toby Bohrer, Gayle Risty, Patricia Riddle and Larry Nossaman.

Vice president Bleth 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 to remove any items from the consent agenda. Lardy moved that "Business Challenge" and the "North Dakota Highway Department Project No. M-5-983" be added to the agenda. Weir seconded the motion. The motion passed unanimously.

#### Consent Agenda

Lardy moved that the consent agenda, consisting of minutes from the regular meeting on March 15, 1988, minutes from the special meeting on April 4, 1988, minutes from the special meeting on April 13, 1988, bills, financial reports, granting of two additional days of appointment leave to Eunice Frank, the new hire of Linda Binek, the resignation of Mary Bruhschwein, and the administrative procedure for determining when students at DHS will be permitted to enroll in classes at DSU, be approved. Weir seconded the motion. The motion passed unanimously.

#### Music Boosters Presentation

Wayne Willcoxon made a presentation to the board concerning the scheduling difficulties students at the high school level are experiencing. The difficulties occur with most electives, however, Willcoxon's focus was with regard to vocal and instrumental music. Willcoxon stated that the Music Boosters are not making a specific recommendation for a solution but rather calling the board's attention to the problem and asking them to study the situation. Board discussion focused on a possible seven period day. Mr. Howe stated that he had begun to study the possibility of a seven period option but has not pursued it because of the school day requirements of the negotiated agreement. Supt. Julson indicated that increasing the number of periods per day will not increase enrollment in specific courses without an increase in the required number of courses for each student. Weir moved to table the item of business until the August, 1988 board meeting. Lardy seconded the motion. The motion passed unanimously.

#### Band Uniform Presentation

Tom Fiala outlined the current condition and status of band uniforms at Dickinson High School. Mr. Fiala requested that the board consider and discuss the options he presented for improving the situation. Those options range from repairing and adding to existing uniforms at a cost of approximately \$11,215, purchasing new polyester uniforms at an approximate cost of \$15,483, or purchasing new wool worsted uniforms at an approximate cost of \$20,900. Following a general

discussion on uniforms for various clubs and activities, Lardy moved that the business manager prepare a summary of the cost of all uniforms purchased by the school district for athletics and other activities. Weir seconded the motion. The motion passed unanimously.

#### School Evaluation Report

Mrs. Lanes introduced Agnes Oxton who gave a report to the board on the Support Services and Student Services components of the school evaluation. Discussion focused on the library at DHS and book loss ratios due to the openness of the library at DHS. Mr. Howe stated that the book loss ratio is low and perhaps even lower than in schools where libraries can be locked.

Mrs. Lanes also gave the summary report on building level administration. Board members discussed the staff evaluation process and asked if one of the required evaluations could be in-depth and the other more of a cursory nature. Mrs. Lanes responded that this has been discussed and will be explored.

#### Oil Impact Grant Application

Mr. Boespflug reported that an application is being submitted on the second round of oil impact grant funding for the 1987-88 biennium. The application for DHS, Lincoln, and Jefferson will be submitted to the Energy Development Impact Office.

#### Board Policies

Johnston moved that the second reading and adoption of the Attendance Policy be approved. Lardy seconded the motion. The motion passed unanimously.

Lardy moved that the first reading of the Personnel Records Policy be approved. Johnston seconded the motion. The motion passed unanimously.

Lardy moved that the first reading of the Gift Deliveries Policy be approved. Weir seconded the motion. Following discussion, Lardy moved that a substitute motion be brought to the floor which would approve the first reading with the deletion of the last sentence of the policy. Weir seconded the substitute motion. The substitute motion passed unanimously. The sentence deleted was, "Gifts may be defined as things such as cakes, balloons, flowers or cards."

#### DHS and Hagen Accreditation Classification

Mrs. Lanes presented and reviewed the 1987-88 accreditation classification for Hagen and Dickinson High School. Hagen is accredited and Dickinson High School is accredited with commendation.

#### Budget - 1988-89

During a discussion on the projected revenue, Johnston asked if the projections were not getting perilously close to the district's maximum levy. Supt. Julson responded that the board currently has approximately 14 mills before reaching the 180 mill limit and that the law also permits the board to increase the dollars levied by 5% per year even if the total mill levy exceeds 180 mills. Supt. Julson made four other points concerning the 88-89 budget.

1. The board could budget \$250,000 more in expenses than revenue and feel safe. This would likely be a break-even budget.
2. The board could write \$150,000 more into the 88-89 revenue by increasing the dollars levied by 5%.

3. The district's reserve should be maintained at a level equal to at least 10% of the budget.
4. Interruptable expenditure increases, those which do not require ongoing funding in order to produce ongoing benefit, may be funded with accumulated cash. Expenditure items that must be maintained on a year-to-year basis should be supported through ongoing funding sources.

Mrs. Lanes presented the summary report of the recommendations from the school evaluation process and the Board's plan for Academic Excellence. The total projected cost of all improvements is \$1,929,427. The recommended improvements will be prioritized by staff and administration and presented to the board for their consideration.

Weir moved that a ten minute recess be declared. Lardy seconded the motion. The motion passed unanimously.

#### Superintendent's Search Procedure

The organizational meeting of the Superintendent Search Committee is scheduled for May 12, 1988 at 7:30 p.m. in the Central Office Board Room.

Board consensus was that a separate budget line item be established to record all expenses connected with the Superintendent search. The business manager will establish that account.

#### Business Challenge

Following a brief discussion, Lardy moved that the school district provide the same kind of support for Business Challenge as in the past. Weir seconded the motion. The motion passed unanimously.

#### North Dakota Highway Department Project No. M-5-983

Board consensus was that they don't see any problem with any of the options proposed in the project. The board would, however, like to be kept informed if any other changes are considered. Vice president Bleth asked Mr. Haas to write a letter to the North Dakota Highway Department explaining the board's position.

#### Other

Lardy presented a brief update to the board on negotiations.

At 11:10 p.m. Lardy moved that the meeting be adjourned. Johnston seconded the motion. The motion passed unanimously.

  
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C. B. Haas  
Business Manager

  
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Nancy Johnson, President

The Dickinson Public School Board met in special session on May 10, 1988 in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bob Weir, Joel Bleth, Bill Lardy, and Merry Johnston. Administrators present were C. B. Haas, Ava Lanes, Louis Braun, Bruce Jessen, Norman Jespersen, LeRoy Boespflug, Frank Lewis and Rodger Miller. Others present were Bobbi Miller, Jean Steiner, Wayne Willcoxon, Kerry Hamann, Frank Schank, Muriel Lewis, Jean Braun, Charlie Finck, and Diana Elis.

President Johnson called the meeting to order.

Junior High Principalship Interviews

By consensus, the board decided that each board member would ask each candidate the same questions during the interview process.

Three candidates for the position were interviewed. They were Kent Hjelmstad, Vince Reep, and Ron Steiner.

During the interview process, President Johnson declared a five minute recess from 8:30 to 8:35 p.m.

Following the interviews, board discussion focused on when and how they would make their decision. Johnston moved that the board make the selection for Junior High Principal at the regular board meeting on May 17, 1988. Weir seconded the motion. The motion passed unanimously.

At 10:00 p.m., Lardy moved that the meeting be adjourned. Johnston seconded the motion. The motion passed unanimously.



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C. B. Haas, Business Manager



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Nancy Johnson, President

The Dickinson Public School Board met in regular session on May 17, 1988 in the Board Room at 444 4th St. West. Board members present were Merry Johnston, Nancy Johnson, Bob Weir, Joel Bleth, and Bill Lardy. Administrators present were C. B. Haas, Ava Lanes, LeRoy Boespflug, Bruce Jessen, R. L. Burda, Arlo Howe, Louis Braun, Ron Steiner, Frank T. Lewis, Richard Rykowsky, Clarence Corneil, and Norm Jespersen. Others present were Larry Nossaman, Dickinson Press, Scooter Pursley, Dickinson Press, Linda James, KQCD-TV, Ken Schwartz, Kohl & Schwartz Engineering, Wavean Burda, Bertha Ellenbecker, Jean Steiner, Muriel Lewis, Bobbi Miller, Jerry Schneider, Marv Knoll, Terry Glasser, Kaye Jessen, Al Koppinger, Sherwin Dockter, Dean Arneson, Angie Johnson, Glen Clark, Dwight Bleth, Jim Nelson, Marlo Maier, Bob Hebert, Wayne Willcoxon, Keith Thompson, Vince Reep, Jim Ciavarella, Bob Stefonowicz, Susan Mack, Deb Conlon, Pat Riddle, Von L. Riddle, Ervin Van Veldhuizen, and Jerry Schwartz.

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

Weir moved that "Early Retirement" be added to the agenda. Johnston seconded the motion. The motion passed unanimously.

Bleth moved that a "Special Meeting" date be added to the agenda. Weir seconded the motion. The motion passed unanimously.

Johnston moved that the "Emergency Leave Request" from Toni Fosaaen be removed from the consent agenda. Weir seconded the motion. The motion passed unanimously.

Weir moved that "Band Uniforms" be added to the agenda. Bleth seconded the motion. The motion passed unanimously.

Bleth moved that the "Chemical Use Curriculum Committee" be added to the agenda. Johnston seconded the motion. The motion passed unanimously.

#### Consent Agenda

Bleth moved that the consent agenda, consisting of minutes from the regular meeting held on April 19, 1988, minutes from the special meeting held on May 10, 1988, bills, financial reports, the new hire of Marv Knoll as activities coordinator at Dickinson High School, the resignation of Glen Clark, and awarding of the 1988 district audit to Gene Brose, be approved. Weir seconded the motion. The motion passed unanimously.

#### Personnel

Weir moved that the board allow an additional one-half day emergency leave to Toni Fosaaen. Johnston seconded the motion. The motion passed unanimously.



Southwest Vocational Project Progress Report

Ted Renner presented a summary report to the board on the current status of the demonstration project. The availability of high technology equipment during the 1988-89 school year will be one of the direct benefits to the Dickinson Public Schools' vocational programs.

Bid Acceptance - DHS Energy Conservation Grant

LeRoy Boespflug distributed the bid tabulations and informed the board that the low electrical bidder was B & K Electric and the low mechanical bidder was Johnson Controls, Inc. Mr. Boespflug recommended the acceptance of these two bids. Johnston moved that the bids of B & K Electric and Johnson Controls, Inc., be accepted. Lardy seconded the motion. The motion passed unanimously.

School Evaluation

Ava Lanes presented a brief summary of the evaluation team's exit report. Mrs. Lanes informed the board that the final report should be available in late June or July. Mrs. Lanes also presented a report of the school improvement priorities as they were ranked by administration, evaluation committee patrons, and certified staff.

The board requested that the administrators discuss the evaluation audit team's recommendation concerning a consultant and present their recommendations at a subsequent board meeting.

Lardy suggested that a special meeting be scheduled for the purpose of discussing the school improvement priorities and the 1988-89 budget.

Lardy moved that a special meeting be scheduled at 7:30 p.m. on June 1, 1988. Bleth seconded the motion. The motion passed unanimously.

Dickinson Teacher Center

Ava Lanes explained the possible arrangements that are being discussed with regard to housing the Dickinson Teacher Center in the school district's central office facility. Board members inquired as to how the center is currently funded and whether or not the district currently contributes to the center. The center is currently funded by the Department of Public Instruction (approximately 1/3), by special grants, and with fees from participating schools. The Dickinson district does not currently make a financial contribution to the center. If the center were housed within the district, the facility would be considered the district's contribution. Lardy moved that the administration continue to explore the possible relationship between the center and the public school. Weir seconded the motion. The motion passed unanimously.

Hagen Junior High Principalship

Weir moved that the Junior High Principalship position be offered to Ron Steiner. Johnston seconded the motion. The motion passed unanimously.

Bleth moved that Mr. Steiner be offered the same salary for 1988-89 as his current salary. Weir seconded the motion. The motion passed unanimously.

Mr. Steiner was present at the meeting and accepted the position.



President Johnson mentioned that a decision was necessary with regard to the vacancy created by Mr. Steiner accepting this position. Johnston moved that Mr. Howe be directed to assemble a committee for the purpose of recommending a candidate to the board for the position of assistant principal at Dickinson High School. Lardy seconded the motion. The motion passed unanimously.

#### Elementary Accreditation Reports

Ava Lanes presented the accreditation reports for all elementary schools in the district. All schools are accredited by the Department of Public Instruction and four with commendation.

#### Board Policies

- a. Child Rearing/Adoption Leave - Lardy presented background information based on what has taken place through negotiations on this topic. Lardy moved that the required committee, consisting of one board member, three teachers, and three administrators be established to study this policy and make recommendations to the board. Johnston seconded the motion. The motion passed unanimously. Merry Johnston was appointed to the committee.
- b. Personnel Records - Johnston moved that the second reading and adoption of the Personnel Records policy be approved. Lardy seconded the motion. The motion passed unanimously.
- c. Gift Deliveries - Johnston moved that the second reading and adoption of the policy on Gift Deliveries to Students While in School, be approved. Weir seconded the motion. The motion passed unanimously.
- d. Professional Growth - Lardy moved that the first reading of the Professional Growth Policy be approved. Johnston seconded the motion. The motion passed unanimously. This policy will not be presented for second reading until the necessary language changes have been made through the negotiations process.
- e. Transfer Policy - Lardy moved that the first reading of the Transfer Policy be approved. Bleth seconded the motion. The motion passed unanimously. This policy will not be presented for second reading until the necessary language changes have been made through the negotiations process.

#### Early Retirement

Weir moved that a letter of commendation, appreciation, and recognition of meritorious service be sent to recent school district retirees from the Board of Education. Lardy seconded the motion. The motion passed unanimously. Those retirees are R. L. Burda, Arlys Dullum, Milo Dullum, Jan Plott, and Joan Patterson.

#### Special Meeting Date

Weir moved that a special meeting be scheduled at 7:00 p.m. on June 1, 1988 for the purpose of conveying to Supt. Julson the reason or reasons for the non-renewal of his contract. Lardy seconded the motion. The motion passed unanimously. This action is in response to a request for this meeting from Supt. Julson and in accordance with Section 15-47-38.1 of the North Dakota Century School Code.

#### Band Uniforms

Tom Fiala, Director of Bands at Dickinson High School, has requested a decision as to whether or not band uniforms may be purchased for 1988-89. The urgent request is due to the length of time necessary for production of the uniforms. Weir stated that although he is in favor of purchasing uniforms, if the board made that decision

now it would circumvent the earlier described scenario of the budgeting process. Bleth stated that it would be difficult to take action on this matter in view of all the other priorities facing the board.

Weir moved that the item of business dealing with band uniforms be tabled. Bleth seconded the motion. The motion passed unanimously.

#### Chemical Use Curriculum Committee

Board members received a report of the committee's activities and a request that the board consider a policy concerning the use of tobacco in the schools. Lardy moved that this topic be placed on the regular June meeting agenda and that the board establish a committee to draft a policy which would restrict or eliminate the use of tobacco in the facilities of the Dickinson Public School District. Weir seconded the motion. The motion passed unanimously.

#### Other

Lardy gave a brief report on teacher negotiations. He indicated that the Dickinson Education Association has removed from the table the item dealing with teacher workload/class size. The board negotiators have removed the item dealing with sick leave. The DEA is now waiting for a counterproposal from the board on salary.

Lardy also expressed a concern about the bus fleet of the Dickinson Public School District. The concern deals with the age of some of the buses and safety design features. The board requested the business manager to prepare a complete summary of the fleet and present it to the board at the June 1, 1988 special meeting.

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

  
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C. B. Haas, Business Manager

  
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Nancy Johnson, President

The Dickinson Public School Board met in special session on June 1, 1988 in the Board Room at 444 4th St. West. Board members present were Nancy Johnson, Bob Weir, Joel Bleth, Bill Lardy, and Merry Johnston. Administrators present were C. B. Haas, Ava Lanes, LeRoy Boespflug, Bruce Jessen, R. L. Burda, and Arlo Howe. Others present were Scooter Pursley, Dickinson Press, Diana Elis, KQCD TV, Jim Ciavarella, Fern Pokorny, Rich Wardner, Kerry Hamann, Paul Bosch, Pat Riddle, Deb Conlon, and Bob Hebert.

President Johnson called the meeting to order.

1988-89 Budget Discussion

Board members held a general discussion on the budget that was presented during the April 13, 1988 meeting. Johnston asked what the projected increases were for medical insurance. Haas responded that the Blue Cross/Blue Shield representatives have indicated the increase would likely be 20%. An exact rate increase will not be available until mid-August.

Lardy moved that the 1988-89 budget presented at the April 13, 1988 meeting, with expenditures of \$9,558,692, be approved. Weir seconded the motion. The motion was defeated.

Bleth moved that the horizontal and vertical movement be removed from the budget presented at the April 13, 1988 meeting and the balance be approved for fiscal year 1989. Johnston seconded the motion. The motion passed by a three to two vote. Lardy, no; Bleth, yes; Johnston, yes; Weir, no; Johnson, yes.

Additional items relating to the 1988-89 budget, which were discussed were school bus replacements, recommendations on the school evaluation reports and the extra-curricular pay schedule. Lardy moved that the proposal for extra curricular pay increases be tabled until the regular July meeting. Bleth seconded the motion. The motion passed unanimously.

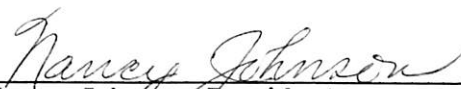
Lardy made two other points that need to be considered:

1. Extra-curricular pay schedule-- a need to consider "academic coaches" in the area of math, science and other curricular areas.
2. Explore the possibility of providing private locations in the schools that can be used by teachers when making telephone contacts to parents.

Mrs. Lanes will prepare a specific list of recommendations from the school evaluation process for the Board to consider implementing. This information will be presented at the regular June board meeting.

At 9:09 p.m., Johnston moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.

  
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C. B. Haas, Business Manager

  
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Nancy Johnson, President

The Dickinson Public School Board met in special session on June 8, 1988 in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bill Lardy, Merry Johnston, Bob Weir and Joel Bleth. Administrators present were Superintendent Ross Julson, C. B. Haas, Ava Lanes and LeRoy Boespflug. Others present were Scooter Pursley, Dann Greenwood, Marv Knoll, Paul Lanes, J. P. Johnston, Gene Buresh, Betsy Harris, Deb Conlon, Susan Mack, Susan Biesiot, Eileen Johnson, Carolyn Blake, Harold Krieg, Doug Jaeger, Darlene Julson, Phyllis Dvorak, Alvin L. Dvorak, Don Charbonneau, Irene Charbonneau, Kerry Hamann, Gayle Risty, Julie Fadden, Maria King, Dr. Alan King, Jim Ciavarella, Patrick Fadden, Dennis R. Johnson, Blair Bauer, Mike Armstrong and Bertha Ellenbecker.

President Johnson called the meeting to order.

Reasons for Superintendent's Non-renewal

The board discussed whether or not public participation would be allowed. Consensus of the board members was that the "Public Participation Policy" would be followed without restriction.

President Johnson stated this meeting was being held at the request of Supt. Julson, pursuant to Section 15-47-38.1 (12), NDCC, and the purpose of the meeting was to convey to him the reason(s) for the non-renewal of his contract.

The President said she had reviewed the evaluations and it was her perception that the reasons included:

1. Inability to work well with board, administration and faculty.
2. A lack of professional growth.
3. Other items identified in the evaluation.

President Johnson asked each board member if he/she would like to add or make any comments. Lardy responded that personnel practices were a concern. Johnston concurred with Johnson and cited her reasons were in the evaluation. Bleth was concerned with items 3, 4, 11, 14, 15, 27, and 29 on the evaluation instrument.

Julson made a statement indicating that it was not his intention at this point to contest the board's action but rather to clarify the reasons. Julson asked specifically if there were any reasons for the non-renewal other than those in the evaluation.

Bleth, Johnston, Johnson and Lardy responded individually that there were no other reasons except those that appeared in the written evaluation.

Julson stated that, because of rumors to the contrary, he found it necessary to ask specific questions of individual board members. Julson proceeded to question board members Lardy, Johnson, Bleth and Johnston concerning these rumors.

Julson expressed disappointment in that board members did not talk directly to him concerning these matters.

Julson also questioned the board as to its understanding of his response to the evaluation. Julson specifically wanted to know if any board member objected to the manner in which he assigned values to board members' individual evaluation responses. Julson wanted to know additionally if the board members felt that he had misidentified what the board was saying or whether he insufficiently addressed the problem areas.

Bleth responded that he had not reviewed Julson's response immediately prior to the meeting but he felt that the changes could not be implemented.

Lardy stated that he had already indicated why he had voted for the non-renewal.

Johnson replied that she had seen the items addressed before and saw unsatisfactory progress being made. Past history had shown that changes were not forthcoming.

Johnston stated that her response was in her evaluation.

Julson requested a five minute recess.

Johnston moved that the meeting be recessed for five minutes. Lardy seconded the motion. The motion passed unanimously.

President Johnson reconvened the meeting at 7:45 P.M.

Julson requested that his attorney, Dann Greenwood, be permitted to ask questions of individual board members or the board collectively on his behalf.

Gene Buresh, the board's attorney, stated that the board was not obligated to allow questions from Julson's attorney. The purpose of the meeting was to convey the reason(s) for the non-renewal.

Greenwood and Buresh briefly debated the issue of allowing or not allowing the questioning.

Lardy moved to allow Greenwood to question the board with the board either individually or collectively reserving the right to respond or not respond. Bleth seconded the motion. The motion passed by a four to one vote. Bleth, aye; Lardy, aye; Weir, aye; Johnson, aye; Johnston, no.

Greenwood proceeded with his questioning. Greenwood's questioning focused on whether there were reasons for the non-renewal other than those appearing in the evaluation, if the non-renewal was based on individual board members evaluations or a board composite, and the standard which was used to determine acceptable or unacceptable performance. Greenwood concluded by asking the board members if, in fact, there were any other reasons for the non-renewal besides those in the evaluation. All board members responded individually that there were no other reasons.




President Johnson opened the meeting to public participation. Harold Krieg, Mike Armstrong, Doug Jaeger, Don Charbonneau, Maria King, Dr. Alan King, and Dennis Johnson made comments.

At 8:45, Johnston 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 special session on June 18, 1988, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Joel Bleth, Merry Johnston and Bill Lardy. Bob Weir was absent. Administrators present were: C. B. Haas and LeRoy Boespflug. Others present were: Diana Elis, Rich Wardner, Fern Pokorny and Ruth Stefonowicz.

President Johnson called the meeting to order.

I. Superintendent Selection - Board members shared information they had gained by calling references of the applicants being considered for an interview.

Johnston moved that candidate Dr. David Smette be invited for an interview. Lardy seconded the motion. The motion passed unanimously.

Lardy moved that candidate Dr. Keith Lutz be invited for an interview. Bleth seconded the motion. Johnston moved that action on this motion be postponed until the regular board meeting on June 21, 1988. Lardy seconded the motion. The motion passed unanimously.

Bleth moved that candidate Dr. Gerald Roth be invited for an interview. Lardy seconded the motion. The motion passed unanimously.

Johnston moved that candidate Dr. Prudence Gushwa be invited for an interview. Bleth seconded the motion. The motion was defeated by a two to two vote. Lardy, aye; Johnston, aye; Bleth, nay; Johnson, nay.

Lardy moved to reconsider the motion for postponement of action on the motion concerning candidate Keith Lutz. Johnston seconded the motion. The motion passed unanimously.

The motion to postpone was defeated unanimously.

The motion to invite candidate Dr. Keith Lutz for an interview passed unanimously.

Candidates that will be interviewed are Dr. Keith Lutz, Dr. Gerald Roth and Dr. David Smette.

Bleth moved that costs incurred for candidates and their spouses to come to Dickinson for an interview be paid by the School District. This will include mileage, lodging and meals. Air fare will be paid for the candidate only. Lardy seconded the motion. The motion passed unanimously.

Lardy moved that the president be authorized to invite up to four search committee members and/or community members to have breakfast or dinner with the candidates and that the school district cover the costs. Johnston seconded the motion. The motion passed unanimously.

President Johnson briefly discussed the procedure that will be used during the formal interview.

At 3:09 p.m., Johnston moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.



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C. B. Haas, Business Manager



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Nancy Johnson, President

Dickinson Public Schools  
Special Meeting

June 21, 1988, 12:00 Noon  
Board Room, Central Office

The Dickinson Public School Board met in special session on June 21, 1988, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bill Lardy, Joel Bleth and Merry Johnston. Bob Weir was absent. Administrators present were: C. B. Haas and LeRoy Boespflug. Others present were Scooter Pursley, Dickinson Press, Judy Saville, Meroe Haug, Bertha Ellenbecker, Fern Pokorny, Bob Stefonowicz, Rich Wardner, Jack Smart, Nelda Krein, Jim Nistler, Johanne M. Vinson, Pam Kostelecky, Deb Conlon, Don Fiala and Ronna Ault-Teeters.

President Johnson called the meeting to order.


Superintendent Candidate Interview

The board conducted a formal interview with superintendent candidate Dr. Keith Lutz.

At 1:15 p.m., Johnston moved that the meeting be adjourned. The motion passed unanimously.



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C. B. Haas  
Business Manager

  
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Nancy Johnson, President

The Dickinson Public School Board met in regular session on June 21, 1988, in the Board Room at 444 4th Street West. Board members present were: Nancy Johnson, Bill Lardy, Joel Bleth, Merry Johnston and Bob Weir. Administrators present were: Ava Lanes, C. B. Haas, Ron Steiner, Norm Jespersen, LeRoy Boespflug, Bruce Jessen, Don Stoxen, Rodger Miller, Corenne Krieg, Arlo Howe and Louis Braun. Others present were: Larry Nossaman, Marilyn Ridenhower, Rich Wardner, Deb Conlon, Kerry Hamann and Bob Stefonowicz.

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 moved that a Special Meeting date be added as an agenda item. Bleth seconded the motion. The motion passed unanimously. President Johnson stated that two more agenda items needing consideration were the minutes of the special meeting on June 18, 1988, and a personnel item dealing with resignations. There was no objection by any board member to adding these items. Bleth requested that the financial reports be removed from the consent agenda.

#### Consent Agenda

Lardy moved that the consent agenda consisting of minutes from the regular meeting held on May 17, 1988, minutes from the special meeting held on June 1, 1988, minutes from the special meeting held on June 8, 1988, bills, the new hires of Donna Havelka, Jr. High Math, Beth Mink, TMH instructor at Hagen Jr. High, Lili Stewart Wheeler, elementary art instructor, Marie Diebert, secretary at Dickinson High School and Sue Roller, secretary at the Central Office, the resignations of Robert Morgan, Missy Newcom and Michelle Dolezal and an additional nine days emergency leave for Nancy Kolloen be approved. Johnston seconded the motion. The motion passed unanimously.

#### Financial Reports

Bleth requested clarification on the medical insurance costs and the interest earned on district CD's and money market certificates.

#### Canvass School Board Election

School District Business Manager, C. B. Haas, reported the results of the June 7, 1988, annual election. In the balloting for one three year term, Jim Ciavarella received 769 votes and Joel Bleth received 421 votes. A total of 1193 voters registered. There were 3 void ballots. Weir moved to approve the results of the election as reported by the business manager. Johnston seconded the motion. The motion passed unanimously.

#### Dickinson Teacher Center Proposal

Ava Lanes explained the proposed relationship with the Dickinson Teacher Center. She prefaced her remarks by asking the board what its position was with regard to the administrative recommendation that no expenditures from the school improvement process be authorized until board/teacher



negotiations were complete. Consensus was that the board had not acted on that recommendation and would prefer to let each recommendation from the school improvement process be considered individually and stand on its own merit. Johnston inquired as to what the benefits would be for the district to house the center. Marilyn Ridenhower responded that currently over half of the users of the center are Dickinson teachers and that, by housing the center, the district would not be required to pay the user fee of \$10.00 per professional and para-professional staff member. Johnston moved that the Teacher Center proposal, including printing services, housing the Center and additional secretarial time be approved. Lardy seconded the motion. The motion passed unanimously.

#### Central Office Accountant

Johnston moved that Mr. LaWayne Leno be hired as the Central Office Accountant beginning July 1, 1988. Weir seconded the motion. The motion passed unanimously.

#### North Dakota Teachers' Forum

Weir moved that the District expend \$225.00 to assist with expenses for Donna Fleming, Robert Stefonowicz and Rich Wardner to attend the North Dakota Teachers' Forum. Johnston seconded the motion. The motion passed unanimously.

#### School Improvement/Academic Excellence - Administrative Recommendations

Ava Lanes explained the prioritized list of recommendations. Board discussion focused primarily on clarifying the items on the list. Board consensus was that perhaps other items should be added to the list and that the board would like to involve the new superintendent in implementation of recommendations. No board action was taken on the school improvement recommendations.

#### Tobacco Free Schools

Board members discussed the composition of a committee to begin deliberations on the formulation of a policy to either restrict or eliminate the use of tobacco in the facilities of the Dickinson Public School District. Consensus was that the committee should be composed of one board member, one administrator and one faculty member. A further stipulation was that one of the three be a tobacco user.

#### Annual Meeting Date

Johnston moved that July 19, 1988, be designated as the annual meeting of the Dickinson Public School District. Lardy seconded the motion. The motion passed unanimously.

#### Special Meeting

Lardy moved that a special board meeting be scheduled at 6:30 p.m., Monday, June 27, 1988, for the purpose of making a decision on the superintendent selection. Johnston seconded the motion. The motion passed unanimously.

#### Minutes

Lardy moved that the minutes of the special meeting on June 18, 1988, be approved. Johnston seconded the motion. The motion passed unanimously.

#### Personnel

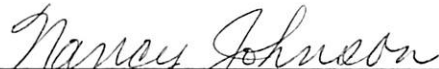
Johnston moved that the resignations of Deborah Anderson be accepted. Lardy seconded the motion. The motion passed unanimously.

Johnston moved that the resignation of Catherine Wilkinson be accepted. Lardy seconded the motion. The motion passed unanimously.

At 9:02, Bleth moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.



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C. B. Haas, Business Manager

  
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Nancy Johnson, President

Dickinson Public Schools  
Special Meeting

June 23, 1988, 12:00 Noon  
Board Room, Central Office

The Dickinson Public School Board met in special session on June 23, 1988, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bill Lardy, Merry Johnston, Joel Bleth and Bob Weir. Administrators present were Norman Jespersen, Bruce Jessen, Ava Lanes and LeRoy Boespflug. Others present were Scooter Pursley, Dickinson Press, Sue Kolling, Bertha Ellenbecker, Nelda Krein, Rich Wardner, Johanne M. Vinson, Fern Pokorny, Jim Nistler, Deb Conlon, Pam Kostelecky, Dave Davenport and Ronna Ault-Teeters.


President Johnson called the meeting to order.

Superintendent Candidate Interview

The board conducted a formal interview with Superintendent candidate Dr. Gerald Roth.

President Johnson announced that the special meeting scheduled for 6:30 p.m. on June 27, 1988, had been rescheduled for 5:00 p.m. the same day.

At 1:22, Johnston moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.

  
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C. B. Haas  
Business Manager

  
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Nancy Johnson, President

Dickinson Public Schools  
Special Meeting

June 24, 1988, 12:00 Noon  
Board Room, Central Office

The Dickinson Public School Board met in special session on June 24, 1988, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bill Lardy, Joel Bleth, Merry Johnston and Bob Weir. Administrators present were: C. B. Haas, Ava Lanes, Bruce Jessen, Ron Steiner, Norm Jespersen, LeRoy Boespflug and Rodger Miller. Others present were Scooter Pursley, Dickinson Press, Lois Christenson, Fern Pokorny, Bertha Ellenbecker, Rich Wardner, Bonnie Kostelecky, Ronna Ault-Teeters, Deb Conlon, Nelda Krein, Pam Kostelecky, Johanne Vinson and Jim Nistler.

President Johnson called the meeting to order.


Superintendent Candidate Interview

The board conducted a formal interview with Superintendent candidate Dr. David Smette.

At 1:15, Johnston moved that the meeting be adjourned. Weir seconded the motion. The motion passed unanimously.



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C. B. Haas, Business Manager

  
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Nancy Johnson, President

Dickinson Public Schools  
Special Meeting

June 27, 1988, 5:00 p.m.  
Board Room, Central Office

The Dickinson Public School Board met in special session on June 27, 1988, in the Board Room at 444 4th Street West. Board members present were: Nancy Johnson, Joel Bleth, Merry Johnston, Bill Lardy and Bob Weir. Administrators present were: C. B. Haas, Ava Lanes, Norm Jespersen, LeRoy Boespflug and Rodger Miller. Others present were: Scooter Pursley, Dickinson Press, Linda Steve, Linda James, KQCD TV, Richard Rykowski, Bertha Ellenbecker, Terry Glasser, Jane L. Cornell, Nelda Krein, Johanne Vinson, Al Koppinger, Jim Saewert, Fern Pokorny, Deb Conlon, Rod Kleinjan, KDIX radio, Rich Wardner, Jim Ciavarella and Eileen Johnson.

President Johnson called the meeting to order.

Superintendent Selection

President Johnson explained that the purpose of the meeting was to arrive at a decision concerning the superintendent's position.

Johnston moved that the position be offered to Dr. David Smette. Weir seconded the motion. The motion passed unanimously.

Johnston moved that the president appoint a committee to negotiate the terms of employment with Dr. Smette. Lardy seconded the motion. The motion passed unanimously.

The board expressed its appreciation for the efforts of the Superintendent Search Committee. Members of the committee, in addition to all board members were: LeRoy Boespflug, Norman Jespersen, Ronald Steiner, Fern Pokorny, Rex Cook, Bonnie Kostelecky, Meroe Haug, Carol Schmaltz, Joe Callahan, Linda Steve, Elsie Christensen and Jim Nistler.

At 5:25, Johnston moved that the meeting be adjourned. Bleth seconded the motion. The motion passed unanimously.



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C. B. Haas  
Business Manager



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Nancy Johnson, President



The Dickinson Public School Board met in regular session on July 19, 1988, in the Board Room at 444 4th Street West. Board members present were: Nancy Johnson, Bill Lardy, Joel Bleth, Merry Johnston and Bob Weir. Administrators present were: Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Don Stoxen, Ron Steiner, Clarence Corneil, Bruce Jessen and Arlo Howe. Others present were: Richard Rykowsky, Rich Wardner, Bob Stefanowicz, Terry Glasser, Glenda Seela, Deb Conlon, Jim Ciavarella, Rhoda Hilden, Jerry Schwartz, Pat Riddle, Fern Pokorny and Larry Nossaman.

President Johnson called the last regular meeting of the 1987-1988 school year to order.

#### Public Participation

There were no requests to address the board.

#### Additional Agenda Items/Removal of Items from Consent Agenda

Johnston moved that two resignations be added to the consent agenda. Lardy seconded the motion. The motion passed unanimously.

Lardy moved that a "Personnel" item be added to the agenda for the consideration of additional new hires. Johnston seconded the motion. The motion passed unanimously.

#### Consent Agenda

Johnston moved that the consent agenda consisting of: minutes from the regular meeting held on June 21, 1988, minutes from the special meetings held on June 21, 1988, June 23, 1988, June 24, 1988 and June 27, 1988; bills; financial reports; the new hires of Superintendent, Dr. David Smette, Leanne Smutzler, high school mathematics instructor, Dirk Smutzler, junior high science instructor, Kristena Mulvey, kindergarten instructor and Sandy Clapper, central office secretary; the resignations of Barbara Binstock, Linda Schaan, Ellen Dunn and Mike Dunn be approved. Lardy seconded the motion. The motion passed unanimously.

#### Extra Curricular Pay Increases

Lardy moved that this item be removed from the table. Weir seconded the motion. The motion passed unanimously. Superintendent Smette recommended that the increase not be approved. Supt. Smette would like to establish a committee which would establish specific criteria to be used in setting compensation levels for all extra curricular activities. Weir moved that the request for extra-curricular pay increases be denied. Johnston seconded the motion. The motion passed unanimously.

#### School Evaluation Audit Report

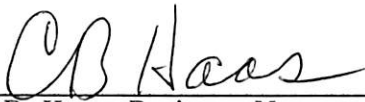
Ava Lanes reviewed the final report of the audit team and suggested to the board that perhaps they could have an in-depth discussion on the report at the board's annual orientation meeting. Ms. Lanes specifically reviewed the non-monetary recommendations which will receive attention during the 1988-89 school year. The board will be presented with periodic updates during the year.

DPI Suit - Lien Release

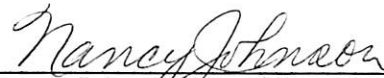
Superintendent Smette informed the board that he had received information from the board's attorney that the North Dakota Supreme Court reversed the decision of the lower court and removed the judgment that had been in favor of the Dickinson School District. The details of the Court's decision will be forthcoming.

Johnston moved that the board authorize the release of the lien against State property that resulted from the earlier judgment. Bleth seconded the motion. The motion passed unanimously.

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



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C. B. Haas, Business Manager



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Nancy Johnson, President

The Dickinson Public School Board held its Annual meeting on July 19, 1988, in the Board Room at 444 4th Street West. Board members present were: Nancy Johnson, Bill Lardy, Jim Ciavarella, Merry Johnston and Bob Weir. Administrators present were: Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Don Stoxen, Ron Steiner, Clarence Corneil, Bruce Jessen and Arlo Howe. Others present were Richard Rykowski, Rich Wardner, Bob Stefonowicz, Terry Glasser, Glenda Seela, Deb Conlon, Joel Bleth, Rhoda Hilden, Jerry Schwartz, Pat Riddle, Fern Pokorny and Larry Nossaman.

President Johnson called the annual meeting to order.

#### Election of Officers

Weir nominated Nancy Johnson for President. Johnston moved that nominations cease. Weir seconded the motion. The motion passed unanimously. Ms. Johnson was elected by a unanimous ballot.

Johnston nominated Bill Lardy for Vice President. Johnston moved that nominations cease. Weir seconded the motion. Mr. Lardy was elected by a unanimous ballot.

Lardy moved that the board appoint C. B. Haas as business manager. Ciavarella seconded the motion. The motion passed unanimously.

#### Meeting Date and Time

Lardy moved that regular board meetings be scheduled on the third Tuesday of each month at 7:30 p.m. Johnston seconded the motion. The motion passed unanimously.

#### Authorized Representative of the School Board

Lardy moved that Supt. Dr. David Smette be officially named to be the authorized representative of the school board. Weir seconded the motion. The motion passed unanimously.

#### Designation of Bank Depository

Lardy moved that Community First Bank be designated as the depository for the District's checking accounts and investments and that American State Bank and Liberty National Bank be designated as depositories for investments of the school district. Weir seconded the motion. The motion passed unanimously.

#### Grant Programs

Chapter I - Clarence Corneil presented the grant proposal and reviewed the basic skills program. Lardy moved that the Chapter I Grant Application be approved. Johnston seconded the motion. The motion passed unanimously.

Chapter II - Ava Lanes presented and explained the Grant proposal. Johnston moved that the Chapter II Grant proposal be approved. Weir seconded the motion. The motion passed unanimously.

Title II - Don Stoxen presented the Title II Grant proposal. Title II deals primarily with the curricular areas of Science and Math. Ciavarella moved that the Title II Grant proposal be approved. Lardy seconded the motion. The motion passed unanimously.

Parent/Student Handbooks

Elementary - Ava Lanes reviewed the changes in the handbook. Weir moved that the Elementary Handbook be approved as presented. Lardy seconded the motion. The motion passed unanimously.

Hagen Junior High School - Ron Steiner reviewed the changes in the handbook. Johnston moved that the Hagen Junior High School Handbook be approved as presented. Ciavarella seconded the motion. The motion passed unanimously.

Dickinson High School - Arlo Howe presented the handbook and explained that the only changes were with respect to personnel listings. Lardy moved that the Dickinson High School Handbook be approved as presented. Johnston seconded the motion. The motion passed unanimously.

Special Education Update

Rodger Miller gave a report to the board on two components of the special education program. He reviewed, for the board's information, the out-of-district placement of students and the status of the emotionally disturbed program. Lardy suggested that these topics should possibly be placed on the agenda of the board's special orientation meeting.

President Johnson declared a five minute recess at 9:25 p.m.

1988-1989 Budget

Superintendent Dr. Smette presented updated revenue and expenditure projections for 1988-89. Without any increases for salary or fringe benefits, the district would currently be budgeting a deficit of \$28,817. By allowing vertical and horizontal movement for teachers, the deficit would increase to approximately \$182,817. The anticipated increase in health insurance is an additional \$123,000. Dr. Smette emphasized the point that these are all on-going expenses and at some time in the very near future, would have to be matched with increased revenue. Board consensus was that Dr. Smette should work with President Johnson in preparing a presentation to the legislative interim committee that is dealing with school finance.

Superintendent's Report

Superintendent Dr. Smette reported that he is in the process of formulating his "entry into the district" plan. He is concentrating on:

1. Organizing the administrative team in a participatory fashion.
2. Making community contacts.
3. Assisting in Board/DEA negotiations.
4. Becoming familiar with the budget.
5. Developing standards for Board/Administration relationships.

School Board Orientation

Lardy moved that the orientation meeting be scheduled for July 27, 1988, from 6:00 to 10:00 p.m. in the Board Room at 444 4th Street West. Johnston seconded the motion. The motion passed unanimously.

Personnel

Additional new hires requiring board approval are:

Richard Jambor - .40 FTE Vocational Agriculture at Dickinson High School. Lardy moved that the hiring of Mr. Jambor be approved. Ciavarella seconded the motion. The motion passed unanimously.

James Gentile - Assistant Principal at Dickinson High School. Ciavarella moved that the hiring of Mr. Gentile be approved. Lardy seconded the motion. The motion passed unanimously.

Rhoda Hilden - was .5 FTE at Berg and for 1988-89 will be 1.00 FTE at Dickinson High School and Hagen as a Speech Pathologist. Lardy moved that the hiring of Ms. Hilden be approved. Johnston seconded the motion. The motion passed unanimously.

Other

Lardy gave an update report to the board on the progress in negotiations. The next negotiating meeting is scheduled at 7:30 p.m. on Monday, July 25, 1988.

At 10:33 p.m., Johnston moved that the meeting be adjourned. Lardy 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 Street West. Board members present were Nancy Johnson, Bob Weir, Bill Lardy, Merry Johnston and Jim Ciavarella. Administrators present were Supt. Dr. David Smette, Ava Lanes, Rodger Miller and C. B. Haas. Others present were Kerry Hamann and Larry Nossaman.

President Johnson called the meeting to order.

Board/Administrative Relations

Dr. Smette presented guidelines on Supt./Administration - Board relationships. The working relationships must be based on a team concept with constant and comprehensive communications. Johnston brought up news media relationships. Smette indicated that the Superintendent should be the primary and official spokesperson for the board in dealing with the news media.

Johnston brought up the topic of patron complaints to board members. Dr. Smette responded that board members must listen carefully to patrons. It is best, however, if board members do not make judgments or try to solve problems based only on what a patron says. Board members should refer a patron directly to the teacher, principal or superintendent. Board members are also asked to keep the superintendent informed of patron calls.

A general question arose concerning board members making visitations to schools. Dr. Smette encourages board members to visit schools in an effort to become better informed about the district. This will help enhance communications. Dr. Smette added that inevitably, board members will get "lobbied" in their contacts with patrons or teachers. It is most important that board members do not politicize issues but rather encourage people to follow proper channels in the resolution of problems.

Lardy raised the concern of split decisions on issues coming to a vote of the board. He feels there will be split decisions but does not want them to be taken as a lack of confidence in the administration.

Johnson brought up the question of whether the board wanted to operate with standing committees or continue to use special committees on an as needed basis. Board consensus was that the board would continue to operate with special committees and special meetings being called as needed.

Johnston suggested that the board implement a self evaluation process. It was the consensus of the board members that several self evaluation instruments should be examined.

Agenda Item - School Board Self Evaluation will be placed on a regular board agenda as soon as several self evaluation instruments are available.

Weir raised the question of hiring practices. Specifically, the board needs to be assured in some way that the best possible candidate is always hired for a position and that friends, relatives and politics do not enter into the hiring process.

Dr. Smette responded that, if the hiring procedure is clearly outlined with specific criteria to be evaluated for various positions, it should give the board these assurances.

There is, of course, always the element of trust involved. The board must trust their chief administrator to monitor the hiring procedure.

Dr. Smette suggested that the topic of Board/Administrative Relations be placed on a future regular meeting agenda. This is not a topic that can be discussed one time and dropped. If an effective working relationship is to be developed, the relationship must be nurtured and groomed with periodic assessments.

Agenda Item - Board/Administrative Relations - Discussion and Evaluation

Non-Monetary Priorities

A. Communications - Dr. Smette presented several ideas which could be used to reach various publics of the district. Board members agreed that any number and particularly a variety of methods would be effective. It was also board consensus that the board should continue to receive the minutes from administrative team meetings.

B. Reduction In Force - The question was raised as to whether or not a committee should be composed to examine and re-evaluate the RIF policy. Dr. Smette recommends that this be done. Lardy suggested that the work on the RIF policy not begin until negotiations are completed.

Agenda Item - Reduction In Force Policy - Form committee to study and re-evaluate the policy. Report on committee work to be presented to the board.

President Johnson declared a recess from 8:05 to 8:15 p.m.

Revenue

Dr. Smette presented information relating to the various revenue sources used to fund school districts and the efforts which will be required in order to attempt to improve the revenue situation of the Dickinson district. Those efforts will specifically require that the superintendent become involved in the political process during legislative session and working with legislative interim committees. Following a general discussion concerning the advantages and disadvantages of this type of involvement, it was board consensus that Dr. Smette should continue to be involved in the political process but, in this involvement, try to limit his absences from the district. This can be done to some extent by involving board members and being selective as to which meetings and legislative sessions he attends.

Strategic Long-Term Planning

Dr. Smette presented several of the major issues facing the board in the area of long-term planning. Space needs, cyclical replacement schedules for equipment and human resources development are three of the most significant areas requiring attention. At some point this type of planning may require public information meetings. Dr. Smette recommended that the board begin looking at long-term building needs as soon as possible.

Agenda Item - Building Needs Projections

Personnel Concerns

Lardy and Johnston presented an update on the negotiations process. The board negotiators are proposing an updated professional growth policy and a study of


the health insurance coverage with the intent of securing proposals for a plan with a \$200.00 deductible.

Dr. Smette mentioned the classified benefit package and administrative negotiations as two additional personnel matters which must receive board attention very soon.

Agenda Item - Administrative Negotiations - August regular meeting - Name a committee

A brief discussion followed on the proposed Professional Growth Policy.

At 10:30 p.m., Johnston moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.



\_\_\_\_\_  
C. B. Haas, Business Manager



\_\_\_\_\_  
Nancy Johnson, President

RESOLUTION PROVIDING FOR THE ISSUANCE  
AND PUBLIC SALE OF  
GENERAL OBLIGATION SCHOOL BONDS

WHEREAS:

NoDakBONDInc has presented a financing plan that can reduce the total dollars expended for debt service,

It is deemed advisable by this Board that bonds of the District be issued for the purpose hereinafter mentioned;

This Resolution contains the information prescribed for the initial resolution pursuant to North Dakota Century Code, Sections 21-03-09 and 21-03-14;

NOW, THEREFORE, BE IT RESOLVED by the School Board of Dickinson Public School District No. 1, North Dakota, as follows:

1. It is hereby found, determined, and declared that this District should issue its General Obligation Refunding Bonds of 1988 as hereafter described:

a. The amount of bonds proposed to be issued shall not exceed \$1,100,000.

b. The bonds will be dated October 1, 1988. Said bonds will pay interest payable semiannually on May 1 and November 1, commencing May 1, 1989.

c. The bonds will mature on May 1 in the years and amounts as follows:

YEAR(S)	AMOUNT
1991	\$ 10,000
1992-1993	195,000
1994-1996	190,000
1997	130,000

d. The purpose of the proposed bonds is to refund the District's outstanding callable bonds dated April 1, 1984 and to pay expenses of the transaction.

e. The assessed valuation of all taxable property in the District, as defined in the North Dakota Century Code is approximately \$205,945,637.

f. The total principal amount of bonded indebtedness of the District as of the date hereon, excluding the proposed bonds, is \$1,525,000. The amount of bonds outstanding as of the date hereon that have been issued for a purpose similar to the proposed issue is \$1,525,000.

2. This Board shall meet at the time and place specified in the form of notice hereinafter contained for the purpose of considering bids for and awarding the sale of the proposed bonds,

3. The Business Manager is hereby authorized and directed to cause notice of the time, place, and purpose of said meeting to be published in the official newspapers of Counties in which the District is located not less than ten (10) days in advance of the date of sale, as provided by law, which notice shall be in substantially the form set forth in Exhibit A attached hereto.

4. The terms and conditions of said bonds and the sale thereof are fully set forth in the "Official Notice of Bond Sale" incorporated herein by reference. The Official Statement for the bonds is hereby approved.

5. The Business Manager is hereby authorized and directed to mail a copy of the notice to the State Tax Commissioner at Bismarck not less than ten (10) days before the sale. The Business Manager shall also file with the Tax Commissioner a statement giving the assessed valuation, area, population, and the indebtedness of the District. Failure to publish such notice or to send a copy thereof to the Tax Commissioner shall not impair the validity of the bonds, but shall render unenforceable any executory contract entered into for the sale thereof.

6. At least ten (10) days before the District sells the bonds, the Business Manager shall notify the Bank of North Dakota, by registered or certified mail, that the bonds will be offered at public sale, pursuant to North Dakota Century Code, Section 21-03-31.

7. All actions heretofore taken or required to be taken in connection herewith are confirmed and verified.

This Resolution was introduced by Member Jim Ciavarella, and seconded by Member Merry Johnston, and upon a vote being taken thereon, the following voted in favor thereof:

Ciavarella, Johnston, Johnson and Lardy  
Absent - Weir  
and the following against the same:

WHEREUPON, said Resolution was declared duly passed and adopted.

CB Haas  
School Business Manager

Nancy Johnson  
President

end  
NoDakBONDSinc

August 16, 1988  
Date

Exhibit A

NOTICE OF BOND SALE

DICKINSON PUBLIC SCHOOL DISTRICT NO. 1  
Stark and Dunn Counties, North Dakota  
\$1,100,000  
GENERAL OBLIGATION REFUNDING BONDS OF 1988

NOTICE IS HEREBY GIVEN that sealed bids for the purchase of \$1,100,000 General Obligation Refunding Bonds of 1988 of the above District will be received at the Central Administration Offices of the District in Dickinson, North Dakota, until 2:00 P.M., MT on Tuesday, September 20, 1988 and the School Board of said District will meet at the said offices for consideration of the bids and to award the sale of such bonds on said date.

Said bonds shall be dated October 1, 1988, pay interest on each May 1 and November 1, commencing May 1, 1989, and mature serially on May 1 in the years and amounts as follows:

YEAR(S)	AMOUNT
1991	\$ 10,000
1992-1993	195,000
1994-1996	190,000
1997	130,000

The proceeds of the bonds will be used to refund the District's outstanding callable bonds dated April 1, 1984.

Except as indicated below, the bonds will be awarded to the bidder naming the lowest interest cost to the District. Bids must conform to terms and conditions outlined in the Official Notice of Bond Sale available from the School Business Manager or from NoDakBONDSinc the District's Financial Consultants. The Board reserves the right to waive any defect or irregularity in any bid, and the right to reject any and all bids. No bid may be altered or withdrawn after the time specified for bid opening.

/s/ C. B. Haas  
School Business Manager



CERTIFICATION

The undersigned, being the duly appointed, qualified and acting School Business Manager of the Dickinson Public School District No. 1 (the "District"), does hereby certify that the foregoing RESOLUTION PROVIDING FOR THE ISSUANCE AND PUBLIC SALE OF GENERAL OBLIGATION SCHOOL BONDS is a true and correct copy of a Resolution which, by the vote as stated thereon, was adopted by the governing body of the District on the <sup>16<sup>th</sup> CB Heas</sup>~~9<sup>th</sup>~~ day of August, 1988, at a meeting of the governing body held that date in the District.

Certified by my hand as of this <sup>16<sup>th</sup> CB Heas</sup>~~9<sup>th</sup>~~ day of August, 1988.



Business Manager  
DICKINSON PUBLIC SCHOOL DISTRICT #1

( S E A L )

Dickinson Public Schools  
Regular Meeting

August 16, 1988, 7:30 p.m.  
Board Room, Central Office

The Dickinson Public School Board met in regular session on August 16, 1988, in the Board Room at 444 4th Street West. Board members present were: Nancy Johnson, Jim Ciavarella, Merry Johnston and Bill Lardy. Bob Weir was absent. Administrators present were: Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Ron Steiner, Clarence Corneil, Jim Gentile, Bruce Jessen, Arlo Howe, Marv Knoll and Louie Braun. Others present were: Roger Redding, LaWayne Leno, Richard Rykowsky, Fred Werremeyer, Sheryl Patnaude, Connie Klein, Larry Nossaman and Del Quigley.

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 financial reports be removed from the consent agenda.

Lardy moved that the Energy Impact Office Grant Reimbursement Claim be added to the agenda. Johnston seconded the motion. The motion passed unanimously.

#### Consent Agenda

Johnston moved that the consent agenda consisting of minutes of the regular and annual meetings held on July 19, 1988, and minutes of the orientation meeting held on July 27, 1988; bills; the new hires of Janice Ostdahl, EMH instructor at DHS, Peg Manns, basic skills instructor at Jefferson, Lila Mae Hamre, basic skills instructor at Berg, Bonnie Ruffedt, basic skills instructor at Lincoln, Sandra Aman, art instructor at DHS, Audrey Cooper, basic skills instructor at Heart River, Shelley Fetsco, basic skills instructor at Roosevelt, Barb Binstock, Grade 1 at Jefferson, Jeannine zumBrunnen, Grade 2 at Heart River, Marjorie Gendreau, Grade 4 at Roosevelt, Barbara Indvik, preschool handicapped program at Berg, Merrill Fahlstrom, Speech Pathology at Heart River and Pat Kilwein in a three month position in the LD program at DHS; and the resignation of Rene Bouffard be approved. Ciavarella seconded the motion. The motion passed unanimously.

#### Financial Reports

Johnston questioned the type of securities pledged to cover the school district's investments. Mr. Leno responded with a statement that the district could specify the type of security desired and the percent of coverage required. Board consensus was that the administration should discuss the situation with the banking institutions who carry the district's investments.

#### Dickinson Swim Team

Marv Knoll introduced Roger Redding and Fred Werremeyer who represent the Dickinson Dolphin Swim Team. Redding specifically requested the Dickinson School Board to sanction the sport of swimming in the Dickinson Public Schools through the North Dakota High School Activities Association. Redding further stated that this is not a request to sanction the Dickinson Dolphin Swim Team nor a request for financial support. Following discussion, Dr. Smette recommended that the request be taken under advisement and placed on a later board agenda for further consideration.

#### Music Boosters

President Johnson introduced the topic by reviewing the nature of the concerns presented at the April 19, 1988, meeting by the Dickinson Music Boosters. Dr.

Smette suggested that an in-depth study of the issue should be made. Johnston moved that the president appoint a committee to study alternative solutions to the problem situation presented by the Music Boosters, that the study not be limited to the area of music and that a report be presented to the board at the December 20, 1988, meeting. Lardy seconded the motion. Following discussion, Lardy moved a substitute motion which changed the meeting at which the report is to be given from December 20, 1988, to November 15, 1988. Johnston seconded the motion. The motion passed unanimously.

The following correction was made at the September 20, 1988, meeting. Ciavarella moved to rescind Lardy's substitute motion of August 16, 1988, specifying the meeting date for a report to be given to the board relative to the concerns expressed to the board at the April 19, 1988, meeting. Johnston seconded the motion. The motion was unanimously defeated. President Johnson ruled Lardy's motion out of order. Lardy moved that this report be presented to the board at the November 15, 1988, meeting. Johnston seconded the motion. The motion passed unanimously.

#### Annual School District Financial Report

Johnston moved that the Annual School District Financial Report be approved. Lardy seconded the motion. Discussion followed concerning the maintenance of the General Fund and Activity Fund each separate and distinct with respect to their fund balances. The motion passed unanimously.

#### Crossover Refunding of Bond Issue

Ciavarella moved to pass the resolution providing for the issuance and public sale of general obligation bonds noting the potential savings of approximately \$40,000. and that a special meeting be scheduled at 12:00 noon on September 6, 1988, for the purpose of considering the bids. Johnston seconded the motion. A copy of the resolution is attached to these minutes. The administration is requested to secure a profile of NoDak Bonds Company for the board's information. The motion passed unanimously.

#### Administrative Negotiations

President Johnson appointed Jim Ciavarella and Nancy Johnson to negotiate with the administrative negotiators.

#### 1988-89 Budget

1. Food Service - Dr. Smette recommended that the funds budgeted in the General Fund for Food Services be deobligated and that the costs be assumed by the food service program. Johnston moved that the food services program be self supporting and that the general fund subsidy to food services be reallocated to other district priorities. Lardy seconded the motion. The motion passed unanimously.

2. Participation Fees - Dr. Smette recommended that participation fees not be implemented this fall, but that a detailed study be done with the goal of making a recommendation to the board on how the participation fees could be implemented. Marv Knoll gave a brief report on what other schools are charging as participation fees. Lardy moved that the administration study the concept of participation fees for extra curricular activities and report to the board at an unspecified later date. Johnston seconded the motion. The motion passed unanimously.

3. Elementary Music and Physical Education - Ava Lanes explained how the additional time will be utilized. Lardy moved to increase elementary music and physical education time by approximately \$11,562. Johnston seconded the motion. The motion passed unanimously.

4. School Busses - Dr. Smette informed the board that one bus has been included in the budget and that he is recommending the purchase of one additional bus. Lardy moved that the board direct the administration to advertise for two diesel busses. Johnston seconded the motion. The motion passed unanimously.

Classified Salary and Benefit Package

Dr. Smette recommended that the board appoint a committee to study the package and prepare a recommendation for the board's consideration. Johnston moved that the president appoint this committee. Ciavarella seconded the motion. The motion passed unanimously.

Board Policies

Johnston moved that the proposed Professional Growth policy receive first reading approval. Lardy seconded the motion. The motion passed unanimously.

Lardy moved that the proposed Extra Curricular Crowd Control policy receive first reading approval. Ciavarella seconded the motion. The motion passed unanimously.

Superintendent's Report

Dr. Smette expressed his appreciation for all those who are assisting him in his transition to the district. Dr. Smette also informed the board that the LEAP program is currently being analyzed and the administrative team will be formulating a recommendation for the future direction of the program. Board consensus was that the board wants to continue with the program in some form and will await the administrative recommendation.

Dr. Smette brought the board up-to-date on the transportation waiver requests which have been received by the district. He indicated that he will be sending administrative letters to those patrons informing them that their requests have been received by the school district.

Energy Impact Office Reimbursement Claim

Ciavarella moved that the reimbursement claim, in the amount of \$25,000., be submitted to the North Dakota Energy Impact Office. Johnston seconded the motion. The motion passed unanimously.

Other

Lardy presented an update on the progress in teacher negotiations.

Ava Lanes briefed the board on the current status of personnel openings and distributed a list of up-coming events.

President Johnson brought up the legislative forum and asked the board to consider possible dates. Board consensus was that the latter part of September would be a good time.

At 10:35 p.m., Johnston moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.

  
\_\_\_\_\_  
C. B. Haas, Business Manager

  
\_\_\_\_\_  
Nancy Johnson, President

PUBLIC SCHOOL DISTRICT BUDGET AND TAX LEVY  
CERTIFICATE OF LEVY

To the County Auditor of Stark County, Dickinson North Dakota.  
You are hereby notified that the School Board of Dickinson Public School  
District No. 1 has levied the following amounts for:

FUND GROUP-1 GENERAL FUND

General Fund - District Property Taxes . . . . .	\$	<u>\$3,185,417.00</u>
High School Tuition Levy . . . . .	\$	<u>52,000.00</u>
High School Transportation Levy . . . . .	\$	<u>                    </u>
Judgment Levy . . . . .	\$	<u>                    </u>
Asbestos Levy . . . . .	\$	<u>86,000.00</u>

FUND GROUP-2 SPECIAL RESERVE

Special Reserve Levy . . . . .	\$	<u>                    </u>
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FUND GROUP-3 CAPITAL PROJECTS

Building Fund Levy . . . . .	\$	<u>200,000.00</u>
Special Assessments Fund Levy . . . . .	\$	<u>56,000.00</u>

FUND GROUP-4 DEBT SERVICE

Sinking & Interest Fund Levy . . . . .	\$	<u>282,950.00</u>
Asbestos Bonding Levy . . . . .	\$	<u>                    </u>

FUND GROUP-7 JUNIOR COLLEGE

Junior College Fund Levy . . . . .	\$	<u>                    </u>
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BOND JUDGMENT

. . . . .	\$	<u>                    </u>
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TOTAL AMOUNT OF LEVIES . . . . . \$ \$3,862,367.00

You will duly enter and extend such tax upon the tax list for the current year against all taxable property in said school district. You will also enter and extend taxes previously levied, if any, by resolution of the school board of this district to pay interest on bonds outstanding and to pay the principal thereof at maturity.

Dated at Dickinson, North Dakota, this 20th day of September, 19 88.

Business Manager: CB Haas

CERTIFICATE OF COUNTY SUPERINTENDENT OF SCHOOLS:

I hereby certify that \_\_\_\_\_ Public School District No. \_\_\_\_\_ is providing \_\_\_\_\_ years of standard high school work (is maintaining a Graded Elementary School).

Dated this \_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_.

County Superintendent: \_\_\_\_\_

NORMAL MAXIMUM LEVY (57-15-14 NDCC) UP TO A MAXIMUM OF 180 MILLS

Filed \_\_\_\_\_, 19\_\_\_\_ County Auditor: \_\_\_\_\_

Filed \_\_\_\_\_, 19\_\_\_\_ County Superintendent: \_\_\_\_\_

Filed 20 September, 1988 Business Manager: CB Haas

COPIES REQUIRED: SEND THE ORIGINAL AND TWO COPIES TO THE COUNTY SUPERINTENDENT, RETAIN ONE COPY IN THE SCHOOL DISTRICT FILES.

FUND GROUP 1  
 ANNUAL BUDGET FOR THE YEAR  
 ENDING JUNE 30, 1989

APPROPRIATIONS

Estimated or Actual 1987-88	Appropriation Requested 1988-89	Final Appropriation 1988-89
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SECTION I

REGULAR PROGRAMS

110-1000 Kindergarten Instr.	\$ 225,260.80	\$ _____	\$ 207,996.00
110-2100 Kgtn. Support Ser.	9,201.53	_____	9,285.00
120-1000 Elementary (1-6) Instr.	2,495,737.11	_____	2,592,100.00
120-2100 Elem. Support Ser.	45,309.91	_____	45,726.00
120-2410 Elem. Principal	318,875.96	_____	320,622.00
130-1000 7-8 Grade Instr.	745,547.87	_____	738,859.00
130-2100 7-8 Grade Support Ser.	42,544.54	_____	43,250.00
130-2410 7-8 Grade Principal	87,539.16	_____	99,664.00
140-1000 H.S. Program (9-12) Instr.	1,144,082.77	_____	1,142,553.00
140-2100 H.S. Support Ser.	81,110.78	_____	82,197.00
140-2410 H.S. Principal	155,424.53	_____	149,898.00

EDUCATION CONSOLIDATION & IMP. ACT AND OTHER FEDERAL PROGRAMS

261-1000 Chapter 1 Compensatory	\$ 225,079.18	\$ _____	\$ 226,672.00
262-1000 Chapter 1 Migrant	_____	_____	_____
263-1000 Chapter 1 Neglected & Delinquent	_____	_____	_____
264-1000 Chapter 1 Handicapped	_____	_____	_____
265-1000 Chapter 2 Education Block Grant	48,079.54	_____	46,353.00
266-1000 Nutrition Ed. & Training Program	_____	_____	_____
270-1000 Title VII Bilingual - ESEA	_____	_____	_____
280-1000 Gifted and Talented	17,457.59	_____	21,181.00
290-1000 Title II - Ed. for Economic Security Act 1984	5,608.13	_____	6,248.00
<u>298-1000 Other Federal Programs</u>	<u>5,103.18</u>	_____	_____
-	-	_____	_____

UNDISTRIBUTED EXPENDITURES

000-2210 Improvement of Instruction Ser.	\$ 18,142.69	\$ _____	\$ 18,000.00
000-2220 Instructional Media Ser.	133,818.45	_____	172,656.00
000-2290 Other	_____	_____	_____
000-2310 School Board Services	32,139.37	_____	39,109.00
000-2320 Executive Admin. - Supt's Office	123,638.82	_____	122,323.00
000-2330 Special Area Administration Ser.	35,839.52	_____	28,490.00
000-2410 Principal	_____	_____	_____
000-2500 Support Ser. - Business	111,577.23	_____	141,400.00
000-2600 Operation & Maint. of Plant Ser.	972,693.53	_____	955,270.00
000-2800 Support Ser. - Central	83,509.91	_____	92,401.00
000-2900 Other Support Ser.	_____	_____	_____



FUND GROUP I  
 ANNUAL BUDGET FOR THE YEAR  
 ENDING JUNE 30, 1989

APPROPRIATIONS

Estimated or Actual 1987-88	Appropriation Requested 1988-89	Final Appropriation 1988-89
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SECTION II

OTHER PROGRAMS & SERVICES

000-2700 Student Transportation Ser.	\$ 293,164.58	\$	\$ 346,903.00
000-4000 Facilities Acq. & Const. Ser.			
000-5000 Contingencies			214,598.00
000-6300 Transfers to Other Funds	56,112.96		67,653.00
400-2700 Extracurricular Stud. Trans. Ser.			
400-3400 Extracurricular Stud. Activities	182,058.22		206,356.00
600-3200 Adult Education			
800-3300 Community Services			
900-3100 Food Services	31,372.90		-0-
900-3200 Other Enterprise Ser.			

SECTION III

TUITION

110-1000 Kindergarten Tuition	\$	\$	\$
120-1000 Elementary Tuition			
130-1000 7-8 Grade Tuition	1,849.44		1,250.00
140-1000 H.S. Tuition	6,484.04		2,500.00
200-1000 Special Education Tuition	64,626.75		70,100.00
200-2700 Student Trans. Ser./Sp. Ed.			
205-1000 Preschool Sp. Ed. Tuition			
300-1000 Vocational Education Tuition			
300-2700 Student Trans. Ser./Voc. Ed.			

SECTION IV

SPECIAL EDUCATION

200-1000 Special Education (Include Preschool Sp. Ed.)	\$ 912,716.22	\$	\$ 891,614.00
200-2000 Supporting Ser./Sp. Ed.	139,057.83		143,271.00
200-2700 Student Trans. Ser.	16,915.27		7,500.00

SECTION V

VOCATIONAL EDUCATION

300-1000 Vocational Education	\$ 473,158.28	\$	\$ 446,314.00
300-2000 Supporting Ser./Voc. Ed.	134,180.50		13,734.00
300-2700 Student Trans. Ser.	418.12		262.00
300-3200 Adult Education			

TOTAL OPERATING BUDGET . . . . . \$9,475,437.21      \$      \$ 9,750,308.00

FUND GROUP 1  
 ANNUAL BUDGET FOR THE YEAR  
 ENDING JUNE 30, 1989

ANNUAL BUDGET FOR FUND GROUPS 2 THROUGH 7

Estimated or Actual 1987-88	Appropriation Requested 1988-89	Final Appropriation 1988-89
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FUND GROUP 2 - 7

Fund Group-2 Special Reserve Fund	\$ <u>162,736.46</u>	\$ _____	\$ <u>474,032.00</u>
Fund Group-3 Capital Projects	<u>267,611.50</u>	_____	<u>283,500.00</u>
Fund Group-4 Debt Service	<u>448,871.70</u>	_____	_____
Fund Group-5 Food Services	<u>287,604.94</u>	_____	_____
Fund Group-6 Student Activities	_____	_____	_____
Fund Group-7 Junior College	_____	_____	_____

The appropriations for Fund Groups 2 through 7 on this page are used to support the mill levy requests for the same fund groups on page 1.

FUND GROUP 1  
 ANNUAL BUDGET FOR THE YEAR  
 ENDING JUNE 30, 1989

ESTIMATED REVENUES

Actual/or Estimated Revenue 1987-88	Estimated Revenue 1988-89
--	---------------------------------

1000 REVENUE FROM LOCAL SOURCES

1100 TAXES

1110 General Fund-District Property Taxes	\$3,266,591.16	\$ 3,097,257.00
1131 High School Tuition Levy		52,000.00
1132 High School Transportation Levy		
1133 Judgment Levy		
1134 Asbestos Levy		86,000.00
1192 Penalties and Interest		
TOTAL TAX REVENUE AND INTEREST . . . . .	<u>\$3,266,591.16</u>	<u>\$ 3,235,257.00</u>

1200 REVENUE IN LIEU OF DISTRICT PROPERTY TAXES

	\$	\$
TOTAL IN LIEU REVENUE . . . . .	<u>\$</u>	<u>\$</u>

1300 TUITION

1310 Regular Programs	\$ 17,207.11	\$ 7,000.00
1320 Handicapped Program	82,952.00	80,000.00
1330 Vocational Program		
1340 Summer School Programs		
1350 Adult Education Programs		
1360 Driver Education Programs		
TOTAL TUITION . . . . .	<u>\$ 100,159.11</u>	<u>\$ 87,000.00</u>

1400 TRANSPORTATION FEES

1410 Regular Programs	\$ 30,000.63	\$ 34,000.00
1420 Handicapped Program		
1430 Vocational Program		
TOTAL TRANSPORTATION FEES . . . . .	<u>\$ 30,000.63</u>	<u>\$ 34,000.00</u>

1500 INTEREST ON INVESTMENTS

1510 Interest Earned	\$ 112,083.18	\$ 100,000.00
TOTAL INTEREST EARNED . . . . .	<u>\$ 112,083.18</u>	<u>\$ 100,000.00</u>

1600 FOOD SERVICE REVENUE

	\$	\$
TOTAL FOOD SERVICE REVENUE . . . . .	<u>\$</u>	<u>\$</u>

FUND GROUP 1  
 ANNUAL BUDGET FOR THE YEAR  
 ENDING JUNE 30, 1989

ESTIMATED REVENUES

	Actual/or Estimated Revenue 1987-88	Estimated Revenue 1988-89
<u>1700 STUDENT ACTIVITIES REVENUE</u>		
TOTAL STUDENT ACTIVITIES REVENUE . . . . .	\$ 8,336.75	\$ 8,000.00
	<u>\$ 8,336.75</u>	<u>\$ 8,000.00</u>
<u>1800 COMMUNITY SERVICE ACTIVITIES REVENUE</u>		
TOTAL COMMUNITY SER. ACTIVITIES REVENUE . . .	\$ _____	\$ _____
	<u>\$ _____</u>	<u>\$ _____</u>
<u>1900 OTHER REVENUE FROM LOCAL SOURCES</u>		
1910 Rentals	\$ _____	\$ _____
1920 Contributions or Donations/Private Sources	1,015.00	_____
1930 Services Provided Other School Districts	2,498.13	_____
1940 Service Provided Other Gov. Units	_____	_____
1990 Miscellaneous Income	5,685.27	25,000.00
TOTAL OTHER LOCAL SOURCES . . . . .	\$ 9,198.40	\$ 25,000.00
	<u>\$ 9,198.40</u>	<u>\$ 25,000.00</u>
TOTAL REVENUE FROM LOCAL SOURCES . . .	\$ 3,526,369.23	\$ 3,489,257.00
	<u>\$ 3,526,369.23</u>	<u>\$ 3,489,257.00</u>
<u>2000 REVENUE FROM COUNTY SOURCES</u>		
<u>2200 MINERAL RESOURCES</u>		
2210 Oil and Gas Production	\$ 219,976.85	\$ 200,000.00
2220 Coal Production	13,919.47	10,000.00
2230 Coal Conversion	_____	_____
TOTAL MINERAL RESOURCES . . . . .	\$ 233,896.32	\$ 210,000.00
	<u>\$ 233,896.32</u>	<u>\$ 210,000.00</u>
<u>2900 OTHER COUNTY REVENUE</u>		
TOTAL OTHER COUNTY REVENUE . . . . .	\$ _____	\$ _____
	<u>\$ _____</u>	<u>\$ _____</u>
TOTAL REVENUE FROM COUNTY SOURCES . . .	\$ 233,896.32	\$ 210,000.00
	<u>\$ 233,896.32</u>	<u>\$ 210,000.00</u>

FUND GROUP 1  
 ANNUAL BUDGET FOR THE YEAR  
 ENDING JUNE 30, 1989

ESTIMATED REVENUES

Actual/or Estimated Revenue 1987-88	Estimated Revenue 1988-89
--	---------------------------------

3000 REVENUE FROM STATE SOURCES

3100 UNRESTRICTED STATE REVENUE

3110 Per Pupil Aid	\$ 4,057,313.18	\$ 3,890,069.00
3120 Tuition Apportionment	827,728.96	682,512.00
3130 Transportation Aid	221,387.33	224,026.00
3190 Other Unrestricted State Revenue		
TOTAL UNRESTRICTED STATE REVENUE . . . . .	\$ 5,056,429.47	\$ 4,796,607.00

3200-3900 RESTRICTED STATE REVENUE

3200 Handicapped Program Aid	\$ 329,889.57	\$ 301,148.00
3300 Vocational Program Aid	194,760.00	110,000.00
3410 Special Education Joint Agreements		
3420 Vocational Education Joint Agreements		
3900 Other Restricted State Revenue		5,000.00
TOTAL RESTRICTED STATE REVENUE . . . . .	\$ 524,649.57	\$ 416,148.00

TOTAL REVENUE FROM STATE SOURCES . . . . . \$ 5,581,079.04 \$ 5,212,755.00

4000 REVENUE FROM FEDERAL SOURCES

4100 UNRESTRICTED RECEIVED DIRECT

4110 P.L. 81-874 Impact Aid	\$	\$
TOTAL UNRESTRICTED RECEIVED DIRECT . . . . .	\$	\$

4200 UNRESTRICTED RECEIVED THROUGH STATE AGENCY

4210 Taylor Grazing	\$	\$
4220 Flood Control		
4230 Mineral Leases		
4240 Bankhead Jones		
4260 Johnson O'Malley		
4270 P.L. 93-638 Funds		
4290 Other Unrestricted Federal Aid		
TOTAL UNRESTRICTED THROUGH STATE AGENCY . . . . .	\$	\$

FUND GROUP 1  
 ANNUAL BUDGET FOR THE YEAR  
 ENDING JUNE 30, 1989

ESTIMATED REVENUES

	Actual/or Estimated Revenue 1987-88	Estimated Revenue 1988-89
<u>4400 RESTRICTED RECEIVED DIRECT</u>		
4410 P.L. 81-815 Construction Aid	\$ _____	\$ _____
4420 ESAA - Emergency School Assistance Aid	_____	_____
4440 Indian Education Program	_____	_____
4450 Impact Aid-(P.L. 874)-Low Income Housing	_____	_____
4460 Headstart	_____	_____
4490 Other Restricted Federal Aid	_____	_____
TOTAL RESTRICTED RECEIVED DIRECT . . . . .	\$ _____	\$ _____
<u>4500 RESTRICTED RECEIVED THROUGH STATE AGENCY</u>		
4511 Chapter 1 Compensatory	\$ <u>194,742.38</u>	\$ <u>272,000.00</u>
4512 Chapter 1 Neglected & Delinquent	_____	_____
4513 Chapter 1 Handicapped (P.L. 89-313)	<u>2,432.83</u>	<u>3,220.00</u>
4514 Chapter 1 Migrant	_____	_____
4515 Chapter 2 Education Block Grant	<u>48,079.54</u>	<u>46,000.00</u>
4517 Title II - Ed. for Economic Security Act 1984	<u>5,610.55</u>	<u>6,247.00</u>
4520 Title VII Bilingual - ESEA	_____	_____
4531 Title EHA-B Special Education	<u>81,140.73</u>	<u>111,832.00</u>
4540 Vocational Programs	<u>44,938.86</u>	_____
4550 Child Nutrition Programs	_____	_____
4559 Nutrition Education & Training Program (Replaces 4470 Hlth. & Nutrition)	_____	_____
4560 Adult Education Programs	_____	_____
4570 Community Education Programs	_____	_____
4580 Career Education	_____	_____
4590 Other Restricted Federal Revenue	<u>10,198.75</u>	<u>5,688.00</u>
TOTAL RESTRICTED THROUGH STATE AGENCY . . . . .	\$ <u>387,143.64</u>	\$ <u>444,987.00</u>
<u>4700 FEDERAL RECEIVED THROUGH AN INTERMEDIATE AGENCY</u>		
4710 JTPA Programs - Local Prime Sponsors	\$ _____	\$ _____
TOTAL THROUGH INTERMEDIATE AGENCY . . . . .	_____	_____
<u>4800 FEDERAL REVENUE IN LIEU OF TAXES</u>		
TOTAL FEDERAL IN LIEU OF TAXES . . . . .	\$ _____	\$ _____
<u>4900 FEDERAL REVENUE FOR/ON BEHALF OF LEA</u>		
4910 Special Education Joint Agreements	\$ _____	\$ _____
4920 Vocational Education Joint Agreements	_____	_____
TOTAL FEDERAL FOR/ON BEHALF OF LEA . . . . .	\$ _____	\$ _____
<u>TOTAL REVENUE FROM FEDERAL SOURCES . . . . .</u>	<u>\$ 387,143.64</u>	<u>\$ 444,987.00</u>



FUND GROUP 1  
 ANNUAL BUDGET FOR THE YEAR  
 ENDING JUNE 30, 1989

ESTIMATED REVENUES

Actual/or Estimated Revenue 1987-88	Estimated Revenue 1988-89
--	---------------------------------

5000 REVENUE FROM OTHER SOURCES

<u>5100 SALE OF BONDS</u> . . . . .	\$ _____	\$ _____
<u>5200 INTERFUND TRANSFERS</u> . . . . .	\$ _____	\$ _____
<u>5300 SALE OR COMPENSATION FOR LOSS OF FIXED ASSETS</u> . . . . .	\$ _____	\$ _____
<u>5400 REFUND OF PRIOR YEAR'S EXPENDITURES</u> . . . . .	\$ _____	\$ _____
<u>TOTAL REVENUE FROM OTHER SOURCES</u> . . . . .	\$ _____	\$ _____
 <u>GRAND TOTAL ESTIMATED REVENUE FOR OPERATING FUNDS</u> . . . . .	 \$ <u>9,728,488.23</u>	 \$ <u>9,356,999.00</u>

REVENUE RECAP

FUND GROUP 1

JULY 1, 1988 BEGINNING BALANCE (INCLUDE INVESTMENTS)	\$ <u>1,474,512.97</u>
1000 ESTIMATED REVENUE FROM LOCAL SOURCES	\$ <u>3,489,257.00</u>
2000 ESTIMATED REVENUE FROM COUNTY SOURCES	\$ <u>210,000.00</u>
3000 ESTIMATED REVENUE FROM STATE SOURCES	\$ <u>5,212,755.00</u>
4000 ESTIMATED REVENUE FROM FEDERAL SOURCES	\$ <u>444,987.00</u>
5000 ESTIMATED REVENUE FROM OTHER SOURCES	\$ _____
TOTAL BEGINNING BALANCE, ESTIMATED REVENUE . . . . .	\$ <u>10,831,511.97</u>
LESS GENERAL FUND GROUP APPROPRIATION (PAGE 3) . . . . .	\$ <u>9,750,308.00</u>
ESTIMATED ENDING BALANCE (JUNE 30, 1989) . . . . .	\$ <u>1,081,203.97</u>

Dickinson Public Schools  
Regular Meeting

September 20, 1988, 7:30 p.m.  
Board Room, Central Office

The Dickinson Public School Board met in regular session on September 20, 1988, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bill Lardy, Jim Ciavarella, Merry Johnston and Bob Weir. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, Rodger Miller, Ron Steiner and Arlo Howe. Others present were Sharon Dietz, Dickinson Press, Richard Rykowsky, Terry Nelson, NoDak Bonds, Mitzi Swenson, Sharon Geyer, Terry Clark, Audry Zins, Sherwin Dockter, Carole Miller, Rex Cook, Rich Wardner, Fern Pokorny, Bob Stefonowicz, Kay Werremeyer and Nicci Clark.

President Johnson called the meeting to order.

#### Public Participation

Kay Werremeyer, Audry Zins and Mitzi Swenson addressed the board concerning the Gifted and Talented program. They expressed their desire to see the program continued.

#### Additional Agenda Items/Removal of Items From Consent Agenda

Ciavarella requested that the minutes of the August 16, 1988, meeting be removed from the Consent Agenda.

Lardy requested that the Personnel item be removed from the Consent Agenda.

Ciavarella moved that "Termination of Board Salaries" be added to the agenda. Lardy seconded the motion. The motion passed unanimously.

Lardy moved that "Conferences with the Teacher's Association" be added to the agenda. Johnston seconded the motion. The motion passed unanimously.

Johnston moved that "Health Insurance" be added to the agenda. Weir seconded the motion. The motion passed unanimously.

#### Consent Agenda

Lardy moved that the consent agenda consisting of bills and financial reports be approved. Weir seconded the motion. The motion passed unanimously.

#### Minutes

Ciavarella moved to rescind Lardy's substitute motion of August 16, 1988, specifying the meeting date for a report to be given to the board relative to the concerns expressed to the board at the April 19, 1988, meeting. Johnston seconded the motion. The motion was unanimously defeated. President Johnson ruled Lardy's motion out of order. Lardy moved that this report be presented to the board at the November 15, 1988, meeting. Johnston seconded the motion. The motion passed unanimously.

Johnston moved that the minutes be approved, as corrected. Weir seconded the motion. The motion passed unanimously.

Personnel

Lardy questioned whether the new hires are truly necessary for the successful operation of the district, particularly in view of the district's financial condition. Dr. Smette assured the board that all positions had been examined carefully to determine if alternative staffing patterns were possible which would cost less. Ms. Lanes added that the lateness of some resignations made it impossible to significantly alter programs prior to the beginning of school. This situation made it necessary to hire replacements. Ciavarella moved that the new hires of Farley Sorkness, Custodian at DHS; Eloise Leggate, classroom paraprofessional in grade 3 at Roosevelt; Marcia Frank, Hearing Impaired program; Dianne Davenport, half-time kindergarten instructor at Heart River; Dorothy Roll, Art instructor at Hagen; Esther Larson ESL paraprofessional at Lincoln; Carla Bruce, 5th grade teacher at Berg and Margaret Olheiser, half-time instructor in the Adult Learning Center; and the resignation of Pauline Davis be approved. Lardy seconded the motion. The motion passed unanimously.

Superintendent's Report

Dr. Smette reported to the board that the school start-up went very smoothly. He discussed the general financial condition of the district and specifically pointed out the current budgeted deficit and the eroding taxable value. The measures that are now being implemented to save money this year are cutbacks in supplies and equipment and no additional personnel. Positions which become vacant during the year will be examined very carefully before replacement personnel are hired. Dr. Smette told the board that it will be imperative for local Boards of Education to begin working with legislators in solving these financial problems.

Staff/Student Recognitions

Staff and students recognized were: Ed Sahlstrom, State Speech Teacher of the Year for 1987-88; Donna Fleming, State Student Congress Coach of the Year for 1987-88; fifth and sixth grades at Jefferson Elementary were the 1988 Grand Champions in creative writing at the North Dakota State Fair - instructors are Betty Neigum, Deb Rising, Susan Jacobsen and Becky Meduna; and Jon Hodnefield, 1987-88 VICA Advisor of the Year.

Bond Issue Crossover Refunding

Terry Nelson, representing NoDak Bonds, presented the bond bids to the Board. Johnston moved that a resolution awarding the sale of \$1,100,000 bonds be passed. Ciavarella seconded the motion. The motion passed unanimously. Johnston moved that a resolution authorizing the issuance and sale of \$1,100,000 general obligation refunding bonds of 1988 be passed. The motion died for lack of a second. This resolution will be acted upon at the regular October meeting, since the closing of the bond sale is scheduled for October 20, 1988.

NCA Accreditation

Ms. Lanes explained the options available to the district concerning NCA Accreditation. As a result of the all-school evaluation completed in 1988, all schools in the district are eligible for one type or another of accreditation with NCA. Weir moved that the district apply for candidacy status for Hagen. Johnston seconded the motion. The motion passed unanimously. Weir moved that the district consider candidacy status for the elementary schools. Lardy seconded the motion. The motion was unanimously defeated. Johnston moved that the district apply for affiliate status for the elementary schools. Weir seconded the motion. The motion failed by a four to one vote. Lardy, aye; Johnston, nay; Johnson, nay; Weir, nay and Ciavarella, nay.

Board Policies

Johnston moved that the "Professional Growth/Curriculum Development Committee" policy receive second reading approval and be adopted. Lardy seconded the motion. The motion passed unanimously.

Ciavarella moved that the "Expectations for Extra Curricular Events" policy receive second reading approval and be adopted. Lardy seconded the motion. The motion passed unanimously.

President Johnson discussed the draft copy of the first five sections of the policy manual prepared by the North Dakota School Boards Association. The sections completed in the draft are:

- A. Philosophy
- B. Board Duties and Governance
- C. Administration
- D. Personnel
- E. Negotiations

The following assignments were made for the purpose of reviewing the draft.

- Sections A, C & E - Weir & Johnston, report at October 18th meeting;
- Section B - Ciavarella and Johnson, report at November 15th meeting;
- Section C - Lardy and Johnson, report at December 20th meeting.

Ciavarella moved that a ten minute recess be taken. Johnston seconded the motion. The motion passed unanimously. The meeting recessed from 9:20 to 9:30 p.m.

President Johnson reconvened the meeting and rearranged the agenda so the Gifted and Talented Program could be considered at this time.

Gifted and Talented Program

Dr. Smette presented some alternatives for this program and discussed some of the district's budgetary constraints. Johnston moved that the administration be directed to have a Gifted and Talented Program in place and operating by the beginning of the second semester during the 1988-89 school term. Weir seconded the motion. The motion passed unanimously.

Budget

Dr. Smette presented the "Certificate of Levy" to the board. He specifically explained the recommended tuition levy and the asbestos levy. Lardy moved that the "Certificate of Levy" as presented be approved. Johnston seconded the motion. The motion passed unanimously. A copy of the "Certificate of Levy" is attached as a permanent part of these minutes.

Board/Teacher Negotiations

Ciavarella moved that the negotiated settlement, as concluded by board and teacher negotiators, be approved. Weir seconded the motion. The motion passed unanimously.

Weir expressed the board's gratitude to Lardy and Johnston for their work. Ciavarella extended that gratitude and appreciation to the teacher negotiators also.

Bus Bids

Lardy moved that all bids be rejected and that the board re-advertise for bids at a later date. Ciavarella seconded the motion. The motion passed by a three to two vote. Lardy, aye; Ciavarella, aye; Johnston, aye; Weir, nay; Johnson, nay.

Bus Fee Waivers

Mr. Rykowski briefed the board on a system that could be used to determine eligibility for a partial or total bus fee waiver. The criteria used would be the same as that for food stamp eligibility. A board policy would need to be developed to cover this topic.

Lardy moved that a policy for determining eligibility for bus fee waivers, with criteria based on food stamp eligibility, be prepared for first reading at some later date. Weir seconded the motion. The motion passed unanimously.

Asbestos Management Plan

Dr. Smette outlined some of the potential costs for correcting the asbestos situation within the district. The accumulative costs could be as high as \$300,000 by 1991. The plan is preliminary at this time and more detailed information will be available when the plan is finalized.

Termination of Board Salaries

Ciavarella moved that the payment of any board salaries be terminated. Lardy seconded the motion. The motion was defeated by a three to two vote. Lardy, aye; Ciavarella, aye; Johnson, nay; Weir, nay and Johnston, nay.

Conferences With The Association

Lardy moved that the board President be directed to meet with the Dickinson Education Association President to plan periodic informal meetings involving teachers, administrators and board members. Ciavarella seconded the motion. The motion passed unanimously.

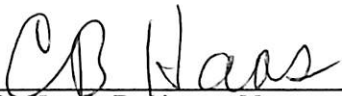
Health Insurance

Johnston moved that the district advertise for bid proposals for health insurance for professional staff and that the bids be submitted not later than 2:00 p.m. on October 31, 1988. Ciavarella seconded the motion. The motion passed unanimously.

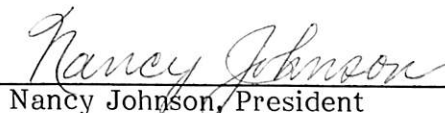
Other

Weir expressed the idea that the board must somehow let the teaching staff know that, even though there were not large salary increases, the board does appreciate the professional staff and feels that the teachers are doing a good job. Consensus was that the board should convey this thought to the teachers and the public through the news media.

At 11:30 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

DICKINSON PUBLIC SCHOOL DISTRICT NO. 1  
COUNTIES OF STARK AND DUNN  
STATE OF NORTH DAKOTA

RESOLUTION AUTHORIZING THE ISSUANCE AND SALE OF  
\$1,100,000  
GENERAL OBLIGATION REFUNDING BONDS OF 1988

WHEREAS, Dickinson Public School District No. 1 of Stark and Dunn Counties, State of North Dakota (the "Issuer"), has by resolution duly adopted on April 9, 1984, issued its General Obligation Refunding Bonds of 1984 dated as of April 1, 1984, in the aggregate principal amount of \$1,890,000 (the "Bonds") of which \$1,525,000 remains outstanding as of the date hereof; and

WHEREAS, the Bonds are subject to redemption and prepayment at the option of the Issuer on May 1, 1991 and any interest payment date, at par plus accrued interest; and

WHEREAS, the Issuer has found and determined that the best interest of the Issuer will be served through the reduction of debt service costs by the issuance and sale of its bonds for the purpose of refunding the Bonds on October 1, 1988; and

WHEREAS, the Issuer has adopted a resolution on August 9, 1988, containing the information prescribed by Sections 21-03-09 and 21-03-14 of the North Dakota Century Code and providing for public sale of refunding bonds; and

WHEREAS, the Issuer has received bids for the purchase of its refunding bonds and has awarded sale of such bonds to the best responsible bidder on the terms and conditions set forth in the notice of sale and in the accepted bid, pursuant to a resolution adopted on the date hereof;

NOW, THEREFORE, BE IT RESOLVED by the School Board of Dickinson Public School District No. 1 of Stark and Dunn Counties, North Dakota, as follows:

Section 1. Authorization and Sale. There is hereby authorized to be issued a series of bonds designated "Dickinson Public School District No. 1, General Obligation Refunding Bonds of 1988" in the total principal amount of \$1,100,000 (the "Refunding Bonds") for the purpose of a crossover refunding of the outstanding Bonds and paying costs incurred in connection with the issuance of the Refunding Bonds. The sale of the Refunding Bonds was awarded to Allison-Williams Company, Minneapolis, Minnesota, by resolution adopted on the date hereof.



Section 2. Terms. The Refunding Bonds shall initially be dated October 1, 1988. Refunding Bonds issued upon exchanges and transfers of Refunding Bonds before April 1, 1989 shall be dated as of October 1, 1988. Refunding Bonds issued upon exchanges or transfers of Refunding Bonds on or after October 1, 1988 shall be dated as of May 1 or November 1 next preceding their issuance, or if the date of issuance shall be a May 1 or November 1, as of such date; provided, however, that if interest on the Refunding Bonds shall be in default, the Refunding Bonds shall be dated as of the date to which interest has been paid in full on the Refunding Bonds being transferred. The Refunding Bonds shall be issued in fully registered form in denominations of \$5,000 or any multiple thereof, of single maturities. The Refunding Bonds shall be numbered in consecutive numerical order from R-1 upwards as issued and shall mature on May 1 in the years and in the amounts and shall bear interest at the rates set forth opposite such years and amounts, respectively, in the Schedule of Maturities and Interest Rates attached hereto as Attachment 1.

Interest on the Refunding Bonds and, upon presentation and surrender thereof, the principal thereof shall be payable in lawful money of the United States of America by check or draft by the Bond Registrars, Inc., Englewood, Colorado, through the Bond Registrar, as Paying Agent, or by a successor paying agent appointed by the Issuer. Interest shall be payable on May 1 and November 1 in each year, commencing May 1, 1989, to the person in whose name the Refunding Bond is registered at the close of business on the last business day of the immediately preceding month. Interest on the Refunding Bonds shall cease at maturity or on a date prior thereto on which they have been duly called for redemption unless the holder hereof shall present the same for payment and payment is refused.

The Refunding Bonds shall be payable from the Dickinson Public School District No. 1 General Obligation Refunding Bonds of 1988 Fund (the "Refunding Fund") into which will be deposited tax collections from the ad valorem tax levied or to be levied for payment of the principal and interest on the Refunding Bonds.

Section 3. Redemption. The Refunding Bonds maturing in the years 1995 and thereafter shall be subject to prior redemption at the option of the Issuer, in inverse order of maturities and by lot, assigned in proportion to their principal amount, within any maturity, on May 1, 1994, and on any interest payment date thereafter, at a price equal to the principal amount thereof plus accrued interest. Not less than 30 days prior to the date specified for redemption of any of the Refunding Bonds, the Business Manager of the Issuer will cause notice of the call thereof to be mailed to the registered owner and to the Paying Agent at which principal and interest are then payable. Upon partial redemption of any Refunding Bond, a new Refunding Bond or Refunding Bonds will be delivered to the owner without charge, representing the remaining principal amount outstanding.

Section 4. Registration, Transfer and Exchange. The Refunding Bonds are transferable upon the books of the Issuer at the principal office of The Bond Registrars, Inc., Englewood, Colorado (the "Bond Registrar"), by the registered owner thereof in person or by his attorney duly authorized in

writing upon surrender hereof together with a written instrument of transfer satisfactory to the Bond Registrar, duly executed by the registered owner or his attorney; and may also be surrendered in exchange for Refunding Bonds of other authorized denominations. Upon such transfer or exchange the Issuer will cause a new Refunding Bond or Refunding Bonds to be issued in the name of the transferee or registered owner, of the same aggregate principal amount, bearing interest at the same rate and maturing on the same date, subject to reimbursement for any tax, fee or governmental charge required to be paid with respect to such transfer or exchange. No transfer of Refunding Bonds shall be required to be made (i) during the period beginning at the opening of business fifteen days next preceding either any interest payment date, or any date of selection of Refunding Bonds to be redeemed and ending at the close of business on the interest payment date or day on which the applicable notice of redemption is given, or (ii) for any Refunding Bonds selected for redemption in whole or in part.

The Refunding Bonds shall be registered as to both principal and interest and the Bond Registrar shall establish and maintain a register for the purposes of recording the names and addresses of the registered owners or assigns, the dates of such registration and the due dates and amounts for payment of principal and interest on the Refunding Bonds. The Issuer and the Bond Registrar may deem and treat the person in whose name any Refunding Bond is registered as the absolute owner hereof, whether the Refunding Bond is overdue or not, for the purpose of receiving payment and for all other purposes, and neither the Issuer nor the Bond Registrar shall be affected by any notice to the contrary.

Section 5. Preparation, Execution and Delivery. The Refunding Bonds shall be printed under the supervision and at the direction of the School District Business Manager, executed by the facsimile signature of the President of the School Board, attested to by the facsimile signature of the School District Business Manager and sealed with a facsimile of the Issuer's official seal. After the Refunding Bonds have been registered in the manner prescribed by Section 21-03-22 of the North Dakota Century Code, the Refunding Bonds shall be delivered to the purchaser at closing upon receipt of the purchase price plus any accrued interest. The Refunding Bonds shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under this Resolution until the Certificate of Authentication thereon shall have been executed by the Bond Registrar by manual signature of one of its authorized representatives.

The Refunding Bonds shall be reproduced in substantially the form attached to this Resolution as Attachment 2.

Section 6. Establishment of Refunding Fund; Levy of Tax. There is hereby created Dickinson Public School District No. 1 General Obligation Refunding Bonds of 1988 Fund (the "Refunding Fund") which shall consist of tax levies heretofore made for the 1984 bonds being refunded and tax levies authorized herein which shall be maintained by the School District Business Manager as a separate and distinct fund and shall at all times be kept on deposit with a qualified depository of public funds as provided in Chapter 21-04 of the North Dakota Century Code, as a special fund for the sole

purpose of payment of principal and interest on any outstanding Refunding Bonds and shall be maintained until all balances of principal and interest on the Refunding Bonds are fully paid.

If any payment of principal or interest on the Refunding Bonds shall become due when there is not sufficient money in the Refunding Fund to make such payment the School District Business Manager shall advance the amount required from the general fund of the Issuer, and the general fund shall be reimbursed for such advances out of the next taxes thereafter collected. The Issuer hereby irrevocably appropriates to the Refunding Fund, all taxes levied and collected pursuant to this Section and any other moneys hereinafter appropriated to the Refunding Fund by the School Board.

For the prompt and full payment of the principal of and interest on the Refunding Bonds as the same respectively become due, the full faith, credit and taxing powers of the Issuer shall be and are hereby irrevocably pledged. In order to produce sums annually for the Refunding Fund which will not be less than the amount needed to meet when due the principal and interest payments on the Refunding Bonds, there is hereby levied a direct, annual ad valorem tax to be spread upon the tax rolls for the years and in not less than the amounts as follows, and collected with and as a part of other general taxes of the Issuer in the respective ensuing years, as follows:

<u>Levy Year</u>	<u>Collection Year</u>	<u>Amount</u>
1991	1992	\$ 287,700
1992	1993	273,900
1993	1994	254,500
1994	1995	240,500
1995	1996	226,300
1996	1997	148,100

Said taxes shall be irrevocable so long as any of the Refunding Bonds are outstanding and unpaid, provided that the Issuer reserves the right and power to reduce the levy in the manner and to the extent permitted by Section 21-03-15 of the North Dakota Century Code; and it being further provided that the School District Business Manager shall cancel levies made for the above years on the 1984 bonds being refunded.

It is estimated that the ad valorem taxes will be collected in amounts at least equal to the annual principal and interest requirements of the Refunding Bonds. When there are insufficient funds available to pay the principal of and interest on the Refunding Bonds when due, the County Auditors of Stark and Dunn Counties shall notify the Board of such deficiency and the Board shall levy a direct ad valorem tax on the taxable property in the Issuer to pay said deficiency.

Section 7. Escrow Fund. The proceeds of the Refunding bonds, after payment of costs of issuance related thereto, are hereby irrevocably appropriated to acquire, with additional cash of \$64.62, securities from the Federal Reserve Bank (SLGS) in amounts sufficient to provide (1) payment of

principal and interest on the Refunding Bonds through May 1, 1991, and (2) to pay the principal amount due on the 1984 refunded bonds to be called on May 1, 1991 in the sum of \$1,050,000.

Section 8. Redemption of Outstanding Bonds. Notice of Call for Redemption of the Bonds (the "Notice") shall be mailed to the registered owners of the Bonds at least thirty (30) days prior to the date for redemption (May 1, 1991). The Notice shall identify the Bonds to be redeemed by maturity and series number and state the time and place for redemption.

Section 9. Discharge. When all of the Refunding Bonds, and the interest thereon have been discharged as provided in this paragraph, all pledges, covenants and other rights granted by this resolution shall cease. The Issuer may discharge all Refunding Bonds due on any date by depositing with the Paying Agent on or before that date a sum sufficient for the payment thereof in full; or if any Refunding Bond or interest thereon should not be paid when due, the same may nevertheless be discharged by depositing with the Paying Agent a sum sufficient for the payment thereof in full with interest accrued from the due date to the date of such deposit. The Issuer may also discharge all prepayable Refunding Bonds called for redemption on any date when they are prepayable according to their terms, by depositing with the Paying Agent on or before that date a sum sufficient for the payment thereof in full, provided that notice of the redemption thereof has been duly given as provided herein. The Issuer may also discharge all Refunding Bonds at any time by irrevocably depositing in escrow with a suitable banking institution or trust company, for the purpose of paying all principal and interest due on such Refunding Bonds prior to a date upon which all of the same will be prepayable according to their terms, and paying all remaining Refunding Bonds on that date, a sum of cash and securities of the types described in Section 21-03-06(7)(c) of the North Dakota Century Code in such aggregate amount, bearing interest at such rates and maturing or callable at the holder's option on such dates as shall be required to provide funds sufficient for this purpose; provided that notice of the redemption of all prepayable Refunding Bonds on or before such date has been duly given as required herein.

Section 10. Arbitrage. On the day fixed for delivery of the Refunding Bonds, the President of the School Board and the School District Business Manager shall make and file in the office of the Business Manager and deliver to the purchaser a certificate in accordance with the provisions of Section 103(c) of the Internal Revenue Code of 1954, as amended, and Treasury Regulations, Sections 1.103-13 and 1.103-14, stating that on the basis of the facts, estimates and circumstances in existence on the date of issue and delivery of the Refunding Bonds, as such facts, estimates and circumstances are set forth in the certificate, it is not expected that the proceeds of the Refunding Bonds will be used in a manner that would cause the Bonds to be arbitrage bonds within the meaning of said Code and Regulations.

Section 11. Filing with County Auditor. The Business Manager is directed to file with the County Auditors of Stark and Dunn Counties a

certified copy of this resolution, and to obtain from the County Auditors a certificate stating that the tax required by law for the payment of the Refunding Bonds has been duly filed and levied.

The Business Manager is further directed to register an accurate description of the Refunding Bonds and shall sign, by manual or facsimile signature, the endorsement on the back of each Refunding Bond as provided in Sections 21-03-22 and 21-03-46 of the North Dakota Century Code.

Section 12. Custodian of Refunding Fund. The Business Manager is hereby appointed custodian of the Refunding Fund and shall invest and reinvest moneys in the Refunding Fund, under the direction of the governing body of the Issuer, in investments as provided in Section 21-03-43 of the North Dakota Century Code. Income earned from investment of money in the Refunding Fund shall be credited to the Refunding Fund. The Business Manager shall disburse moneys in the Refunding Fund for the purpose of paying the principal of and interest on the Refunding Bonds without further authorization or direction by the governing body.

Section 13. Other Proceedings. The officers of the Issuer are authorized and directed to prepare and furnish to the attorneys passing on the legality of the Refunding Bonds, certified copies of all proceedings, ordinances, resolutions and records and all such certificates and affidavits and other instruments as may be required to evidence the legality and marketability of the Refunding Bonds, and all certified copies, certificates, affidavits and other instruments so furnished shall constitute representations of the Issuer as to the correctness of all facts stated or recited therein.

Section 14. Official Statement. The Official Statement, dated September 6, 1988, relating to the Refunding Bonds, is hereby approved, and the School District Business Manager is authorized to certify to its correctness and completeness as provided in the Official Statement.

Section 15. Repealer. All prior resolutions and other acts or proceedings of the Issuer which are in any way inconsistent with the terms of this Resolution are hereby amended to the extent necessary to give full force and effect to this Resolution.

Nothing herein contained shall be deemed to modify, amend, violate, repudiate or repeal any provision or covenant contained in any Bond, or in any resolution pursuant to which any Bond has been issued and is outstanding, to the extent that a modification, amendment, violation, repudiation or repealer would impair the obligation or contract owed to any holders of such Bonds.

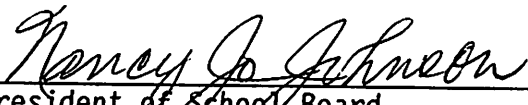
Section 16. Compliance with Federal Tax Law. Issuer covenants that (i) it will restrict the use of the proceeds of the Bonds in such manner and to such extent as may be necessary, in view of the Issuer's reasonable expectations at the time of issuance of the Bonds, so that the Bonds will not constitute "arbitrage bonds" under Section 148 of the Internal Revenue Code of 1986 and regulations prescribed under such Section, and (ii) it will

take all actions that may be required of it (including, without implied limitation, the timely filing of a federal information return with respect to the Bonds) so that the interest on the Bonds will be and remain excluded from gross income for federal income tax purposes and will not take any actions which would adversely affect such exclusion.

Issuer hereby designates the Bonds as "qualified tax-exempt obligations" under Section 265 of the Internal Revenue Code of 1986 (the "Code") relating to the deduction allowed financial institutions for interest expense allocable to tax-exempt interest. Issuer represents that (i) the Bonds are not "private activity bonds" as defined in the Code, (ii) the reasonably anticipated amount of qualified tax-exempt obligations (other than "private activity bonds" except for "qualified 501(c)(3) bonds" as defined in the Code) which will be issued during the calendar year 1988 does not exceed \$10,000,000, and (iii) not more than \$10,000,000 of "qualified tax-exempt obligations" will be designated by the Issuer (including subordinate entities) for the calendar year 1988.

Adopted this 18th day of October, 1988.

DICKINSON PUBLIC SCHOOL DISTRICT  
NO. 1

  
\_\_\_\_\_  
President of School Board

Attest:

  
\_\_\_\_\_  
School District Business Manager

( S E A L )



The governing body of the political subdivision acted on the foregoing resolution on October 18, 1988, as follows:

Adoption moved by Bill Lardy Seconded by Jim Ciavarella

Roll Call Vote (List Last Names)

"Aye" Nancy Johnson, Merry Johnston, Jim Ciavarella, Bill Lardy & Bob Weir

"Nay" None

Absent None

after vote the presiding officer declared the resolution adopted.

DICKINSON PUBLIC SCHOOL DISTRICT NO. 1  
COUNTIES OF STARK AND DUNN  
STATE OF NORTH DAKOTA

\$1,100,000  
GENERAL OBLIGATION REFUNDING BONDS OF 1988

SCHEDULE OF MATURITIES AND INTEREST RATES

<u>Year</u>	<u>Amount</u>	<u>Rate</u>
1991	\$ 10,000	6.20 %
1992	195,000	6.40
1993	195,000	6.50
1994	190,000	6.60
1995	190,000	6.75
1996	190,000	6.90
1997	130,000	7.00

UNITED STATES OF AMERICA  
 STATE OF NORTH DAKOTA  
 COUNTIES OF STARK AND DUNN  
 DICKINSON PUBLIC SCHOOL DISTRICT NO. 1

GENERAL OBLIGATION REFUNDING BOND OF 1988

No. R- \_\_\_\_\_ \$

INTEREST RATE                      MATURITY                      DATE OF ORIGINAL ISSUE                      CUSIP

October 1, 1988

REGISTERED OWNER:

PRINCIPAL AMOUNT:

DOLLARS

**SPECIMEN**

KNOW ALL MEN BY THESE PRESENTS that Dickinson Public School District No. 1, Stark and Dunn Counties, North Dakota (the "District"), acknowledges itself indebted and for value received hereby promises to pay to the registered owner specified above or registered assigns, the principal amount specified above on the maturity date specified above, with interest thereon from the date hereof at the annual rate specified above, payable on May 1 and November 1 in each year, commencing May 1, 1989, to the person in whose name this Bond is registered on the 15th day of the immediately preceding month, whether or not a business day, all subject to the provisions referred to herein with respect to the redemption of the principal of this Bond before maturity. The interest hereon and, upon presentation and surrender hereof, the principal hereof are payable in lawful money of the United States of America by check or draft by The Bond Registrars, Inc., Englewood, Colorado, as Paying Agent, or its successor designated under the Resolution described herein.

This Bond is one of a single series of Bonds designated as "qualified tax-exempt obligations" and issued in the aggregate principal amount of \$1,100,000.00 all of like date of original issue and tenor except as to serial number, denomination, interest rate, redemption privilege and maturity date, issued pursuant to a resolution adopted by the School Board on September 20, 1988 (the "Resolution") for the purpose of refunding the General Obligation Refunding Bonds of 1984 of the District dated as of April 1, 1984, in full conformity with the Constitution and laws of the State of North Dakota and the resolutions of the District duly adopted and approved prior to the issue hereof. The Bonds of this series are issuable only as registered bonds in the denominations of \$5,000 or any multiple thereof, of single maturities.

Bonds of this issue maturing in the years 1991 through 1994 are payable on their respective stated maturity dates without option of prior payment. Bonds maturing in the years 1995 and thereafter shall be subject to redemption and prepayment at the option of the District, in inverse order

of maturities and by lot, assigned in proportion to their principal amount, within any maturity, on May 1, 1994, and on any interest payment date thereafter, at a price equal to the principal amount thereof plus accrued interest. Not less than 30 days prior to the date specified for prepayment and redemption of any Bonds the District will cause notice of the call thereof to be mailed to the registered owner and to the Paying Agent. Upon partial redemption of any Bond, a new Bond or Bonds will be delivered to the owner without charge, representing the remaining principal amount outstanding.

Additional provisions of this Bond are contained on the reverse hereof and such provisions shall for all purposes have the same effect as though fully set forth at this place.

This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Resolution until the Certificate of Authentication hereon shall have been executed by the Bond Registrar by manual signature of one of its authorized representatives.

IN WITNESS WHEREOF, Dickinson Public School District No. 1, Stark and Dunn Counties, North Dakota, has caused this Bond to be executed on its behalf by the facsimile signature of the President of the School Board, sealed with a facsimile of its official seal, and attested by the facsimile signature of the Business Manager of the School District and has caused this Bond to be dated as of the date set forth below.

DATED:

SPECIMEN

CERTIFICATE OF AUTHENTICATION

This is one of the Bonds delivered pursuant to the Resolution mentioned within.

DICKINSON PUBLIC SCHOOL DISTRICT  
NO. 1

\_\_\_\_\_  
(FACSIMILE)  
President of School Board

THE BOND REGISTRARS, INC.  
P. O. Box 5081  
Englewood, Colorado 80155  
as Bond Registrar

Attest:

By: \_\_\_\_\_  
Authorized Representative

\_\_\_\_\_  
(FACSIMILE)  
School District Business Manager

( S E A L )  
(FACSIMILE)

(TO BE PRINTED ON THE REVERSE OF THE BOND)

As provided in the Resolution and subject to certain limitations set forth therein, this Bond is transferable upon the books of the District at the principal office of The Bond Registrars, Inc. (the "Bond Registrar"), by the registered owner hereof in person or by his attorney duly authorized in writing upon surrender hereof together with a written instrument of transfer satisfactory to the Bond Registrar, duly executed by the registered owner or his attorney; and may also be surrendered in exchange for Bonds of other authorized denominations. Upon such transfer or exchange the District will cause a new Bond or Bonds to be issued in the name of the transferee or registered owner, of the same aggregate principal amount, bearing interest at the same rate and maturing on the same date, subject to reimbursement for any tax, fee or governmental charge required to be paid with respect to such transfer or exchange.

The District and the Bond Registrar may deem and treat the person in whose name this Bond is registered as the absolute owner hereof, whether this Bond is overdue or not, for the purpose of receiving payment and for all other purposes, and neither the District nor the Bond Registrar shall be affected by any notice to the contrary.

This Bond is payable from the Dickinson Public School District No. 1 General Obligation Refunding Bonds of 1988 Fund into which will be deposited tax collections from the ad valorem tax levied or to be levied for payment of the principal and interest on this Bond.

Interest on this Bond shall cease at maturity or on a date prior thereto on which it has been duly called for redemption unless the holder hereof shall present the same for payment and payment is refused.

IT IS HEREBY CERTIFIED, RECITED, COVENANTED AND AGREED that all acts, conditions and things required by the Constitution and laws of the State of North Dakota to be done, to exist, to happen and to be performed precedent to and in the valid issuance of this Bond, have been done, do exist, have happened and have been performed in regular and due form, time and manner as so required; that the amount of this Bond, together with all other indebtedness of the District, does not exceed any limit prescribed by the Constitution and laws of the State of North Dakota and that provision has been made for the levy of a direct, annual, irrevocable tax sufficient to pay the principal of and interest on this Bond as the same become due, except as funds may otherwise be provided for such purpose; that the District has appropriated the proceeds of the Bonds of this issue together with other funds now on hand and available for such purpose, and has invested such funds in obligations of the United States or certain agencies thereof in such amounts, maturing on such dates, and earning interest at such rates as are required to provide funds sufficient to pay when due the interest to accrue on each refunded bond to the earliest date on which it may be called for redemption, and to pay and redeem the principal amount of each such refunded bond at its earliest redemption date, and has irrevocably placed such funds and securities in escrow for this purpose; and that the full faith and credit of the District is hereby pledged to the punctual payment of principal and interest on this Bond.

(TO BE PRINTED ON THE REVERSE OF THE BOND)

STATE OF NORTH DAKOTA )  
 ) ss.  
COUNTY OF STARK )

I hereby certify that the within Bond is fully registered in my office, is issued in accordance with law, and is within the debt limit of Dickinson Public School District No. 1, Stark and Dunn Counties, North Dakota.

WITNESS my hand and the official seal of the Dickinson Public School District No. 1, Dickinson, North Dakota.

( S E A L )  
(FACSIMILE)

(FACSIMILE)  
Business Manager

The following abbreviations, when used in the inscription on the face of this Bond, shall be construed as though they were written out in full according to applicable laws or regulations:

TEN COM - as tenants in common  
TEN ENT - as tenants by the entireties  
JT TEN - as joint tenants with right of survivorship and not as tenants in common

UNIF GIFT MIN ACT \_\_\_\_\_ Custodian \_\_\_\_\_  
(Cust) (Minor)  
under Uniform Gifts to Minors Act  
\_\_\_\_\_  
(State)

Additional abbreviations may also be used though not in the above list.

ASSIGNMENT

FOR VALUE RECEIVED the undersigned hereby sells, assigns and transfers unto \_\_\_\_\_

the within Bond and all rights thereunder, and hereby irrevocably constitutes and appoints \_\_\_\_\_ attorney to transfer the within Bond on the books kept for registration thereof, with full power of substitution in the premises.

Dated: \_\_\_\_\_

PLEASE INSERT SOCIAL SECURITY  
NUMBER OR OTHER IDENTIFYING  
NUMBER OF ASSIGNEE

[Empty box for Social Security Number or other identifying number of assignee]

NOTICE: The signature to this assignment must correspond with the name as it appears upon the face of the within Bond in every particular, without alteration or enlargement or enlargement or any change whatsoever.

Signature Guaranteed:

NOTICE: Signature(s) must be guaranteed by a member of the New York Stock Exchange or a commercial bank or trust company.



(TO BE PRINTED ON REVERSE OF BOND)

We have acted as bond counsel in connection with the issuance by the Dickinson Public School District No. 1 of Stark and Dunn Counties, North Dakota (the "Issuer"), of its \$1,100,000 General Obligation Refunding Bonds of 1988, initially dated October 1, 1988 (the "Bonds"). The Bonds are issuable in fully registered form in the denominations of \$5,000 or any integral multiple thereof, of single maturities. The Bonds mature on May 1 in the years and amounts set forth below, and Bonds maturing in such years and amounts bear interest from date of issue until paid at the annual rates set forth opposite such years and amounts, respectively:

<u>Year</u>	<u>Amount</u>	<u>Rate</u>	<u>Year</u>	<u>Amount</u>	<u>Rate</u>
1991	\$ 10,000	6.20 %	1995	\$190,000	6.75 %
1992	195,000	6.40 %	1996	190,000	6.90
1993	195,000	6.50 %	1997	130,000	7.00
1994	190,000	6.60 %			

Interest is payable on May 1 and November 1 in each year, commencing May 1, 1989, to the holder of record as of the close of business on the last business day of the immediately preceding month. Bonds maturing in the years 1995 and thereafter are subject to redemption and prepayment at the option of the Issuer and in inverse order of maturity dates, and by lot, assigned in proportion to their principal amount, within any maturity, on May 1, 1994, and any interest payment date thereafter, at a price of the principal amount thereof plus accrued interest. The interest on the Bonds is payable by check or draft mailed by The Bond Registrars, Inc., Englewood, Colorado, as Paying Agent, or a successor paying agent, and the principal thereof is payable to the registered holder upon presentation at the office of the paying agent.

We have examined the law and such certified proceedings and other papers as we deem necessary to render this opinion. As to questions of fact material to our opinion, we have relied upon the certified proceedings and other certifications of public officials furnished to us without undertaking to verify such facts by independent investigation.

We have not been engaged or undertaken to review the accuracy, completeness or sufficiency of the Official Statement or other offering material relating to the Bonds (except to the extent, if any, stated in the Official Statement) and we express no opinion relating thereto (excepting only the matters set forth as our opinion on the Official Statement).

Based on our examination, we are of the opinion, as of the date hereof, as follows:

1. The Bonds are valid and binding general obligations of the Issuer.
2. All taxable property in the territory of the Issuer is subject to ad valorem taxation without limitation as to rate or amount to pay the Bonds. The issuer is required by law to include in its

annual tax levy the principal and interest coming due on the Bonds to the extent the necessary funds are not provided from other sources.

3. The Bonds are not "arbitrage bonds" within the meaning of Section 148 of the Internal Revenue Code of 1986, as amended, and the Treasury Regulations promulgated thereunder.
4. Under existing law, the interest on the Bonds (a) is exempt from federal and North Dakota income taxes and (b) is not an item of tax preference for purposes of the federal alternative minimum tax imposed on individuals and corporations; however, it should be noted that with respect to corporations (as defined for federal income tax purposes), such interest is taken into account in determining adjusted net book income (adjusted current earnings for taxable years ending after December 31, 1989) for the purpose of computing the alternative minimum tax and the environmental tax imposed on such corporations. The opinion set forth in clause (a) above is subject to the condition that the Issuer comply with all requirements of the Internal Revenue Code of 1986 (the "Code") that must be satisfied subsequent to the issuance of the Bonds in order that interest thereon be (or continue to be) excluded from gross income for federal income tax purposes. Failure to comply with certain of such requirements could cause the interest on the Bonds to be so included in gross income retroactive to the date of issuance of the Bonds. The Issuer has covenanted to comply with all such requirements. The Bonds have been designated as "qualified tax-exempt obligations" under Section 265 of the Code. Interest on the Bonds is subject to the tax imposed on banks, trust companies and building and loan associations under Chapters 57-35, 57-35.1 and 57-35.2 of the North Dakota Century Code. We express no opinion regarding other state or federal tax consequences arising with respect to the Bonds.

It is to be understood that the rights of the holder or holders of the Bonds and the enforceability thereof may be subject to bankruptcy, insolvency, reorganization, moratorium and other similar laws affecting creditors' rights heretofore or hereafter enacted and that their enforcement may be subject to the exercise of judicial discretion in accordance with general principles of equity.

BEAUCLAIR & COOK  
Bismarck, North Dakota

We certify that the foregoing is a full and correct copy of the text of the legal opinion of bond counsel on the issue of Bonds of the Dickinson Public School District No. 1, which includes the within Bond, rendered as of the date of the original delivery of and payment for the Bonds.

(FACSIMILE)  
SCHOOL DISTRICT BUSINESS MANAGER

(FACSIMILE)  
PRESIDENT OF SCHOOL BOARD

The Dickinson Public School Board met in regular session on October 18, 1988, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bill Lardy, Jim Ciavarella, Merry Johnston and Bob Weir. Administrators present were Superintendent Dr. David Smette, Ava Lanes, C. B. Haas, Rodger Miller, Arlo Howe, Ron Steiner, Corenne Krieg and LeRoy Boespflug. Others present were Gene Brose, Dennis Lardy, Bobbi Miller, LaWayne Leno, Wayne Willcoxon and Robynn Tysver, Dickinson Press.

President Johnson called the meeting to order.

#### Public Participation

There were no requests to address the board.

#### Additional Agenda Items/Removal of Items From the Consent Agenda

Ciavarella moved that "Elementary Accreditation Reports" be added to the agenda. Johnston seconded the motion. The motion passed unanimously.

#### Consent Agenda

Ciavarella moved that the consent agenda, consisting of the minutes of the September 20, 1988, meeting; bills; financial reports; the re-hiring of Carol Glasoe as a half-time basic skills paraprofessional at Lincoln; the replacement hiring of Elenjo Schaff as a secretary at the Central Office and the resignation of Sharol Ledin, third grade teacher at Berg be approved. Lardy seconded the motion. The motion passed unanimously.

President Johnson asked the board if they had any objection to rearranging the agenda so the auditors could make their presentation to the board prior to the remaining agenda items. There were no objections.

#### Financial Audit, FY'88

Gene Brose and Dennis Lardy presented the annual audit report and discussed portions relating to the balance sheet, revenue, expenditures and the management letter. Weir moved that the audit report be accepted, with the board reserving the right to implement or not implement the recommendations in the report. Johnston seconded the motion. The motion passed unanimously.

#### Superintendent's Report

Superintendent Smette outlined general guidelines for strategic planning in the areas of budget, legislative contacts, curriculum, transportation, building needs, extra curricular areas, food service, negotiations, reduction in force and other educational services. Dr. Smette also reported briefly on the building level disciplinary policies and individual teacher disciplinary plans for their classroom. Dr. Smette asked Mr. Haas to explain to the board the grant application recently submitted to the State Board for Vocational Education to start a Diversified Occupations Program for juvenile offenders in the Dickinson community.

President Johnson presented an update to the board on the progress being made by the Health Insurance Study Committee. The bid opening for new health insurance coverage for professional staff is scheduled for October 31, 1988, at 2:00 p.m., in the Central Administration Office board room. Dr. Smette asked Ms. Lanes to report on progress with the District Calendar. Ms. Lanes informed the board that the calendar should be completed for distribution by the end of October.

Dr. Smette suggested to the board that a special meeting will be necessary for the board to discuss strategic planning with regard to the items outlined in his report. Board consensus was that the meeting should be scheduled for 8:00 a.m. on November 19, 1988.

#### Diversified Occupations Program

Johnston moved that the Diversified Occupations Grant Application be added to the agenda. Lardy seconded the motion. The motion passed unanimously. Following a brief discussion on the nature of this program, Lardy moved that the grant application be approved. Weir seconded the motion. The motion passed unanimously.

#### Student/Staff Recognitions

Dr. Smette recognized the following:

Betty Neigum, Teacher in Grade 6 at Jefferson, as one of the finalists in the North Dakota Teacher of the Year competition; Kristi Dukart, State qualifier in FFA Extemporaneous Public Speaking; and Vernon Stoltz, State qualifier in FFA Educational Demonstration.

#### Energy Impact

Ms. Lanes presented the energy impact report and briefly explained enrollment and impact fluctuations.

#### Staff Development Conference

The cooperatively sponsored Staff Development Conference is scheduled on October 27 and 28 in Bismarck. Scheduling conflicts will prevent any board member from attending the entire conference. President Johnson informed the board that she would attend a portion of the conference.

#### Mid Year Inservice

Ciavarella moved that the 1:30 p.m. school dismissal on January 25, 1989, for the purpose of staff inservice, be approved. Lardy seconded the motion. The motion passed unanimously.

#### Bond Issue Crossover Refunding

Lardy moved that the resolution authorizing the issuance and sale of \$1,100,000 general obligation refunding bonds of 1988 be approved. Ciavarella seconded the motion. The motion passed unanimously.

#### Legislative Update

President Johnson briefed the board on the legislative forum held on September 28, 1988, and asked the members what type of legislative contacts they would like to schedule after the election. Dr. Smette explained the legislative efforts that will be made by the study council schools. The date tentatively set for a legislative contact is November 19, 1988, following the board's strategic planning meeting.

President Johnson reported on her contacts with the DEA concerning "Conferences with the Association."

#### Elementary Accreditation Reports

Ms. Lanes explained the reports and informed the board on how the administration would respond to the reports. Lardy moved that the accreditation reports be accepted as presented by Ms. Lanes. Johnston seconded the motion. The motion passed unanimously.

Board Policies

Bus Fee Waivers - Dr. Smette explained the criteria that would be used for determining bus fee waiver eligibility. Lardy moved for first reading approval of the bus fee waiver policy. Ciavarella seconded the motion. The motion passed unanimously.

Reduction in Staff - Merry Johnston was named to be the board representative on the reduction in force study committee. Ms. Johnston will also act as chairperson of that committee.

NDSBA Board Policies - Following a review of Section A, Weir moved that Section A receive first reading approval with the changes that were made. Johnston seconded the motion. The motion passed unanimously. Section A deals with board philosophy, goods and objectives and includes policies AA, AAA, AAB, AAC, AAC-R, AAC-E, ABA, ABB, ABCA, ABCD, ABD and ABDB.

Following a review of Section C, Johnston moved to amend existing policies CBBA-E and CBBB and give the amended policies first reading approval. Weir seconded the motion. The motion passed unanimously. Johnston moved that the remaining policies as changed in Section C dealing with administration, and including policies CA, CBA, CBB, CBD, CBDA, CBDC, CCA, CDB, CDBA, CDBB, CDBD and CDBEB receive first reading approval. Weir seconded the motion. The motion passed unanimously.

Following a review of Section E, Johnston moved that policies EB, EC and ED, dealing with negotiations, and as changed, receive first reading approval. Ciavarella seconded the motion. The motion passed unanimously.

Other

Ciavarella expressed his appreciation for the administrative and board presentations at the legislative forum.

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



C. B. Haas, Business Manager



Nancy Jo Johnson, President

The Dickinson Public School Board met in regular session on November 15, 1988, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bill Lardy, Jim Ciavarella, Merry Johnston and Bob Weir. Administrators present were Superintendent Dr. David Smette, Ava M. Lanes, C. B. Haas, Rodger Miller, Arlo Howe, Louis Braun and Bruce Jessen. Others present were Vince Reep, Lloyd Moldenhauer, Wayne Willcoxon, Paulette Reule, Shirley Peters, Kerry Hamann, Richard Rykowsky, Fern Pokorny, Carole Miller, Arnie Binek and Robynn Tysver, Dickinson Press.

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

Ciavarella moved that the "Smoking Policy" be added to the agenda under the Board Policies item. Lardy seconded the motion. The motion passed unanimously.

Weir moved that "Band Uniforms" be added to the agenda. Ciavarella seconded the motion. The motion passed unanimously.

Ciavarella moved that "1988-89 Budget" be added to the agenda. Lardy seconded the motion. The motion passed unanimously.

Consent Agenda

Weir moved that the consent agenda, consisting of the minutes of the October 18, 1988, meeting; bills; financial reports; the replacement hires of Patricia Levorsen, Berg 3rd grade and Mark Hatlestad, paraprofessional at Roosevelt; the new hires of Mary Bruhschwein, Diversified Occupations Juvenile Offenders Program and Irma Hood, Chapter I Aide at Roosevelt be approved. Ciavarella seconded the motion. The motion passed unanimously.

Staff/Student Recognitions

Dr. Smette recognized the following:

Deborah Thompson, 4th Grade Teacher at Berg, who participated in the North Dakota Teacher of the Year Contest.

Merry Johnston, Silver Certificate of Merit in recognition of her fulfilling the requirements of School Board Member First Class.

Donna Fleming, Second place award in State Student Congress Competition.

Leon Kleingartner, Third place award in State Boys' Cross Country Track.

Vince Reep, Fifth place award in State Girls' Cross Country Track.

Roger Stone, Tied for WDA Football Championship and Semi-Finalist in State Playoffs.

Superintendent's Report

Dr. Smette briefed the board on recent efforts to inform the public about the crisis in the public schools of Dickinson. He especially thanked Robynn Tysver, Dickinson Press, for her cooperation in this effort. Dr. Smette also distributed a publication from the North Dakota Study Council Schools which outlined legislative issues and priorities of the large school districts in North Dakota. A similar publication will be prepared which deals specifically with Dickinson.



Legislative Matters and Priorities

Dr. Smette presented a summary of legislative priorities which are specific to the Dickinson Public School System. Board consensus was that they were in agreement with the priorities.

School Evaluation Update

Ms. Lanes reviewed the status of the recommendations resulting from the District Evaluation completed in May, 1988. The review categorized the recommendations as being implemented, in progress, not implemented or not applicable. The district will continue to address these recommendations inasmuch as it is possible to do so.

Insurance

The Health Insurance Committee recommended that the board accept the bid of Horace Mann for the coverage specified with a \$500.00 deductible per contract per year on hospitalization and \$1.00 deductible on drugs. The bids were as follows:

Horace Mann: Single - \$99.14 per month  
Single Parent with Dependents - \$166.28 per month  
Employee & Spouse - \$184.28 per month  
Family - \$285.58 per month.

Blue Cross/Blue Shield: Single - \$103.50 per month  
Single Parent with Dependents - \$179.30 per month  
Employee & Spouse - \$222.60 per month  
Family - \$273.70 per month.

Based on current enrollment, this is a \$101,484.98 annual increase for Horace Mann and \$103,620.01 annual increase for Blue Cross/Blue Shield. Johnston moved that the bid of Horace Mann be accepted. Lardy seconded the motion. The motion passed unanimously.

Dr. Smette explained the options with regard to the District's General Liability Insurance Policy and recommended that the district continue its coverage with Dakota Fire Insurance Company. Johnston moved that the district maintain its General Liability Insurance Policy with Dakota Fire Insurance Company. Weir seconded the motion. The motion passed unanimously.

Scheduling Alternatives

Weir presented the report dealing with scheduling alternatives at Dickinson High School. Ciavarella moved that the first recommendation, which is to offer four or five required subjects in the morning before regular classes begin, be accepted by the board. Weir seconded the motion. The motion passed unanimously.

Salary Grievance

President Johnson asked for volunteers to serve on a committee of two for the purpose of dealing with this grievance. Ciavarella and Johnson volunteered to be on the committee.

Gifted Program Update

Ms. Lanes gave a brief report to the board on the options being considered for the second semester Gifted Program. Parents are being involved in these discussions at this time and a recommendation will be prepared for board consideration at the December regular meeting.



Superintendent's Evaluation

President Johnson appointed Lardy and Johnston to the Superintendent Evaluation Committee. They will be responsible for selecting an evaluation instrument which is mutually acceptable to the board and the superintendent. Lardy was named committee chairman.

NDSBA Convention Reports

Johnston gave a report on the resolutions considered at the convention dealing with personnel records, equity in funding and incentive grants for districts with mill levies above the state average. Johnson's report included a summary of legal issues dealing with transportation, first-year teacher non-renewals, personnel records, (Hebron case) home schools, extra curricular duty assignments and teaching loads at the high school level (Mandan case).

Curriculum Development Update

Ms. Lanes presented an update on the curricular review cycles for Social Studies and Significant Infectious Diseases. Ms. Lanes also briefly outlined the areas of focus for professional growth for the balance of the 1988-89 school year. They are school climate, academic preparation and wellness.

Board Policiesa. Bus Fee Waivers

Johnston moved that the Bus Fee Waiver policy receive second reading approval and be adopted. Ciavarella seconded the motion. The motion passed unanimously.

b. Adoption Leave

Johnston moved that the Adoption Leave policy receive first reading approval. Lardy seconded the motion. The motion passed unanimously.

c. Smoking Policy

Arnie Binek presented the Smoking Policy Committee's report and responded to questions by the board. Ciavarella moved that the Smoking Policy receive first reading approval. Weir seconded the motion. The motion passed unanimously.

d. Policy Sections A, C and E

Johnston moved that all the policies in Sections A, C & E that received first reading approval during the October regular meeting now be given second reading approval and be adopted by the Board. Ciavarella seconded the motion. (Policies in these sections not receiving any action are CBBC and CDBFA). The motion passed unanimously.

Ciavarella moved to recess until 10:15 p.m. Lardy seconded the motion. The motion passed unanimously.

e. Policy Section B

Ciavarella moved that newly developed policies BA, BAA, BB, BBA, BBB, BCA, BCAC, BCB, BCBB, BCCA, BCCB, BCCC, BCCD, BCD, BCDA, BDA, BDB, BDDB, BDC, BDD, BDFA, BEA, BFA, BFB, BFC, BFD, BFE, BGA, BGB, BHC, BIB, BIBA, and BIBB and amended policies BAB, BDF, BEB, and BEBA receive first reading approval. Lardy seconded the motion. The motion passed unanimously.

Band Uniforms

Weir brought up and discussed the need for band uniforms. The advantages and disadvantages of purchasing uniforms at this time were discussed. No action was taken.

Budget

Lardy moved that the budget be increased from \$9,762,645. to \$9,950,573. The increase includes \$86,000 for asbestos abatement and \$101,928 for increases in the professional health insurance package. Weir seconded the motion. The motion passed unanimously.

Other

President Johnson announced that the first informal meeting of the DEA, Board and Administrators is scheduled for 6:45 - 8:00 a.m. on November 29, 1988, in the Capitol Room at the Interstate Inn.

At 11:29 p.m., Lardy moved that the meeting be adjourned. Ciavarella seconded the motion. The motion passed unanimously.



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C. B. Haas, Business Manager



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Nancy Johnson, President

The Dickinson Public School Board met in a workshop session on November 19, 1988, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bill Lardy, Merry Johnston, Jim Ciavarella and Bob Weir. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava M. Lanes, Rodger Miller, LeRoy Boespflug, Marv Knoll and Ron Steiner. Others present were Richard Rykowsky, Bob Hebert, Sherwin Dockter, Paula Stone, Sue Biesiot and Bob Stefanowicz.

President Johnson convened the workshop.

Superintendent Dr. Smette introduced the agenda and discussed the process to be used during the workshop and that ultimately the results of the workshop should lead to a time frame for decision making.

Presentations were made in the areas outlined by the administrators listed.

Budget (Revenue, Expenditures and Cash Flow)	C. B. Haas
Transportation	Richard Rykowsky
Extracurricular Fees	Marv Knoll
Curriculum	Ava M. Lanes
Special Education	Rodger Miller
Enrollment, Space and Building Needs	LeRoy Boespflug & Ava M. Lanes
Food Service	
Other Programs	C. B. Haas
Time, People and Dollar Resources	Dr. Dave Smette

Key points discussed in various areas were:

#### Budget

The administration will need board decisions on the following questions.

- a. What carryover cash balance does the board want to maintain?
- b. At this time, what is the most probable revenue projection the board would direct the administration to work with for 1989-90?

#### Transportation

It is proposed that fees be raised to increase revenues by approximately \$16,000.00. This will require Board action prior to the beginning of the 1989-90 school year.

#### Food Service

Charges for meals at DHS will need to be raised \$.25 per meal beginning January 1, 1989. This will require Board action at the December regular meeting.

#### Extra Curricular Fees

- a. Fee structure should be broadened to include all activities. (Athletics and others.)
- b. Board needs more information on costs of athletics and other activities by athletic event and specific activity.
- c. This led to a discussion concerning fees charged by DSU for the use of the stadium. It is the general feeling that the fees are too high and that a Board/Administrative delegation meet with the DSU administration to try to resolve the issue.

Enrollment, Space and Building Needs

- a. Study possibility of making Gladstone a magnet school for the purpose of transporting students to Gladstone and thus alleviating overcrowding in schools within Dickinson.
- b. Consider renting space from the parochial system to accommodate the temporary bulge in numbers of students to avoid over-building and excessive building costs.
- c. Establish flexible boundaries for attendance areas to make it possible to assign students to a particular building for the purpose of equally distributing class size.
- d. Consider additions at Lincoln and Hagen.

Curriculum

Most of the decisions with regard to curriculum will have to be made after a more definite revenue picture becomes evident.

Special Education

- a. Consider adding more elementary guidance counselors.
- b. Initiate a program for emotionally handicapped.
- c. Cooperate with other agencies in securing living facilities for high-risk or emotionally handicapped students.

Resources of Time, People, Dollars

Superintendent Smette discussed these issues briefly and mentioned roles and responsibilities of administrators, negotiations and professional growth for all personnel. These issues will need clarification and, in some cases, specific decisions in the months ahead.

A special board meeting was tentatively set for 7:30 P.M. on December 15, 1988.

The workshop ended at 1:20 P.M.



C. B. Haas, Business Manager

  
Nancy Johnson, President

Dickinson Public Schools  
Special Legislative Meeting

November 22, 1988, 7:00 P.M.  
Board Room, Central Office

The Dickinson Public School Board met in a special legislative meeting on November 22, 1988, in the Board Room at 444 4th Street West. Board members present were Bill Lardy, Nancy Johnson and Jim Ciavarella. Administrators present were Superintendent Dr. David Smette, Rodger Miller and Louis Braun. Legislators present were Ray David, Bill Goetz, Clarence Martin, Frank Wald, Herb Urlacher and Jerry Waldera. Others present were Carole Miller, Kerry Hamann, Rich Wardner and Fern Pokorny.

President Johnson convened the meeting.

The primary purpose was to present information to the legislators explaining the financial crisis facing the Dickinson Public School District. Detailed information was presented to the legislators with respect to the district's taxable value, mill rates and general financial condition.

The meeting ended at 8:30 P.M.

  
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C. B. Haas, Business Manager

  
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Nancy Johnson, President

The Dickinson Public School Board met in special session on December 15, 1988, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bill Lardy, Merry Johnston, Bob Weir and Jim Ciavarella. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, Ron Steiner, Marv Knoll, LeRoy Boespflug, and Arlo Howe. Others present were Richard Rykowski, Bob Hebert, Jim Glasser, Terry Glasser, Rita Gawryluk, Phil Moormann, Chuck Carter, George Nodland, Don Staudinger, Randy Bartz, James Duttonhefer, Bill Fiedler, Jan Fields, Mary Duttonhefer, Linda Stockert, Bob Stefonowicz, Richard Medlar, Henry Pankratz and Robynn Tysver, Dickinson Press.

President Johnson called the meeting to order.

Budget 1989-90

Dr. Smette introduced the topic by explaining and reviewing Governor Sinner's proposal for funding education for the next two years. Significant components of the proposal are:

- Per pupil payment of \$1537.
  - Deduct of 40 mills instead of 20 mills to facilitate equalization.
  - Additional educational enhancement incentives of up to \$100. per pupil for schools that can demonstrate certain measurable standards of performance and accountability.
- a. Transportation Fees - Dr. Smette explained the transportation budget and recommended that the board increase transportation fees. Ciavarella moved to accept the recommendation for a \$75.00 increase per category and that the district continue to provide transportation. Weir seconded the motion. Lardy moved to amend the motion by striking \$75.00 and inserting \$50.00. The amendment did not receive a second and died for a lack thereof. Ciavarella moved the previous question. The previous question motion did not receive a second and died for a lack thereof. The original motion passed by a four to one vote. Lardy, aye; Ciavarella, aye; Johnston, aye; Weir, aye; Johnson, nay.
- b. Participation Fees - Marv Knoll and Ron Steiner presented additional information concerning per pupil costs for all activities. This included the fund raising activities which are conducted by organizations and clubs. Dr. Smette's recommendation for participation fees is:
- Dickinson High School - \$20.00 per individual per activity
  - Hagen Junior High School - \$10.00 per individual per activity
  - Maximum per individual per year - \$50.00
  - Maximum per family per year - \$100.00

Lardy moved that this fee schedule be adopted with provisions for a safety net based on food stamp eligibility. Weir seconded the motion. The motion passed unanimously.

At 9:20 P.M., Lardy moved that the meeting be recessed for 5 minutes. Ciavarella seconded the motion. The motion passed unanimously. Ciavarella was absent for the balance of the meeting.

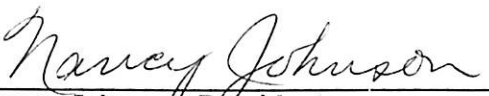
President Johnson reconvened the meeting at 9:25 P.M.

- c. Activity Fees - Following a discussion on how activity fees are used and the benefits to students, Lardy moved to approve activity fees of \$15.00 at Dickinson High School and \$10.00 at Hagen Junior High School with the pro-rata share of the Hagen fee being transferred to Dickinson High School, determined administratively. Weir seconded the motion. The motion passed unanimously.
- d. Accident Benefit Fund of NDHSAA - The advantages and disadvantages of membership were discussed. Weir moved that Dickinson drop out of the fund beginning with the 1989-90 school year. Lardy seconded the motion. The motion passed unanimously.
- e. Food Service Program at DHS - Johnston moved that meal costs at Dickinson High School be raised 25¢ per meal effective January 3, 1989. Weir seconded the motion. The motion passed unanimously.
- f. Instrument Rental Fees - Weir moved to establish a rental fee for school owned instruments of \$25.00 per semester per instrument. Johnston seconded the motion. The motion passed unanimously.
- g. Class Fees - Lardy moved that the Board authorize the administration to establish fees for classes where the student either consumes supplies or takes them home in the form of some project which becomes the property of the student. Weir seconded the motion. The motion passed unanimously. (Examples are shop, art, home economics, etc.)

Dr. Smette summarized the actions of the Board and outlined budgetary decisions which should be made at the next meeting. They particularly relate to the cash balance carried over from year to year and a time schedule if the Board decides to conduct a mill levy increase election.

At 10:55 P.M., Lardy moved that the meeting be adjourned. Weir seconded the motion. The motion passed unanimously.

  
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C. B. Haas, Business Manager

  
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Nancy Johnson, President



The Dickinson Public School Board met in regular session on December 20, 1988, in the Board Room at 444 4th Street West. Board members present were Bill Lardy, Jim Ciavarella and Bob Weir. Nancy Johnson and Merry Johnston were absent. Administrators present were Superintendent Dr. David Smette, Ava M. Lanes, C. B. Haas, Rodger Miller, Arlo Howe, LeRoy Boespflug and Clarence Corneil. Others present were Robynn Tysver, Dickinson Press, Rich Wardner, Judy Quigley, Sharon Runcorn, Jan Corneil, Joyce Rivinius, Jean Steiner, Albert Urban, Connie Klein, Bob Stefonowicz, Nicci Clark, Gayle Pavlicek, Jim Peters and Kerry Hamann.

Vice President Lardy called the meeting to order.

#### Public Participation

Jean Steiner submitted a request to address the board concerning the agenda item, "Classified Salary Benefit Package", but preferred to make her remarks at the time the item was placed before the board. Chairman Lardy agreed to this arrangement.

#### Additional Agenda Items/Removal of Items From Consent Agenda

Ciavarella moved to add the following items to the agenda:

- Portrait of Ross Julson
- Asbestos Abatement
- Classified Salaries
- Business Manager's Evaluation
- School Bus Bid - Golva School
- Project TEAM National Presentation

#### Consent Agenda

Weir moved that the consent agenda, consisting of the minutes of the November 15, 1988, meeting; minutes of the board workshop held on November 19, 1988; minutes of the special legislative meeting held on November 22, 1988; bills and financial reports be approved. Ciavarella seconded the motion. The motion passed unanimously.

#### Superintendent's Report

Dr. Smette presented information on non-profit foundations. Some discussion has taken place with regard to the possibility of starting a foundation for the Dickinson Public Schools. Dr. Smette also reviewed the national publicity Dickinson is receiving due to the drought in Southwestern North Dakota and the related problems in the school system. Dr. Smette informed the board that the Parent Advisory Committees at the building level have organized and made contact with legislators to discuss the economic condition of the Dickinson school system. Other topics reviewed by Dr. Smette were state proposals on transportation funding which would decrease revenue to the Dickinson District by approximately \$100,000 and a recent letter to the editor in the Dickinson Press which contained misleading and inaccurate statistics concerning teacher salaries.

District Test Results

Don Støxen presented results of the testing and gave a detailed explanation of the item analysis report and how it is used. Board members' questions focused on how the district personnel intend to use the test results to improve achievement levels. Støxen responded that, for example, the district has scored low in computational skills. When curriculum materials in mathematics are reviewed and revised, new materials are purchased or existing materials revised which will strengthen computational skills. Dr. Smette commented that Governor Sinner's proposed educational enhancement incentives have achievement levels and competency testing built into the process to be used by schools if they are to become eligible to receive incentive funds. Lardy asked how Dickinson's test results compare with North Dakota norms. Ms. Lanes responded that those comparisons cannot be made because Dickinson tests grades four, six and eight annually, whereas the rest of the State tests grades three, five and seven. If we change the grade level at which we test, the comparisons could be made.

LEAP Program

Ms. Lanes reviewed the recommendations prepared by the administrative team. The recommendation is to re-instate the conventional pull-out program as of January 3, 1989, hire Nicci Clark on a 40% contract to be the instructor and allocate a total budget of \$5,478.05 to the program. Ciavarella moved to approve the recommendation. Weir seconded the motion. The motion passed unanimously.

Grievance Committee Report

Ciavarella presented the report which, in its entirety, is as follows:

"Fern Pokorny, Robert Stefonowicz, Richard Wardner, Dr. David Smette, Nancy Johnson and Jim Ciavarella met relative to the grievance issue maintaining that the Dickinson Public School District was to have paid September's teachers' raise retroactively in one payment.

Several points were discussed; no raise in teacher salary base, prior precedence, teacher workload, policy of other districts, timeliness inequities, teacher morale, processing logistics, negotiated settlement assumptions and date of ratification.

To provide summary findings and a committee recommendation, it was determined by the board representatives that it was necessary to concentrate specifically on the following items:

- 1) The specific definition of grievance as stated in the 1988-89 negotiated agreement.
- 2) Specific focus on the main issue - method of payment.
- 3) Direction as provided by Dickinson Public School District policy manual, negotiated agreement, contract agreements, North Dakota Century Code or recorded past practice.

Board representatives feel that any policies, agreements, contracts and acceptable law practices are silent or non-existent and provide no specific direction.

DETERMINATION: Accordingly, it is our opinion, no violation or error has occurred.

- RECOMMENDATION: 1) The balance of salary increases as provided by horizontal and/or vertical movement, inclusive of September's portion, be paid by the process of prorating over the remainder of the contract time
- 2) Further, a strong recommendation that a more specific and comprehensive definition be developed and adopted pertaining to a grievance.
- 3) Finally, the issues of retroactiveness and method of distribution, if applicable, be clearly stated in policy prior to all future negotiated settlements."

Ciavarella moved that the report, including all recommendations, be accepted and approved. Weir seconded the motion. The motion passed unanimously.

#### Personnel

##### a. Early Retirements

Ciavarella moved that the early retirements of Mildred Jenkinson, Rex Cook and Cecil Hamers be accepted and approved as recommended by Dr. Smette. Weir seconded the motion. The motion passed unanimously.

Weir moved that the Business Manager be directed to write a letter of thanks and appreciation to each of the retirees on behalf of the Board. Ciavarella seconded the motion. The motion passed unanimously.

##### b. Emergency Leave Request

Don Stoxen submitted a request for an additional five days emergency leave for Judy Rustan due to deaths in her and her husband's family. Weir moved that the request be approved. Ciavarella seconded the motion. The motion passed unanimously.

#### Classified Salary Benefit Package

Ciavarella was designated to give the committee report and suggested that, in the absence of the full board and because other components need to be considered in the classified package, it would be best to postpone discussion and action on this agenda item. Ciavarella moved to table the item of business, "Classified Salary Benefit Package" until the regular meeting in January. Weir seconded the motion. The motion passed unanimously. Jean Steiner declined to make her comments due to the absence of the full board.

#### Budgetary Planning for 1988-1989

Dr. Smette reviewed the budget planning process and informed the board that, in view of a recent court case in Enderlin pertaining to the deadline for filing the District budget, it will be very important to make every effort to file the District budget and tax levy with the County Auditor by July 31, 1989. Dr. Smette explained that the Board needs to establish several assumptions regarding revenue and develop a budgeting calendar if the Board is to meet the July deadline. Assumptions which must be made relate to:

- a. Local Mill Rate
- b. District Taxable Value
- c. Foundation Aid Per Pupil Payment
- d. Dickinson School District Weighted Pupil Units

Weir moved to appoint Superintendent Dr. Smette and whomever he designates to comprise the management team which will be responsible for developing budget alternatives for 1989-1990. Ciavarella seconded the motion. The motion passed unanimously.

Dr. Smette suggested that the board set a percentage range, that is a percent of the total budget, to be maintained in the interim fund of the District.

Weir moved that the interim fund be maintained at a range of from 8-10% of the total budget and as close to 10% as possible. Ciavarella seconded the motion. The motion passed unanimously.

#### Negotiations

Dr. Smette suggested that the Board needs to begin discussing their approach to teacher negotiations. Initial discussions should focus on who is going to do the negotiating and possible alternatives to negotiations such as a problem solving approach.

Board consensus was that they would like to have more information as a basis for beginning the discussions. Additional information is requested in the following:

- a. Specific details on alternative models to negotiations - this may include descriptions of the models and sites where the model is used successfully.
- b. Estimates on the costs for the Board to contract with a professional negotiator.

#### Superintendent's Evaluation

Ciavarella moved that both the proposed evaluation instrument and the timeline for evaluation be approved and adopted by the Board. Weir seconded the motion. The motion passed unanimously.

#### Board Policies

- a. Section B, Policy Manual - Ciavarella moved that new policies BA, BAA, BB, BBA, BBB, BCA, BCAC, BCB, BCBB, BCCA, BCCB, BCCC, BCCD, BCD, BCDA, BDA, BDB,bdba, BDC, BDD, BDFA, BEA, BFA, BFB, BFC, BFD, BFE, BGA, BGB, BHC, BIB, BIBA, BIBB and amended policies BAB, BDF, BEB, BEBA receive second reading approval and be adopted. Weir seconded the motion. The motion passed unanimously.
- b. Adoption Leave - Ciavarella moved that the Adoption Leave policy receive second reading approval and be adopted. Weir seconded the motion. The motion passed unanimously.
- c. Smoking Policy - Ciavarella moved that the smoking policy receive second reading approval and be adopted. Weir seconded the motion. The motion passed unanimously.
- d. Section B, Policy Manual - Weir moved that the newly developed policies BCDC and BCDC-R receive first reading approval. Ciavarella seconded the motion. The motion passed unanimously.

Ciavarella moved to recess until 9:30 P.M. Weir seconded the motion. The motion passed unanimously.

Vice President Lardy reconvened the meeting.

#### Portrait of Ross Julson

Weir moved that the Business Manager be directed to secure an appropriate portrait of past superintendent, Ross Julson, to be displayed along with the portraits of other past superintendents of the Dickinson Public School. Ciavarella seconded the motion. The motion passed unanimously.

#### 1989 Graduation Date

Mr. Howe requested that the Board alter the 1988-89 school calendar and reschedule the 1989 graduation exercises to Sunday, May 21, 1989. Sunday graduation has been discussed in the past and this year it has also been requested by the Dickinson High School Parent Advisory Committee. Ciavarella moved to schedule graduation on Sunday, May 21, 1989. Weir seconded the motion. Ciavarella moved to amend the motion by adding, "at 2:00 P.M." Weir seconded the amendment. The amendment passed unanimously. The motion as amended passed unanimously.

#### Cooperative Wrestling Agreement With Trinity

Mr. Howe presented the details of the request from Trinity. He indicated that cooperative agreements have worked well with Trinity in the past and recommended that the Board approve of the wrestling agreement. Ciavarella moved to approve the cooperative wrestling agreement with Trinity High School. Weir seconded the motion. During discussion, Weir brought up the possibility of shared costs on a pro-rata basis. Consensus was that the Administration should explore this question. The motion passed unanimously.

#### Asbestos Abatement

Mr. Boespflug presented a summary of the price quotes for the work to be done in the tunnels at Berg and Hagen. Ciavarella moved to accept the quote of \$15,400 from Weatherman for the work at Hagen and the quote of \$28,764 from Metro for the work at Berg with work to begin immediately. Weir seconded the motion. The motion passed unanimously.

#### Classified Salaries

Ciavarella introduced this item by explaining the difference between the two committees that are dealing with Classified Personnel. The Benefit Package Committee is proposing revisions to take effect July 1, 1989, and the Salary Committee is dealing only with salaries for the 1988-89 school term. The report of the Classified Salaries Committee consisted of Ciavarella and Johnson and their report is as follows:

"Because of the fiscal constraints of the district, we are recommending a freeze on the present package. However, there are six points we suggest the board consider for the 1989-90 package.

- 1) Consider that Section 89 may require the board to change the benefit package. Because of the legal ramifications, we recommend this be resolved first.
- 2) Consider the possibility of one day of personal leave per year, cumulative to two days.



- 3) Consider offering a long-term disability policy for classified personnel.
- 4) Consider using the same health care carrier and coverage for both classified and certified personnel.
- 5) Consider salary increases. When increases are made, do both the minimum and maximum increase?
- 6) Have classified salaries determined before the budget is finalized in June. Utilize input from classified staff when reviewing wages.

We do recognize the valuable contribution these individuals make to the district. That is why we strongly recommend the Board clarify the benefit package and consider the above suggestions for the 1989-90 term."

Ciavarella moved that the report be accepted and the recommendations therein be approved. Weir seconded the motion. The motion passed unanimously.

#### Business Manager's Evaluation

Weir moved that the Business Manager be evaluated by the Board in cooperation with the Superintendent. Ciavarella seconded the motion. The motion passed unanimously. Weir moved that the Superintendent use the proposed instrument and make any changes he feels are appropriate. Ciavarella seconded the motion. The motion passed unanimously.

#### School Bus Bid - Golva School

Dr. Smette explained that the Golva School District is selling a 20 passenger bus and he would like Board authorization to submit a bid. Weir moved to authorize the submission of a bid not to exceed \$3,800.00. Ciavarella seconded the motion. The motion passed unanimously.

#### Project TEAM National Presentation

Dr. Smette explained the proposed trip to the National ACLD Conference for the purpose of presenting the results and benefits of Project TEAM. Board consensus was that the Board was pleased and honored that Dickinson could be represented and that the participants be required to present information from the conference to other District staff members.

#### Other


Weir moved that the following two items be included in the January regular meeting agenda.

1. Formulation of a committee to negotiate DSU rental fees with DSU Administration.
2. Board Self Evaluation.

Ciavarella seconded the motion. The motion passed unanimously.

At 10:32 P.M., Weir moved that the meeting be adjourned. Ciavarella seconded the motion. The motion passed unanimously.

  
C. B. Haas, Business Manager

  
Nancy Johnson, President