

PARAMETERS FOR DISTRICT-WIDE CURRICULUM/INSTRUCTION

- 1) Adopt textbook replacement schedule and curricular guide writing cycle.  
(see attached "Curriculum and Instruction Plan")
  - Build costs for textbook replacement into building level budgets.
  - Build cost of district-wide curricular guide writing into district-wide budget.
  
- 2) Adopt preliminary Professional Development Model/Plan for district. (see attached "Professional Development Model/Plan")
  - Utilize approximately \$20,000 of Chapter II monies for professional development plus monies from Drug/Alcohol Grant, Title VI-B, and Title II as appropriate.
  
- 3) Set aside a percentage of dollars for replacement and purchase of additional equipment (14% of per pupil allocation).
  
- 4) Maintain and update Instructional Media Center (IMC) collection.
  - Expend a percentage of IMC budget to supplement curriculum in keeping with the Curriculum/Instruction Plan.
  
- 5) Continue formalized testing in grades 4, 6, 8, and 11 (i.e. ITBS, CogAT, and TAP).
  
- 6) Continue to publish current teacher handbooks and student/parent handbooks at all levels.
  
- 7) Set aside an annual percentage of Chapter II monies for the purchase of

technological equipment.

- Provide in-service to teaching staff.
- Emphasize instructional use and teacher management of computers.

8) Maintain special education services with certified staffing pattern.

- Use of paraprofessionals becomes an option.

## PARAMETERS FOR CURRICULUM/INSTRUCTION

### ELEMENTARY:

- 1) Maintain time allotments and educational programs set forth by the Department of Public Instruction in all basic areas (i.e. language arts, mathematics, social studies, science, and health).
- 2) Maintain time allotments for art, music, and physical education.
  - How the programs are staffed becomes optional.
  - Re-evaluate if we want to continue to exceed time allotments in physical education/music (1 FTE).
- 3) Maintain class size maximums according to the Department of Public Instruction standards.
  - K-3 (25 students)
  - 4-6 (30 students)
- 4) Maintain \$7.50 expenditure/student for library book purchases.
- 5) Begin to utilize computers at the elementary level.
  - Emphasis on instructional use of computers (target mathematics and social studies for 1988 - 1990).
  - Begin to use computers for teacher management purposes.

JUNIOR HIGH:

- 1) Maintain required courses and time allotments in all basic areas (i.e. language arts, social studies, science, mathematics, physical education, and health).
- 2) Consider offering a minimum of two courses in foreign languages.
  - Spanish
  - German
- 3) Continue to offer music and art instruction.
  - Consider making the Art, Home Economics, and Industrial Arts Programs electives and not requirements for 7th grade.
- 4) Maintain Guidance/Counseling Program.
- 5) Continue Library/Media Program.
  - Emphasis of the Library Program should be placed on: teaching students study skills, test-taking skills, and research skills.
  - Begin computerization - cataloging core collection plus circulation.
  - Explore the use of telecommunications as a research tool for students and staff.
  - Explore "networking" within district and hook-up with the Public Library and Dickinson State University Library.
  - Maintain \$10.00 expenditure/student for library books and media.
  - Maintain core collection of books according to NCA standards.

- 6) Re-evaluate pre-vocational offerings at the junior high level - begin to put a scope/sequence "match" with what is/will be offered at the senior high level.
  
- 7) Continue to offer required computer course for all 8th graders.
  - Continue emphasis on keyboarding and computer awareness.
  - Find ways to begin to utilize the lab as either an instructional lab and/or as management lab for teachers.
  
- 8) Maintain class size maximums according to NCA standards.
  - Average of 25, not to exceed 30.
  - Class size minimums must approach the average (25).

SENIOR HIGH:

- 1) Maintain Carnegie units according to NCA standards (language arts, science, mathematics, social studies, foreign languages, fine arts, practical arts, health, and physical education).
- 2) Maintain Library/Media Program.
  - Emphasis of the Library Program should be placed on: teaching students study skills, test-taking skills, research skills, and telecommunications.
  - Begin computerization - cataloguing core collection plus circulation.
  - Explore "networking" within district and hook-up with the Public Library and Dickinson State University Library for books and media.
  - Maintain core collections of books according to NCA standards.
- 3) Maintain Guidance/Counseling Program.
  - More emphasis on career planning/guidance including vocational counseling.
  - Look at utilizing the "Choices" Computer Program as a tool for career planning.
- 4) Class size.
  - Maintain class size in required Carnegie unit areas (average of 25, not to exceed 30).
  - Consider not offering courses where enrollment is 15 or below.
- 5) Emphasis in vocational courses should be on mastering the basic principles of mathematics, English, and science. Utilize technology as a teaching tool and integral part of the curriculum.

6) Continue to offer computer coursework.

- Find ways to begin to utilize the labs as either instructional labs and/or as management labs for teachers.

CURRICULUM/INSTRUCTION PLAN  
(Review/Revision/Textbook Adoption Cycle)

1986-87

- Self-Study for Phase I (K-12 School Evaluation)
- On-Site Visitation - NCA/School Improvement - Phase I (April 1987)
- K-12 Math Curriculum Guide Completed (1987)

1987-88

- Self-Study for Phase II (K-12 School Evaluation)
- On-Site Visitation - NCA/School Improvement - Phase II (May 1988)
- K-12 Chemical Use Curriculum
- Math Textbook Adoption (K-6)

1988-89

- Social Studies Curriculum (K-12)
- Computer Education Plan (K-12)
- Significant Infectious Disease Curriculum (K-12)
- Library/Media Plan (K-12)
- Staff Development Plan (K-12)

1989-90

- Reading Curriculum (K-6)
- Art Curriculum (K-12)
- Home Economics Curriculum (7-12)
- Driver's Education Curriculum (9-12)

1990-91

- Health Curriculum (K-12)
- Counseling/Guidance/Career Education (K-12)
- Agri-Business Curriculum (7-12)
- Gifted Education (K-12)

1991-92

- Spelling/Handwriting Curriculum (K-6)
- Special Education Curriculum (K-12)
- Business Education Curriculum (7-12)

1992-93

- Science Curriculum (K-12)
- Physical Education Curriculum (K-12)
- Music Curriculum (K-12)
- Trade and Industry Curriculum (7-12)

1993-94

- Language Arts Curriculum (K-12)
- Foreign Language Curriculum (7-12)
- Industrial Arts (7-12)
- Adult Education
- Office Education Curriculum (9-12)



The Dickinson Public School Board met in special session on January 10, 1989, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bill Lardy, Jim Ciavarella and Bob Weir. Merry Johnston was absent. Due to a conflict, Weir arrived at 9:10 P.M. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Arlo Howe and Rodger Miller. Others present were Robynn Tysver, Dickinson Press, Bob Stefonowicz, Rich Wardner, Phil Moormann and Jim Steckler.

President Johnson called the meeting to order.

There were no requests to address the Board.

#### Revenue Projections for 1989-1990

Dr. Smette outlined the three revenue projections and explained how the variables were determined. Board consensus was that a fourth projection should be prepared using the following variables.

Foundation Aid - \$1400 per pupil  
Taxable Value - \$15,994,425. (92.5% of 1988 evaluation)  
180 mill maximum General Fund levy plus 5 mill asbestos levy  
and 3 mill tuition levy  
Weighted Pupil Units - 3120  
Census Students - 3773  
Tuition Apportionment - \$169 per pupil  
Transportation - 90% of 88-89 level  
20 mill equalization deduct

Dr. Smette suggested that the Board members review the budget calendar he submitted for board consideration and be prepared to adopt a budget calendar on January 17, 1989.

#### Resource Management

Dr. Smette presented position statements and general philosophical guidelines within which the Board could operate in order to maximize the use of all its resources. Dr. Smette's conviction is that of particular importance is personnel development and growth for all employees. A long term goal might be to plan for 1% of the budget being earmarked for this activity. Other resources discussed and significant points are:

- a. Grant writing - need to devote more time and effort to grant writing
  - offer some form of incentive for all staff for grant writing
  - Board consensus was that we need to explore the "incentives for grant writing" with the administrative team and staff.
- b. Community Resources - Develop cooperative and shared programming efforts with other agencies, such as Parks and Recreation, Social Services, Badlands Human Services Center and the business community.

5. N.D. School Study Council - Dr. Smette met with the Study Council this week. A main topic of discussion was equalization. Dr. Smette strongly recommends that the Dickinson School District join with Bismarck and West Fargo and other schools in a lawsuit to force equalization. Under consideration, also, is whether or not it might be better for the suit to be filed by parents in various school districts instead of the districts themselves. Board consensus was that Dickinson's becoming a party to the lawsuit should definitely be explored and the topic placed on a future agenda.
6. N. D. Study Council Schools Legislative Meeting - A meeting of representatives from the Study Council schools and legislators from corresponding districts has been scheduled for February 6, 1989, at the Kirkwood Motor Inn in Bismarck. Consensus was that the board should be represented at the meeting.
7. Teachers Retirement Bill - The bill which would allow teachers to retire when the sum of their years of service and age reach 85 appears to be doing well. It has received a "Do pass" recommendation coming out of committee.
8. Dickinson Press Article - Dr. Smette indicated that he has written a letter to the press which deals in a broad way with the article printed on Saturday, January 14, 1989, (Bleth Says Pay Cuts Answer To School Budget). Dr. Smette recommended that President Johnson and one more board member respond officially to the article and with the specific intent of correcting the errors in statistical information. Ciavarella volunteered to assist President Johnson in preparing the response.
9. Registration at DHS - Dr. Smette informed the board that Mr. Howe would be registering ninth and tenth grades in two ways for 1989-1990.
  - Alternative I - Must register for six classes.
  - Alternative II - Register for five or six classes, whichever the individual prefers.This is being considered as an alternative for budget reductions.
10. Hiring Replacement Staff - Dr. Smette recommended that any new professional staff be hired at the "0" years experience level, but allow for placement on the salary schedule lane which coincides with the individual's educational qualifications. There would, of course, still be the flexibility to go beyond the "0" years experience level, if necessary. Board consensus was that they support this administrative procedure.

#### 1989-1990 Budget, Revenue and Expenditure Projections

C. B. Haas presented the revenue projections based on the assumptions discussed during the January 10, 1989, meeting. Projected revenue based on those assumptions is \$9,190,925. Weir moved that the revenue projection be accepted and that Superintendent Smette be directed to begin preparing a budget for 1989-1990 on the basis of \$9,190,925. in revenue. Johnston seconded the motion. The motion passed unanimously.

Haas reviewed the projected expenditures for 1989-1990 and explained that the difference between the approved expenditure level for 1988-89 and the projected revenue for 1989-90 is \$759,648.00 or 7.63% less. A balanced budget would require this level of reductions from the 1988-89 budget of \$9,950,573. Board members reiterated their position concerning the interim fund, stating that it was to be maintained at or as near as possible to 10% of the budget. Dr. Smette mentioned that he would be following the budgeting process calendar submitted earlier unless board members had reservations concerning it. He also outlined briefly the process he has developed for shared responsibility and decision making with the administrative team.

#### Administrative Negotiations

President Johnson presented the report and reviewed the six general areas discussed. They were: School Board/Administrative Relationships  
Newly Proposed Administrative Reduction In Force  
Policy  
Administrative Workload  
Length of Contracts  
Professional Growth and Professional Leave  
Compensation

The three most significant recommendations are:

1. To establish a schedule for quarterly meetings between the administration and the board for the purposes of communication.
2. Develop a board policy for professional growth for administrators.
3. Freeze administrative salaries for 1988-1989 at the 1987-1988 level.

Ciavarella moved that the recommendations be accepted and that administrative contracts for 1988-1989 be issued. Lardy seconded the motion. The motion passed unanimously.

President Johnson stated that she particularly wanted to state publically that the board sincerely appreciates the efforts of the administrative team. The board is aware of and sensitive to the additional workload placed on administrators due to the reduction in the number of administrators in recent years.

#### Classified Salary Benefit Package

Johnston moved to take this item of business from the table. Weir seconded the motion. The motion passed unanimously. Dr. Smette recommended that the board send the package back to committee for further study particularly with regard to its compliance with Section "89" of the Internal Revenue Code. Lardy moved that the package be referred back to the original committee and the administration for further study with a report to be presented to the board at a later date. Weir seconded the motion. The motion passed unanimously.

#### Bus Bids

Lardy moved that the board call for bids on four school busses. Ciavarella seconded the motion. The motion passed unanimously. The bid opening will be scheduled for February 14, 1989, with the bids being presented to the board for consideration on February 21, 1989.

RIF Committee Report

Johnston reported on the discussions that have taken place in the committee to date. Board and committee consensus is that any RIF's occurring this year will be effected under the existing policy. A revised policy, if one is recommended, will not take effect until July 1, 1989. Considerable discussion has also occurred within the committee trying to define "qualified". A subsequent report will be presented at a future board meeting.

Dickinson Public Schools Foundation

Lardy reported on discussions that have taken place concerning the formation of a not-for-profit foundation. Lardy moved to establish a "Foundation Committee" to formulate By-Laws for a not-for-profit foundation and that the committee report at a future board meeting. Ciavarella seconded the motion. The motion passed unanimously. Lardy and Weir volunteered to be members of this committee. President Johnson confirmed the volunteers with appointment and named Lardy committee chairman.

Discussion of Local Effort - Mill Levy

Dr. Smette introduced the topic and outlined alternatives. Board discussion focused on the idea that the public may not be violently opposed to a mill levy increase, but they would have to see that the current budget is in order first. Board consensus was that the planning process currently in motion should continue and that the board does not plan to ask for a mill levy increase at this time.

President Johnson declared a recess from 9:00 - 9:10 P.M.

Negotiations

Ciavarella reported on the committee's discussions concerning negotiations with the Dickinson Education Association. The three recommendations are:

1. The board should definitely engage in discussions with the DEA this year and use a "problem-solving approach" rather than the traditional "negotiations approach".
2. Bill Lardy and Nancy Johnson be appointed to the committee to begin initial contract discussions.
3. If it is not possible to move toward a problem solving approach to contract discussions, the board should hire a professional negotiator.

Ciavarella moved to accept the report and the committee's recommendations. Weir seconded the motion. The motion passed unanimously. Board consensus was that they would not give formal notice to the DEA on opening contract discussions at this time.

DSU Rental Fees

Dr. Smette recommended that the board renegotiate the rental fee arrangement for Whitney Stadium for 1989-1990. Lardy moved that the administration contact, in the board's name, DSU and negotiate a more favorable arrangement for 1989-1990. Weir seconded the motion. The motion passed unanimously.

Board Evaluation

President Johnson appointed Ciavarella and Johnston to prepare an evaluation instrument for board members to use in their self evaluation. The recommended

instrument should be presented at the regular February meeting. President Johnson appointed Ciavarella to chair the committee.

#### Board Policies

Section B - Johnston moved that policies BCDC and BCDC-R receive second reading approval and be adopted. Lardy seconded the motion. The motion passed unanimously.

Employment Release - Assistance Provided to Affected Personnel - Lardy moved that the draft policy, as amended, receive first reading approval. Ciavarella seconded the motion. The motion passed by a four to one vote. Lardy, nay; Ciavarella, aye; Johnson, aye; Weir, aye; Johnson, aye.

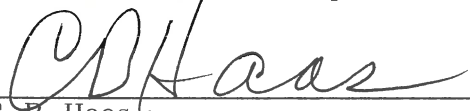
Early Resignation Notification - Lardy moved that the draft policy, as amended, receive first reading approval. Johnston seconded the motion. The motion passed unanimously.

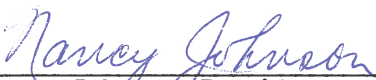
Section D - Lardy moved that policies DAA, DABA, DABA-R, DABA-E, DADB, DAEB, DAF, DAFC, DAG, DAG-E, DAGA, DAGB, DBA, DBB, as amended, receive first reading approval. Johnston seconded the motion. The motion passed unanimously. President Johnson suggested that a committee be established, as required by the negotiated agreement, to review policies DAGFA, DAGFB, DAGFC and DBGG. This committee is to be made up of three administrators, three teachers and one board member. Lardy moved that this committee be established to review these policies. Ciavarella seconded the motion. The motion passed unanimously. President Johnson volunteered to represent the board on the committee. The existing RIF Committee will deal with the RIF policy.

#### Other

Lardy suggested that the administration explore the possibility of developing a crisis management team that could deal with such things as natural disasters, shootings and suicide.

At 10:30 P.M., Ciavarella moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.

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

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

The Dickinson Public School Board met in regular session on February 21, 1989, in the Board Room at 444 4th Street West. Board members present were Nancy Johnson, Bob Weir, Jim Ciavarella, Merry Johnston and Bill Lardy. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, Richard Rykowsky and Bruce Jessen. Others present were Rod Stecher, Faith Neu, Zhuang Su-Ting, Tammy Peterson, Roxanne Thaley, Peg Johnson, Raymond Johnson, Doreen Bernier, Tonia Burwick, Sue Atchison, Margaret Frank, Joan Johnson, Kim Bennett, Andrea Williams, Ross Diede, Ty Haggerty, Joe Wanner, Ruth Sandvick, Sherwin Dockter, Bobbi Miller, Marvin Dvorak, Jolene Gress, Connie Herman, Debbie Luptak, Terry Reule, Bob Stefonowicz, Vince Reep, Jim Steckler, Sheila Smith, Wanda Rebel, Jerry Schwartz, Debbie Thompson, Glenda Seela, Naomi Thorsen, Robynn Tysver, Dickinson Press, Nick Kathrein, Roger Tormaschy, Harold W. Fiedler, Stanley D. Fiedler, Frank Miller, Willard Tormaschy, Wally Tormaschy, Art Wanner, Bob Zent, John Wanner, Peggy Wanner, Joel Bleth, Ida Fiedler, Andy Fiedler, Kerry Hamann, Don Preston, Terry Wychoff, Ron Buening, Abi Buening, Kristal Fields, J. P. Johnston, LaWayne Leno, Raymond Hammel, Gary Wanner, George Grossman, Nicci Clark and Terry Clark.

President Johnson called the meeting to order.

#### Public Participation

Stanley Fiedler requested to address the Board regarding the 1989-1990 budget.

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

Lardy moved to add "Indoor Pool and Multipurpose Building" committee representation to the agenda. Ciavarella seconded the motion. The motion passed unanimously.

#### Consent Agenda

Ciavarella moved that the consent agenda, consisting of the minutes of the special meeting of January 10, 1989; minutes of the regular meeting of January 17, 1989; bills; and granting one additional day of emergency leave for Mary Helfrich, be approved. Lardy seconded the motion. The motion passed unanimously.

#### Superintendent's Report

Dr. Smette reported on the following legislative bills:

- a. SB2438 - Transportation Bill - The version now being considered is not significantly changed from the current method of funding transportation. If passed in its present form, it could mean approximately \$6,000. more in transportation reimbursement when compared to the current year.
- b. HB1637 - Foundation Aid Bill - This bill provides for per pupil payments of \$1,969. It is the foundation aid bill that should be vigorously supported.

#### Staff/Student Recognitions

Dr. Smette announced the following recognitions:

Linda Hunke, First Place, County Math Count Competition;  
Carlton Larson, Third Place, County Math Count Competition;  
Allan Koppinger, Math Count Teacher/Coach;

Linda Hunke will represent Dickinson Public Schools in the State Competition in Bismarck during March.

Susan J. Massey, Finalist in the 1989 Merit Scholarship Program;

Chris Carlson, North Dakota Back of the Year for the 1988 season;

Norman Jespersen - Recipient of the "Golden Apple" award presented by the North Dakota Association of Elementary School Principals for meritorious service rendered to the Association, fellow administrators, teachers and children.

#### 1988-1989 Budget Update

Dr. Smette reviewed the revenue projections for 1988-1989. It appears there may be a slight increase in revenue as compared to the November 1988 projection. C. B. Haas reviewed the expenditure side of the budget, drawing attention to the % of the budget expended to date. He also reviewed the actual district cash flow from July 1, 1988, through January 31, 1989.

#### Bus Bids

A summary of the bids received is as follows:

#### BODY BIDS (Each)

|                        | <u>Bids</u> | <u>Trade Allowance</u> | <u>Bid Net (Each)</u> |
|------------------------|-------------|------------------------|-----------------------|
| Dietrich (Thomas)      | \$14,800.   | \$1,500. Each          | \$13,300.             |
| Harlows (Ward)         | 14,700.     | 900. Ave. Each         | 13,800.               |
| McLaughlin (Carpenter) | 15,814.     | 1,025. Ave. Each       | 14,789.               |
| Dennison (Wayne)       | 14,200.     | 1,250. Ave. Each       | 12,950.               |
| Bartons (Bluebird)     | 16,800.     | 1,950. Ave. Each       | 14,850.               |
| Bartons (Bluebird)     | 16,800.     | 1,700. Ave. Each       | 15,100.               |

#### CHASSIS BIDS (Each)

|                      |                      |
|----------------------|----------------------|
| <u>Parkway Ford</u>  | <u>Nelson (IHC)</u>  |
| 185 HP - \$24,890.00 | 180 HP - \$22,905.53 |

#### COMBINED BODY AND CHASSIS BIDS

|                                      | <u>Trade Allowance</u>       | <u>Bid Net (Each)</u> |
|--------------------------------------|------------------------------|-----------------------|
| Barton (Bluebird) with Chev (210 HP) | \$1,950. Ave. Each (4 units) | \$33,271.             |
| Barton (Bluebird) with Ford (185 HP) | \$1,950. Ave. Each (4 units) | \$33,543.             |
| Barton (Bluebird) with IHC (180 HP)  | \$1,950. Ave. Each (4 units) | \$35,461.             |
| Dennison (Wayne) with GMC (210 HP)   | \$1,250. Ave. Each           | \$33,887.             |

#### LOW BID

Four complete Buses (with trades included)

|                                     |                     |
|-------------------------------------|---------------------|
| Barton (Bluebird) with Chev Chassis | <u>\$133,084.00</u> |
|-------------------------------------|---------------------|

\* Note: Add \$250.00 per bus if four buses are not purchased.

Johnston moved that the Board accept the bid of Barton School Bus Sales, Jamestown, North Dakota, for four (4) Bluebird body with 210 HP Chevrolet Chassis buses in the amount of \$33,271.00 each for a total bid of \$133,084.00. Weir seconded the motion. The motion passed unanimously.

#### School Funding Equalization - Legal Action

Dr. Smette briefed the Board on the current status of the "Equalization Lawsuit" against the State of North Dakota. His recommendation is that we join the lawsuit on the grounds that the State is not providing equal funding of education. Ciavarella moved that the Dickinson Public School District Board of Education become a party to the equalization suit against the State of North Dakota along with Bismarck, West Fargo, Grafton, Surrey and Mandan, and that the Board also assist in identifying parents with children in the Dickinson Public Schools who would be willing to file in conjunction with the lawsuit. Lardy seconded the motion. The motion passed unanimously.

#### Negotiations Committee Report

Lardy reported on the work he and President Johnson had done with regard to negotiations. The committee's two recommendations are:

1. The board should request immediately that contract negotiations begin with the DEA.
2. A board committee should be appointed to undertake negotiations for the Board.

President Johnson reported on the negotiations seminar she recently attended in Bismarck.

Lardy moved that the Board send official notification to the DEA indicating the Board's desire to modify the contract between the Board and its teachers. Weir seconded the motion. A question of interpretation of Section 15-38.1-12 of the N.D.C.C. arose. Lardy moved that the meeting be recessed for five minutes. Ciavarella seconded the motion. The motion passed unanimously.

President Johnson reconvened the meeting.

Following a clarification on Section 15-38.1-12 of the North Dakota Century Code, the question on the previous motion was called. The motion authorizing notification of intent to modify the contract passed unanimously.

Lardy moved that the President appoint a committee of Board members to act as negotiators for the Board. The motion did not receive a second.

Ciavarella moved that the Board appoint Nancy Johnson and Bill Lardy as Board negotiations representatives. Lardy seconded the motion. The motion passed by a three to two vote. Johnson, aye; Lardy, aye; Ciavarella, aye; Weir, nay; Johnston, nay.

Dr. Smette recommended that the Board negotiators address health insurance, housekeeping and language items, grievance procedures, long-term disabilities/leave policies, management rights, pay for extra-curricular activities, teaching day/scheduling and salary schedule.



Lardy moved that the Board accept the administrative recommendations on the items to be negotiated with the understanding that the negotiators have the latitude to deal with the particulars of each item in the negotiating process. The motion did not receive a second.

Ciavarella moved that each Board member be allowed one week to provide input to the negotiating team and that the team then be given the latitude to deal with each item to be negotiated. Johnston seconded the motion. The motion passed unanimously.

#### Elementary Attendance Boundaries

Ava Lanes presented the plan for establishing "gray zones" in the district which would be defined as areas within which students could be transferred to any elementary school for the purpose of balancing class sizes.

The "gray zone" areas would be as follows:

1. All areas approximately two blocks on either side of existing attendance area boundary lines.
2. All rural areas.
3. Southview Estates.
4. All areas North of I-94.
5. Palm Beach Road.
6. Green Acres/KOA Campground areas.

Johnston moved that the concept of "gray zones" for attendance areas be adopted and implemented. Lardy seconded the motion. The motion passed unanimously.

#### Board Sponsored Public Forum

President Johnson suggested that the Board sponsor a public forum for the purpose of informing the public concerning the district's current status and to secure input from the community. Lardy moved that the Board schedule a public forum. Ciavarella seconded the motion. The motion passed unanimously.

Lardy moved that President Johnson work with Dr. Smette to establish a date in March and a format for the forum. Ciavarella seconded the motion. The motion passed unanimously.

#### Superintendent's Evaluation

Johnston moved that the Superintendent's evaluation, including comments, be adopted. Weir seconded the motion. The motion passed unanimously.

#### Board Self Evaluation Instrument

Ciavarella reported on the Board Evaluation Committee's work and reviewed the recommended instrument. Ciavarella moved that the instrument be approved. Johnston seconded the motion. The motion passed unanimously.

Lardy moved that the Board members complete the instrument and submit it to the Business Manager not later than March 10, 1989. Weir seconded the motion. The motion passed unanimously.

Board Policies

- a. Employment Release - Assistance Provided to Affected Personnel - Lardy moved that this policy receive second reading approval and be adopted. Johnston seconded the motion. The motion passed unanimously.
- b. Early Resignation Notification - Johnston moved that this policy receive second reading approval and be adopted. Ciavarella seconded the motion. The motion passed unanimously.
- c. Early Retirement - Emergency Clause - Johnston moved that this policy, as amended with the emergency clause, receive first reading approval. Lardy seconded the motion. The motion passed unanimously.
- d. Early Retirement - Provisional Clause for 1988-89 & 1989-90 - Johnston moved that this policy, as amended with the provisional clause, receive first reading approval. Lardy seconded the motion. The motion passed unanimously. Board consensus was that the entire policy would need to be revised if and after the "85 Rule" is passed to make it possible for staff to request early retirement with 100% salary benefit during any year commencing when they reach the "85" combination and ending with the "90" combination.
- e. Personnel Payment Procedures - A draft policy which would make salary and fringe benefit increases and decreases retroactive was presented to the Board. Board consensus was that the policy should be rewritten to make both increases and decreases non-retroactive. This policy will be presented at the regular March meeting for Board consideration.

Johnston moved that the meeting be adjourned at 11:00 P.M. Weir seconded the motion. The motion passed unanimously.

- f. Section D - Personnel - Lardy moved that policies DAA, DABA, DABA-R, DABA-E, DADB, DAEB, DAF, DAFC, DAG, DAG-E, DAGA, DAGB, DBA and DBB receive second reading approval and be adopted. Weir seconded the motion. The motion passed unanimously.

Lardy moved that policies DBBA, DBC, DBE, DBFA, DBFB, DBK, DBM, DCE and DABB, as amended, receive first reading approval. Ciavarella seconded the motion. The motion passed unanimously.

Indoor Pool and Multipurpose Building

Dr. Smette suggested that the Board be represented on the committee that is studying the possibility of constructing an indoor pool and multi-purpose building. Dr. Weir volunteered to represent the Board on that committee.

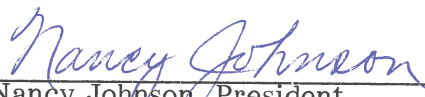
Other

Lardy stated that it would be helpful to the Board if they had detailed information on the status of all computers in the district.

Lardy also indicated that he has had several meetings regarding the Dickinson Public Schools Foundation. The committee is making progress.

At 11:07 P.M., Weir moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.

  
C. B. Haas, Business Manager

  
Nancy Johnson, President

SCHOOL CALENDAR 1989-90

|  |    |    |    |    |    |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|--|----|----|----|----|----|---|--|----|----|----|----|----|--|----|----|----|----|----|--|----|----|----|----|----|--|----|----|----|----|----|---|----|--|---|---|---|--|--|---|---|----|----|----|--|----|----|----|----|----|--|----|----|----|----|----|--|----|----|----|----|----|---|----|----|----|----|----|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--|----|--|--|--|--|
| <p>July</p> <table border="1"> <tr><td></td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td></td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td></td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td></td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td></td><td>31</td><td></td><td></td><td></td><td></td></tr> </table>   |    | 3  | 4  | 5  | 6  | 7 |  | 10 | 11 | 12 | 13 | 14 |  | 17 | 18 | 19 | 20 | 21 |  | 24 | 25 | 26 | 27 | 28 |  | 31 |    |    |    |    | <p>November</p> <table border="1"> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>g</td></tr> <tr><td></td><td>b</td><td>7</td><td>8</td><td>9</td><td>i</td></tr> <tr><td></td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td></td><td>20</td><td>21</td><td>22</td><td>j</td><td>k</td></tr> <tr><td></td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> </table>   |    |  |   | 1 | 2 | g  |  | b | 7 | 8  | 9  | i  |  | 13 | 14 | 15 | 16 | 17 |  | 20 | 21 | 22 | j  | k  |  | 27 | 28 | 29 | 30 |    | <p>March</p> <table border="1"> <tr><td></td><td></td><td></td><td>p</td><td>p</td></tr> <tr><td></td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td></td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td></td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td></td><td>26</td><td>27</td><td>28</td><td>29</td><td>q</td></tr> </table>         |    |    |    | p  | p  |   | 5 | 6 | 7 | 8 | 9  |    | 12 | 13 | 14 | 15 | 16 |    | 19 | 20 | 21 | 22 | 23 |    | 26 | 27 | 28 | 29 | q  |    |  |    |  |  |  |  |
|  | 3  | 4  | 5  | 6  | 7  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 10 | 11 | 12 | 13 | 14 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 17 | 18 | 19 | 20 | 21 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 24 | 25 | 26 | 27 | 28 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 31 |    |    |    |    |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  |    |    | 1  | 2  | g  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | b  | 7  | 8  | 9  | i  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 13 | 14 | 15 | 16 | 17 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 20 | 21 | 22 | j  | k  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 27 | 28 | 29 | 30 |    |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  |    |    | p  | p  |    |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 5  | 6  | 7  | 8  | 9  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 12 | 13 | 14 | 15 | 16 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 19 | 20 | 21 | 22 | 23 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 26 | 27 | 28 | 29 | q  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
| <p>August</p> <table border="1"> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td></td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td></td><td>14</td><td>15</td><td>16</td><td>a</td><td>17</td></tr> <tr><td></td><td>21</td><td>22</td><td>23</td><td>24</td><td>b</td></tr> <tr><td></td><td>c</td><td>28</td><td>d</td><td>29</td><td>30</td></tr> <tr><td></td><td>31</td><td></td><td></td><td></td><td></td></tr> </table> |    |    | 1  | 2  | 3  | 4 |  | 7  | 8  | 9  | 10 | 11 |  | 14 | 15 | 16 | a  | 17 |  | 21 | 22 | 23 | 24 | b  |  | c  | 28 | d  | 29 | 30 |   | 31 |  |   |   |   | <p>December</p> <table border="1"> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td></td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td></td><td>18</td><td>19</td><td>l</td><td>20</td><td>21</td></tr> <tr><td></td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> </table> |  |   |   |    |    | 1  |  | 4  | 5  | 6  | 7  | 8  |  | 11 | 12 | 13 | 14 | 15 |  | 18 | 19 | l  | 20 | 21 |   | 25 | 26 | 27 | 28 | 29 | <p>April</p> <table border="1"> <tr><td></td><td>2</td><td>r</td><td>r</td><td>r</td><td>r</td></tr> <tr><td></td><td>9</td><td>10</td><td>11</td><td>12</td><td>s</td></tr> <tr><td></td><td>t</td><td>u</td><td>17</td><td>18</td><td>19</td></tr> <tr><td></td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td></td><td>30</td><td></td><td></td><td></td><td></td></tr> </table> |   | 2 | r | r | r  | r  |    | 9  | 10 | 11 | 12 | s  |    | t  | u  | 17 | 18 | 19 |    | 23 | 24 | 25 | 26 | 27 |  | 30 |  |  |  |  |
|  |    | 1  | 2  | 3  | 4  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 7  | 8  | 9  | 10 | 11 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 14 | 15 | 16 | a  | 17 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 21 | 22 | 23 | 24 | b  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | c  | 28 | d  | 29 | 30 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 31 |    |    |    |    |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  |    |    |    |    | 1  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 4  | 5  | 6  | 7  | 8  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 11 | 12 | 13 | 14 | 15 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 18 | 19 | l  | 20 | 21 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 25 | 26 | 27 | 28 | 29 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 2  | r  | r  | r  | r  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 9  | 10 | 11 | 12 | s  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | t  | u  | 17 | 18 | 19 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 23 | 24 | 25 | 26 | 27 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 30 |    |    |    |    |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
| <p>September</p> <table border="1"> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td>e</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td></td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td></td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td></td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> </table>   |    |    |    |    |    | 1 |  | e  | 4  | 5  | 6  | 7  |  | 11 | 12 | 13 | 14 | 15 |  | 18 | 19 | 20 | 21 | 22 |  | 25 | 26 | 27 | 28 | 29 | <p>January</p> <table border="1"> <tr><td></td><td></td><td>i</td><td>m</td><td>2</td><td>3</td></tr> <tr><td></td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td></td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td></td><td>22</td><td>n</td><td>23</td><td>24</td><td>25</td></tr> <tr><td></td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> </table> |    |  | i | m | 2 | 3  |  | 8 | 9 | 10 | 11 | 12 |  | 15 | 16 | 17 | 18 | 19 |  | 22 | n  | 23 | 24 | 25 |  | 29 | 30 | 31 |    |    | <p>May</p> <table border="1"> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td></td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td></td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td></td><td>v</td><td>21</td><td>22</td><td>23</td><td>w</td></tr> <tr><td></td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </table> |    |    | 1  | 2  | 3  | 4   |   | 7 | 8 | 9 | 10 | 11 |    | 14 | 15 | 16 | 17 | 18 |    | v  | 21 | 22 | 23 | w  |    | 28 | 29 | 30 | 31 |    |  |    |  |  |  |  |
|  |    |    |    |    | 1  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | e  | 4  | 5  | 6  | 7  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 11 | 12 | 13 | 14 | 15 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 18 | 19 | 20 | 21 | 22 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 25 | 26 | 27 | 28 | 29 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  |    | i  | m  | 2  | 3  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 8  | 9  | 10 | 11 | 12 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 15 | 16 | 17 | 18 | 19 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 22 | n  | 23 | 24 | 25 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 29 | 30 | 31 |    |    |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  |    | 1  | 2  | 3  | 4  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 7  | 8  | 9  | 10 | 11 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 14 | 15 | 16 | 17 | 18 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | v  | 21 | 22 | 23 | w  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 28 | 29 | 30 | 31 |    |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
| <p>October</p> <table border="1"> <tr><td></td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td></td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td></td><td>16</td><td>17</td><td>18</td><td>f</td><td>19</td></tr> <tr><td></td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td></td><td>30</td><td>31</td><td></td><td></td><td></td></tr> </table>  |    | 2  | 3  | 4  | 5  | 6 |  | 9  | 10 | 11 | 12 | 13 |  | 16 | 17 | 18 | f  | 19 |  | 23 | 24 | 25 | 26 | 27 |  | 30 | 31 |    |    |    | <p>February</p> <table border="1"> <tr><td></td><td></td><td></td><td></td><td>1</td><td>o</td></tr> <tr><td></td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td></td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td></td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td></td><td>26</td><td>27</td><td>28</td><td></td><td></td></tr> </table>    |    |  |   |   | 1 | o  |  | 5 | 6 | 7  | 8  | 9  |  | 12 | 13 | 14 | 15 | 16 |  | 19 | 20 | 21 | 22 | 23 |  | 26 | 27 | 28 |    |    | <p>June</p> <table border="1"> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td></td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td></td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td></td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> </table> |    |    |    |    |    | 1   |   | 4 | 5 | 6 | 7  | 8  |    | 11 | 12 | 13 | 14 | 15 |    | 18 | 19 | 20 | 21 | 22 |    | 25 | 26 | 27 | 28 | 29 |  |    |  |  |  |  |
|  | 2  | 3  | 4  | 5  | 6  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 9  | 10 | 11 | 12 | 13 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 16 | 17 | 18 | f  | 19 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 23 | 24 | 25 | 26 | 27 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 30 | 31 |    |    |    |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  |    |    |    | 1  | o  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 5  | 6  | 7  | 8  | 9  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 12 | 13 | 14 | 15 | 16 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 19 | 20 | 21 | 22 | 23 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 26 | 27 | 28 |    |    |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  |    |    |    |    | 1  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 4  | 5  | 6  | 7  | 8  |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 11 | 12 | 13 | 14 | 15 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 18 | 19 | 20 | 21 | 22 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |
|  | 25 | 26 | 27 | 28 | 29 |   |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |  |   |   |   |  |  |   |   |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |  |    |    |    |    |    |   |    |    |    |    |    |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |  |    |  |  |  |  |

- |                 |  |                                  |
|-----------------|--|----------------------------------|
| a. Aug. 17      | Elementary Registration                        | Oct. 30 - End 1st 9 Wks. 45 days |
| b. Aug. 25      | New Staff In-Service                           | Jan. 15 - End 2nd 9 Wks. 45 days |
| c. Aug. 28      | Returning Staff In-Service                     | Mar. 22 - End 3rd 9 Wks. 45 days |
| d. Aug. 29      | First Day of School                            | May 25 - End 4th 9 Wks. 45 days  |
| e. Sept. 4      | Labor Day - Counts as Classroom Day            | Clstrm. Days 180 days            |
| f. Oct. 19-20   | NDEA Convention - Counts as Classroom Days     | In-Service 2 days                |
| g. Nov. 3       | Junior/Senior High Report Cards                | 182 days                         |
| h. Nov. 6,7,8,9 | Conferences - 1:45 Early Dismissal             | Storm Days                       |
| i. Nov. 10      | Veteran's Day - Non-School Day                 | Storm Days 3/ 1/90               |
| j. Nov. 23      | Thanksgiving Day - Counts as Classroom Day     | 4/16/90                          |
| k. Nov. 24      | Friday Following Thanksgiving - Non-School Day |                                  |
| l. Dec. 20      | Last Full Day of School Before Christmas       |                                  |
| m. Jan. 2       | Classes Resume Following Christmas Vacation    |                                  |
| n. Jan. 23      | Junior/Senior High Report Cards                |                                  |
| o. Feb. 2       | District-Wide In-Service Day                   |                                  |
| p. Mar. 1-2     | WDA Basketball Tournament - Non-School Days    |                                  |
| q. Mar. 30      | Junior/Senior High Report Cards                |                                  |
| r. Apr. 3,4,5,6 | Conferences - 1:45 Early Dismissal             |                                  |
| s. Apr. 13      | Good Friday - Counts as Classroom Day          |                                  |
| t. Apr. 16      | Easter Monday - Non-School Day                 |                                  |
| u. Apr. 17      | Classes Resume Following Easter Break          |                                  |
| v. May 20       | High School Graduation                         |                                  |
| w. May 25       | Last Day of School                             |                                  |

The Dickinson Public School Board met in regular session on March 21, 1989, in the Hagen Junior High School Gymnasium. Board members present were Bill Lardy, Bob Weir, Nancy Johnson and Jim Ciavarella. Merry Johnston was absent. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, Richard Rykowsky, Jim Gentile, Marv Knoll, Ron Steiner, Arlo Howe and LeRoy Boespflug. Three hundred seventy-two others signed the attendance roster. A copy of the attendance roster is available at the School District Central Office. Estimated total attendance was six hundred seventy.

President Johnson called the meeting to order.

#### Public Participation

Several people addressed the board by completing the request form prior to the board meeting. They were Jean Steiner, Michelle Quigley and Tara Schaefer, Larry Gardner, Stanley Fiedler, Linda Hagen, Donald Kirsch, Kim Martin, Richard Medlar, Wayne Willcoxon, Mitzi Swenson, George Nodland and Joe Hetzel.

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

Lardy moved that "Procurement of Professional Design Services" for the implementation of energy conservation measures be added to the agenda. Ciavarella seconded the motion. The motion passed unanimously.

Lardy moved that "DEA Negotiations" be added to the agenda. Ciavarella seconded the motion. The motion passed unanimously.

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

#### Consent Agenda

Ciavarella moved that the consent agenda consisting of bills, financial reports, and the resignations of Charlotte Dempsey, Patty Johnston and Janet Thronson be approved. Lardy seconded the motion. The motion passed unanimously.

#### Minutes

##### Correction: Board Self Evaluation Instrument

Lardy moved that the phrase, "with a compilation to be presented at the March board meeting", be deleted from the motion. Ciavarella seconded the motion. The motion passed unanimously. Lardy moved that the minutes, as corrected, be approved. Weir seconded the motion. The motion passed unanimously.

#### St. Joseph's Hospital Sports Medicine

Mr. Knoll introduced Paul Claus, Certified Athletic Trainer. Mr. Claus explained the Sports Medicine program at St. Joseph's Hospital. He specifically outlined the services provided to the Dickinson Public School's Athletic program.

#### Superintendent's Report

Dr. Smette presented update reports on the equalization lawsuit and on the progress being made in the establishment of a Dickinson Public School's Foundation. Dr. Smette also reported that the North Dakota High School Activities Benefit Fund has requested that the board review its decision to drop out of the fund. No action was taken.

Student/Staff Recognitions

Dr. Smette announced the following recognitions:

Linda Hunke, Fifth Place, State Math Counts Competition and Alternate for National Competition;

Clarissa Holz, Honorable Mention, National Reading Is Fundamental Poster Contest;

Kari Ficek, Named to the North Dakota Centennial Children's Choir;

Ms. Teri Preston, Kari's Music Instructor;

Andrew Pokorny, Named to the North Dakota Centennial Children's Choir;

Ms. Glenda Seela, Andrew's Music Instructor.

School Calendar

Lardy moved that the school calendar for 1989-1990 be approved as presented. Ciavarella seconded the motion. The motion passed unanimously. A copy of the calendar is attached to these minutes.

N.E.A. Learning Lab

Ciavarella moved to pursue the concept of the NEA Learning Labs Project and to support it with the necessary resources inasmuch as is feasible over the next three to five years. Lardy seconded the motion. The motion passed unanimously.

President Johnson declared a recess from 9:05 P.M. to 9:10 P.M.

1989-1990 Budget

Superintendent Dr. Smette presented a detailed explanation of the recommended budget reductions which totaled \$793,500.00. A copy of the proposed reductions are attached to these minutes.

President Johnson declared a recess from 10:45 P.M. to 10:50 P.M.

Dr. Smette outlined the implications if the Gladstone Elementary School were to be closed. He recommended that the Board enter into a study of this proposal with the goal of closing Gladstone in one year. Board members made comments or had questions pertaining to elementary enrollment, bus routing procedures, cost per student at Gladstone and the assimilation process of bringing students into Dickinson if the school were to be closed.

At this point, President Johnson opened the meeting to the public for comments on the budget. Nineteen people addressed the board, over a period of approximately forty-five minutes, concerning the proposed reductions.

Board consensus was that they would address the proposed reduction list item by item in their deliberations.

Weir moved that the proposed reductions be approved in the District-Wide, Central Office and Bus Shop sections of the reduction list. Lardy seconded the motion. The motion passed unanimously.

Weir moved that the Gifted and Talented Program be removed from the proposed reduction list. The motion did not receive a second.

Lardy moved that the Board approve the proposed reductions in the Elementary Athletics Program. Weir seconded the motion. The motion passed unanimously.

Lardy moved that the Board approve the proposed reduction in the Gifted and Talented

Program. Ciavarella seconded the motion. The motion passed by a three to one vote. Johnson, aye; Ciavarella, aye; Lardy, aye; Weir, nay.

Weir moved that the Elementary Instrumental Music Program be removed from the proposed reduction list. Ciavarella seconded the motion. The motion passed by a three to one vote. Lardy, aye; Ciavarella, aye; Weir, aye; Johnson, nay.

Ciavarella moved that the Elementary Art Program be removed from the proposed reduction list. Weir seconded the motion. The motion passed by a three to one vote. Johnson, aye; Ciavarella, aye; Weir, aye; Lardy, nay.

Lardy moved that the Board approve the proposed reduction in Elementary Physical Education. Weir seconded the motion. The motion was defeated by a two to two vote. Lardy, aye; Weir, aye; Ciavarella, nay; Johnson, nay.

Ciavarella moved that the proposed reduction in Elementary Physical Education be referred back to the Superintendent's budget committee for further study and recommendation to the Board. Lardy seconded the motion. The motion passed by a three to one vote. Ciavarella, aye; Johnson, aye; Lardy, aye; Weir, nay.

Lardy moved that the Board approve the proposed reduction in the Elementary Vocal Music Program. Ciavarella seconded the motion. The motion passed unanimously.

Weir moved that the Board approve the proposed reduction in the Kindergarten Program. Lardy seconded the motion. The motion passed unanimously.

Lardy moved that the Board approve the proposed reduction in the Hagen extra-curricular program. Weir seconded the motion. The motion passed unanimously.

Weir moved that the Board approve the proposed reduction in the Hagen Music Program. Lardy seconded the motion. The motion passed unanimously.

Ciavarella moved that the Board approve the proposed reductions of sections in Social Studies, Language Arts, Art, Foreign Language and Physical Education at Hagen. Weir seconded the motion. The motion passed unanimously.

Lardy moved that the Board approve the proposed combined reductions of \$128,971.00 at Dickinson High School. Ciavarella seconded the motion. The motion passed unanimously.

Lardy moved that the Board approve the proposed reduction in the Driver's Education Program at Dickinson High School. Weir seconded the motion. The motion passed unanimously. President Johnson requested that the administration prepare an alternative plan for Driver's Education, including how the plan would be implemented.

Lardy moved that the Board approve the proposed reduction in Instrumental Music at Dickinson High School. Ciavarella seconded the motion. The motion passed unanimously.

Ciavarella moved that the Board approve the proposed reduction in Vocal Music at Dickinson High School. Lardy seconded the motion. The motion passed unanimously.

Lardy moved that the Board accept the proposed reduction in Tennis at Dickinson High School and that Drama, Student Congress and Speech be temporarily removed from the reduction list with the understanding that they may be considered later. Ciavarella seconded the motion. Ciavarella moved to amend the motion by adding Golf to be included as an approved reduction. Weir seconded the amendment. The

amendment passed unanimously. The motion, as amended, passed unanimously.

Weir moved that the Administration prepare proposed alternative budget reductions which will, combined with the approved reductions, total the reduction goal. Lardy seconded the motion. Ciavarella moved to amend the motion to direct the administration to include a study of the closing of Gladstone in those alternatives. The amendment did not receive a second. The motion passed unanimously.

Weir moved that all items not addressed specifically and individually remain on the reduction list and be considered reductions for 1989-1990. Lardy seconded the motion. The motion passed unanimously.

Tentative special meeting dates were set as follows:

March 30, 1989 - 4:30 P.M. - Proposed Alternative Budget Reductions.

April 4, 1989 - 4:30 P.M. - Hearing dates for contemplated nonrenewals.

President Johnson declared a five minute recess from 12:55 A.M. to 1:00 A.M.

#### Administrative Negotiations

President Johnson appointed Bob Weir and Jim Ciavarella to a committee for the purpose of engaging in contract discussions with administrators and to formulate long range plans for administrative structuring and/or restructuring. Bob Weir was named chairman of the committee. President Johnson directed the committee to report to the Board at the regular May board meeting.

#### Board Policies

Early Retirement - Emergency Clause - Lardy moved that the Emergency Clause of the Early Retirement Policy receive second reading approval and be adopted. Weir seconded the motion. The motion passed unanimously.

Early Retirement - Provisional Clause for 1988-89 and 1989-90 - Ciavarella moved that the provisional clause for 1988-89 and 1989-90 of the Early Retirement policy receive second reading approval and be adopted. Lardy seconded the motion. The motion passed unanimously.

Personnel Payment Procedures - Lardy moved that the Personnel Payment Procedures Policy receive first reading approval. Ciavarella seconded the motion. The motion passed unanimously.

Section D - Personnel - Weir moved that policies DBBA, DBC, DBE, DBFA, DBFB, DBK, DBM, DCE and DABB receive second reading approval and be adopted. Lardy seconded the motion. The motion passed unanimously.

Lardy moved that policies DAGFA, DAGFB, DAGFC, DBGG and DBC be considered for first reading approval at the next regular board meeting. Ciavarella seconded the motion. The motion passed unanimously.

Procurement of Professional Design Services for Energy Conservation Projects - LeRoy Boespflug presented the proposals received from Dumont and Associates (\$12,300.) and Hulsing and zumBrunnen (\$14,100.). Following a brief discussion concerning the advantages of a local firm for these services, Lardy moved that the Board accept the proposal of Hulsing and zumBrunnen for \$14,100. Ciavarella seconded the motion. The motion passed unanimously.

DEA Negotiations

Lardy moved that pursuant to the provisions of Sections 15-38.1-10 and 15-38.1-11 of the North Dakota Century Code, as amended, the School Board of Dickinson Public School District No. 1 (hereinafter "Board") recognizes all full-time certified teachers employed by the Board, with the exception of personnel employed under the Classified Benefit Package and Administrators, as the appropriate negotiating unit for the 1989-90 negotiated agreement and that the Board further determines that the Dickinson Education Association represents a majority of the persons within the above appropriate negotiating unit and it therefore recognizes the Dickinson Education Association as the representative organization of that unit for the 1989-90 negotiated agreement. Weir seconded the motion. The motion passed unanimously. President Johnson informed the Board that she and Bill Lardy would be the negotiators for this purpose and that she would be the chief board negotiator.


Other

At 1:26 A.M., Ciavarella 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 March 31, 1989, in the Hagen Junior High School Gymnasium. Board members present were Bill Lardy, Bob Weir and Jim Ciavarella. Nancy Johnson and Merry Johnston were absent. Administrators present were Superintendent Dr. David Smette, Ava Lanes, C. B. Haas, Richard Rykowsky, Marv Knoll, Ron Steiner, Arlo Howe and LeRoy Boespflug. Estimated total attendance was 280.

Vice President Bill Lardy called the meeting to order.

Public Participation

Those addressing the Board were Kim Martin, Doug Knode, Jim Geyer and Donald Kirsch.

Early Retirements

Weir moved that the early retirement application of Norman Jespersen be accepted. Ciavarella seconded the motion. The motion passed unanimously.

Ciavarella moved that the early retirement application of Donald Stoxen be accepted. Weir seconded the motion. The motion passed unanimously.

Ciavarella moved that the early retirement application of Adam Gratz be accepted. Weir seconded the motion. The motion passed unanimously.

Weir moved that the early retirement application of Frank Lewis be accepted. Ciavarella seconded the motion. The motion passed unanimously.

Ciavarella moved that the early retirement application of Pat Stoxen be accepted. Weir seconded the motion. The motion passed unanimously.

Weir moved that the early retirement application of David Vokal be accepted. Ciavarella seconded the motion. The motion passed unanimously.

Dr. Smette and Bill Lardy made comments regarding those retiring, noting that these six people represent 160 years of teaching experience in the Dickinson School District and expressing thanks and appreciation for their years of service.

1989-1990 Budget

Superintendent Dr. Smette presented the alternative proposed budget reductions. Weir moved that the administrative reduction of \$45,000.00 be approved. Ciavarella seconded the motion. Weir questioned Dr. Smette as to whether or not this meant that elementary principals would have responsibility for more than one building. Dr. Smette responded that this alternative was being seriously considered. The motion passed by a two to one vote. Lardy, aye; Weir, aye; Ciavarella, nay.

Ciavarella moved that the proposed reduction in elementary physical education of \$46,536.00 be approved. Weir seconded the motion. The motion passed unanimously.

Ciavarella moved to remove the classroom and library aides from the budget reduction list. The motion did not receive a second. Weir moved that the proposed reduction in classroom and library aides of \$23,379.00 be approved. Lardy seconded the motion. The motion passed by a two to one vote. Lardy, aye; Weir, aye; Ciavarella, nay.

Ciavarella moved that the proposed reduction in department head pay at Dickinson High School amounting to \$5,444.00 be approved. Weir seconded the motion. The motion passed unanimously.

Ciavarella moved to direct the Administration to draft an amended facility use and fee structure which would increase revenue by approximately \$5,000.00. Weir seconded the motion. The motion passed unanimously.

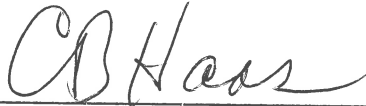
#### Gladstone

Superintendent Dr. Smette introduced the topic. Richard Rykowsky addressed the transportation aspects of the issue and Ava Lanes made brief comments from a curricular point of view. Several people in attendance addressed the Board briefly concerning the possible closing of the Gladstone Elementary School. Ciavarella moved that the Board of the Dickinson Public School, under the direction of Dr. Smette, and most importantly, including a representation of the citizens of Gladstone, begin immediately to schedule meetings and discussions relative to the serious consideration of the closure of Gladstone Elementary at the end of the 1989-1990 school year. Lardy seconded the motion. The motion passed unanimously.

#### Mill Levy

Dr. Smette recommended that this item be tabled until a later date. Weir moved that the discussion on mill levy increases be tabled. Ciavarella seconded the motion. The motion passed unanimously.

At 5:55 P.M., Ciavarella moved that the meeting be adjourned. Weir seconded the motion. The motion passed unanimously.



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



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

Dickinson Public Schools  
Special Meeting

April 5, 1989, 7:30 P.M.  
Central Office, Board Room

The Dickinson Public School Board met in special session on April 5, 1989, in the Board Room at the Central Administrative Offices. Board members present were Nancy Johnson, Bill Lardy, Bob Weir and Jim Ciavarella. Merry Johnston was absent. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, Bruce Jessen, LeRoy Boespflug and Ron Steiner. Others present were Sherwin Dockter, Jim Glasser, Terry Glasser, Gerald Holinka, Rich Wardner, Bob Stefonowicz and Robynn Tysver, Dickinson Press.

President Johnson called the meeting to order.

Personnel

Dr. Smette introduced the topic and explained that, as a result of the budget reduction process directed by the board, the administration is recommending, due to economic necessity, the partial nonrenewal of Deb Conlon's teaching contract for 1989-1990. Lardy moved that a special meeting of the board be held at the Central Office Board Room on April 13, 1989, beginning at 7:30 P.M., at which time the board will discuss and act upon the contemplated partial nonrenewal of the current teaching contract of Debra Conlon for the reason set forth by Superintendent Dr. David Smette and that the Business Manager send the teacher a letter to that effect, including the specified reason. Weir seconded the motion. The motion passed unanimously.

NDEA Learning Lab

Dr. Smette explained the proposed workshop in connection with the Learning Lab and recommended that the board authorize a 1:30 P.M. dismissal on April 27, 1989, in order that all staff may attend the workshop. Ciavarella moved to approve early dismissal at 1:30 P.M. on April 27, 1989. Lardy seconded the motion. The motion passed unanimously.

At 7:50 P.M., Ciavarella moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.



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



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

Dickinson Public Schools  
Special Meeting

April 13, 1989, 7:30 P.M.  
Board Room, Central Office

The Dickinson Public School Board met in special session on April 13, 1989, in the Board Room at the Central Administrative Offices. Board members present were Nancy Johnson, Bill Lardy, and Jim Ciavarella. Bob Weir arrived late. Administrators present were Superintendent Dr. David Smette, Ava Lanes and C. B. Haas.

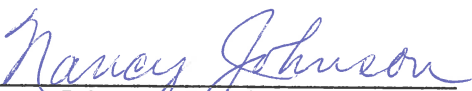
President Johnson called the meeting to order.

Nonrenewal Proceedings

Superintendent Smette recommended that the nonrenewal proceedings against Ms. Debra Conlon be dismissed. Lardy moved that, due to recent developments which have allowed Deb Conlon to be administratively reassigned to a 1989-1990 contract equivalent to her 1988-89 contract, the nonrenewal proceedings with regard to Deb Conlon be dismissed and that the Business Manager provide written notice to Ms. Conlon to that effect. Ciavarella seconded the motion. The motion passed unanimously.

At 7:36 P.M., Lardy moved that the meeting be adjourned. Ciavarella seconded the motion. The motion passed unanimously.

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

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

The Dickinson Public School Board met in regular session on April 18, 1989, in the Board Room at the Central Administrative Office. Board members present were Nancy Johnson, Bill Lardy, Jim Ciavarella and Bob Weir. Merry Johnston was absent. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, Marv Knoll, Richard Rykowsky, Arlo Howe, LeRoy Boespflug, Ron Steiner and Jim Gentile. Others attending were Albert Urban, Susan Mack, Michelle Kadrmas, Connie Klein, Jean Steiner, Ellen Baumgartner, Bob Zent, Sharon Zubke, Terri Anner, Linda Stockert, James L. Murphy, Bobbi Miller, Marvin Dvorak, LeRoy Mosbrucker, Phyllis Hildebrand, Valeria Brunk, Janine Susag, Frances Nichols, Ann Opoien, Jan Svoboda, Martha Olheiser, Todd Biel, Kristi Mulvey, Barbara Thomas, Joyce Rivinius, Kim Martin, Donald Kirsch, Pauline Kirsch, Rich Wardner, Bob Stefanowicz, Galen Sickler, Kim Kohler, Susan Schulte, Elenjo Schaff, Sandra Clapper, Sue Roller, Donna Wolf, A. Svoboda, Mary Erhardt, James Kramer, Audrey Zins, Lou Ann Forster, Vicki Mulholland, Kerry Hamann, Raymond Hammel, Laren Meadows, Linda Meadows, Al Chalupnik, Norbert Kessel, Bob Anderson, Denny Hildebrand, Michael Hildebrand, Terry Reule, Gabrielle Hopkin, Shirley Peters, James Peters, Fern Pokorny, Marvin Brunk, Deb Sabo and Ray Meduna.

#### Public Participation

Several people addressed the Board by completing the request form prior to the meeting. They were Richard Medlar, Ellen Baumgartner, Valerie Brunk, Laren Meadows, James Murphy, Sharon Zubke, Jean Steiner, Marv Knoll and Galen Sickler. Topics covered were Athletics (Golf and Tennis), Classified Benefit Package and bus drivers.

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

Lardy moved that "Cross Country Cooperative Agreement With Trinity" be added to the agenda. Ciavarella seconded the motion. The motion passed unanimously.

Weir moved that "Administrative Negotiations" be added to the agenda. Lardy seconded the motion. The motion passed unanimously.

#### Consent Agenda

Lardy moved that the consent agenda consisting of the record of the Public Forum held on March 14, 1989; minutes of the regular meeting on March 21, 1989; minutes of the special meeting on March 31, 1989; minutes of the special meeting on April 5, 1989; bills; financial reports; and the resignations of Tom Fiala and Jack Smart be approved. Ciavarella seconded the motion. The motion passed unanimously.

#### Superintendent's Report

Dr. Smette outlined the plan for establishing the committee necessary to begin meeting and discussing the closure of Gladstone at the end of the 1989-1990 school year. He indicated that the committee will be comprised of parents, teachers, administrators, representatives of the City of Gladstone and one or two school board members. Board member consensus was that this plan met with their approval.

#### Student Staff Recognitions

Kristi Dukart - Received first place on her science project in the Southwest Region of the State Science Fair competition and will be the recipient of an all expense paid trip to Pittsburg, Pennsylvania, and a \$10,000 scholarship to Jamestown College.

Mr Terry Reule is Kristi Dukart's Advisor.

Ms. Betty Neigum - Received the North Dakota Reading Association's "Outstanding Council Contribution Award."

Heather zumBrunnen - North Dakota semi-finalist in the North Dakota "Dreamer & Doer" competition.

Kelly Friesz - North Dakota State DECA 4th Place overall and 2nd Place in communications in the career area of Quick-Serve Restaurants.

Kristi Johnston - North Dakota State DECA 3rd Place overall competing in Entrepreneurship.

Ms. Elsie Reichert is Kelly Friesz's and Kristi Johnston's Advisor.

#### Board Member Resignation

President Johnson read Merry Johnston's letter of resignation. Weir moved that the Board accept Johnston's resignation. Lardy seconded the motion. Ciavarella moved to amend the motion by adding the words, "and the position remain vacant until the Annual Election." Lardy seconded the amendment. The amendment passed unanimously. The motion, as amended, passed unanimously. President Johnson expressed the Board's collective appreciation of Ms. Johnston's eight years of dedicated service as a member of the Dickinson School Board.

#### Annual Election

Lardy moved that June 6, 1989, be set for the Annual Election. Weir seconded the motion. The motion passed unanimously. Ciavarella moved that the election on June 6, 1989, be held with the same precinct boundaries as previous elections, with polling places at Jefferson, Lincoln, Heart River, and Gladstone Elementaries and that the polls be opened at 9:00 A.M. and closed at 7:00 P.M. Precinct divisions are as follows:

#### Division of district for voting purposes:

The district, both city and rural, shall be divided by Highway 22 and the Burlington Northern railway tracks.

Those living north of the Burlington Northern Railway tracks and west of Highway 22 shall vote at Jefferson Elementary School. This includes residents of the old Newcastle School District.

Residents living north of the Burlington Northern railway tracks and east of Highway 22 to the old Gladstone District shall vote at Lincoln Elementary School.

All residents living south of the Burlington Northern railway tracks and east to the old Gladstone and Garden Districts shall vote at Heart River Elementary School.

All residents of the old Gladstone and Garden School Districts shall vote at the Gladstone Elementary School.

All residents of the old Shipley School District shall vote at Gladstone or Heart River Elementary, whichever is more convenient.

Board consensus was that the Business Manager be instructed to place the precinct map, including Township and Range numbers, in the paper so voters clearly understand

where they are to vote. It was also suggested that the persons working at the polls be instructed to be sure and ask voters for the legal description of their residence to insure that they are voting in the proper precinct.

#### Classified Benefit Package

Dr. Smette presented the revised package and explained the rationale for the revisions. Ciavarella moved to accept, as proposed by the committee, the revised classified salary and benefit package and that this acceptance be designated first reading approval. Weir seconded the motion. Following considerable discussion, Ciavarella moved the previous question. Weir seconded the motion. The motion passed by a three to one vote. Johnson, aye; Ciavarella, aye; Weir, aye; Lardy, nay. The original motion passed unanimously.

Lardy moved that the meeting be recessed for ten minutes. Ciavarella seconded the motion. The motion passed by a three to one vote. Johnson, aye; Lardy, aye; Ciavarella, aye; Weir, nay.

President Johnson appointed Ciavarella to chair a committee to study the salaries and fringe benefits of classified employees for 1989-1990 and that a report be made to the Board not later than the June regular meeting. In this study, consideration is to be given to a flexible benefits package. Ciavarella is directed to work with the administration and whomever else he chooses to be on the committee.

Lardy moved that the Superintendent be directed to empanel a Blue Ribbon Committee of his choosing to study the entire benefit package of all employees of the district. Weir seconded the motion. The motion passed unanimously.

#### 1989-1990 Budget

Dr. Smette explained the third budget draft for the 1989-1990 budget. The budget was prepared following the Board's directive to reduce the budget by 7.63%. The draft totaled \$9,290,709., excluding adult education and special programs.

#### Summer Programs

Dr. Smette explained the rationale for all summer programs and encouraged the expansion of these programs. Arlo Howe presented a detailed proposal for the 1989 Summer Driver Education Program. The total cost is estimated to be \$27,993. with revenue from foundation aid and fees estimated at \$34,605. Weir moved that the Board approve the guidelines for the summer driver education program as presented and direct the Superintendent to set up and operate a summer driver education program. Ciavarella seconded the motion. The motion passed unanimously. Lardy moved that the administration be directed to inform the other schools who have used the driver education program in the past of the changes. Weir seconded the motion. The motion passed unanimously.

#### Board Policies

1. Personnel Payment Procedures - Lardy moved that the Personnel Payment Procedures Policy receive second reading approval and be adopted. Weir seconded the motion. The motion passed unanimously.

2. Child Care Leave DAGFA - Lardy moved that the Child Care Leave Policy, with changes, be given first reading approval. Ciavarella seconded the motion. The motion passed unanimously.

3. Political Leave DAGFB - Ciavarella moved that the Political Leave Policy, with changes, be given first reading approval. Weir seconded the motion. The motion passed unanimously.

4. Health Related Leave DAGFC - Weir moved that the Health Related Leave Policy, with changes, be given first reading approval. Ciavarella seconded the motion. The motion passed unanimously.

5. Educational Leave DBGG - Ciavarella moved that the Educational Leave Policy, with changes, be given first reading approval. Weir seconded the motion. The motion passed unanimously.

6. Reassignment and Transfer DBC - Due to a difference in the wording in this policy and the wording in the negotiated agreement, this policy was returned to the policy committee working on Section "D" of the Policy Manual.

7. Early Resignation - Lardy moved that the "Early Resignations" policy, as amended, receive first reading approval. Ciavarella seconded the motion. The motion passed unanimously.

8. Reduction In Force Committee - President Johnson appointed herself, in the absence of any volunteers, to replace Merry Johnston on the committee studying the RIF Policy.

Cooperative Agreement With Trinity For Boys and Girls Cross Country

Weir moved that the Board approve the renewal of the Cooperative Athletic Agreement with Trinity High School in the area of Boys and Girls Cross Country Track. Ciavarella seconded the motion. The motion passed unanimously.


Administrative Negotiations

Lardy moved that, pursuant to the provisions of Subsection 3 of Section 15-38.1-12 of the North Dakota Century Code, as amended, the Board notify the administrators of the District that the Dickinson Public School Board desires to modify the contract between the Board and its administrators. Weir seconded the motion. The motion passed unanimously.

At 10:09 P.M., Ciavarella moved that the meeting be adjourned. Weir seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager

  
Nancy Johnson, President



The Dickinson Public School Board met in regular session on May 16, 1989, in the Board Room at the Central Administration Office. Board members present when the meeting convened were Nancy Johnson, Jim Ciavarella and Bob Weir. Bill Lardy arrived at 9:05 P.M. Administrators present were Superintendent Dr. David Smette, Ava Lanes, C. B. Haas, Louis Braun, Ron Steiner, Marv Knoll, Jim Gentile, Arlo Howe, LeRoy Boespflug, Richard Rykowsky, Bruce Jessen and Clarence Corneil. Others present were Tammy Swift, Tribune, Robynn Tysver, Dickinson Press, Robert Burda, Don Kirsch, Pauline Kirsch, Wayne Willcoxon, Jim Glasser, Terry Glasser, Jean Steiner, Carla Bruce, Bobbi Miller, Pat Rich, Nicci Clark, Deb Conlon, Susan Mack, Elaine Lindemann, Rex Cook, Dennis Dassinger, Keith Reiss, Galen Sickler, Arnold G. Betlaf, Diana Hunke, Mil Jenkinson, Donna Fleming, Sandra Aman, Vince Reep, Jim Peters, Joelle Fruh, Bob Stefonowicz, Jim Steckler, Joe Sickler, Jr., Edna Binek, Angie Johnson, Don Staudinger, Kerry Hamann, Rich Medlar, Andrew Fiedler, Stanley Fiedler, Linda Hagen, Pat Hagen, Deb Sabo, Erwin L. VanVeldhuizen, Lois Myran, Pet Nichols, Kim Kuhn, Linda Steve and Carole Miller.

#### Public Participation

Mitzi Swenson addressed the Board concerning the Talented and Gifted Program.

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

Weir moved to add the "LEAP Program" and "Band Uniforms" to the agenda. Ciavarella seconded the motion. The motion passed unanimously. Ciavarella moved to add the "Dickinson Public Schools Foundation" to the agenda. Weir seconded the motion. The motion passed unanimously. Weir moved that an additional "Personnel Item" be added to the agenda. Ciavarella seconded the motion. The motion passed unanimously. There were no requests to have any items removed from the consent agenda.

#### Consent Agenda

Weir moved that the consent agenda consisting of the minutes of the special meeting held on April 13, 1989; minutes of the regular meeting held on April 18, 1989; bills; financial reports and the resignation of Shelley Fetsco be approved. Ciavarella seconded the motion. The motion passed unanimously.

#### Superintendent's Report

Dr. Smette presented a brief report on the special Health Insurance Committee formed for the purpose of discussing the district's health insurance for all employees. Dr. Smette also informed the Board that the committee studying the future status of the Gladstone Elementary School had met one time. Members of the committee are Dawn Carpenter, Lynn Krank, Kim Martin, Bill O'Connor, Brenda Hendrickson, Carol Schmaltz, Bruce Jessen and Dr. Smette. The committee will focus on the following topics.

1. Present busing routes and the locations of rural students will be studied to determine the feasibility of increasing Gladstone's enrollment through busing.
2. The possibility of the Lefor Elementary School closing and the impact it will have on Gladstone Elementary School.
3. Budget cuts at Gladstone Elementary School that will lower the cost per pupil.

4. Projected enrollments will be studied upon completion of the school census.
5. The status of school buildings in Gladstone if the school is closed will be studied.

#### Classified Salary and Benefit Package

Ciavarella presented the recommendations from the two committees which have been studying and revising the classified salary and benefit package. Specific changes recommended prior to second reading approval are:

1. Change the number of hours worked per week to be eligible for fringe benefits from twenty (20) to seventeen and a half ( $17\frac{1}{2}$ ) hours.
2. Allow classified employees to use a maximum of two (2) days of sick leave per year as personal leave. The personal leave could be taken only with the approval of the employee's administrative supervisor and with the understanding that it could only be taken at a time when it would not be necessary to hire a substitute. There would be no accumulation of personal leave allowed.
3. Salary schedule - Make the following changes in the salary schedule.
  - a. Clerical  
Raise the following maximums:

|                           |                        |
|---------------------------|------------------------|
| School Building Secretary | From \$7.65 to \$8.00  |
| Central Office Secretary  | From \$8.00 to \$8.35  |
| Bookkeeper                | From \$9.90 to \$10.25 |
| Media Booking Clerk       | From \$7.35 to \$7.70  |
  - b. Paraprofessionals - Raise the maximum from \$6.75 to \$7.25.
  - c. Bus Drivers - Reduce the minimum to \$5.25 from \$7.80  
Reduce the maximum to \$7.50 from \$11.70  
Establish a "grandfather" clause for current drivers so no one takes an hourly pay cut.

Ciavarella moved that these changes be inserted into the Classified Salary and Benefit Package. Weir seconded the motion. The motion passed unanimously.

Ciavarella moved that the Classified Salary and Benefit Package, as amended, receive second reading approval and be adopted. Weir seconded the motion. The motion passed unanimously.

Ciavarella moved that the following recommendations be approved for implementation during the 1989-1990 school year.

1. Allocate \$60,000 of new money for classified salary and health insurance increases.
2. Bring the classified staff into the Horace Mann insurance group and place the following maximums on the district's contribution to this insurance plan.

| <u>Rate Structure</u>  | <u>Maximum</u> |
|------------------------|----------------|
| Single                 | \$1197.        |
| Employee and Spouse    | 2212.          |
| Employee and Dependent | 1996.          |
| Family                 | 3427.          |

The goal is to have the classified staff enrolled in the Horace Mann group by October 1, 1989.

Classified staff will be responsible for paying all policy deductibles.

3. Use the \$10,000, previously budgeted for the district's share of the deductible, for salary and health insurance benefits.
4. Distribute raises based on an equal amount per hour instead of a percentage increase.
5. Employees at the maximum or above because of earlier situations or grandfather clauses (after the recommended schedule changes are made) will not receive a raise.

Weir seconded the motion. The motion passed unanimously.

President Johnson asked Board members, if at this point due to Lardy's absence, the agenda could be rearranged. There was consensus agreement to rearrange the agenda.

#### Classified Job Descriptions

Mrs. Lanes presented the newly written job descriptions and explained how they would be used in staff performance evaluations.

#### Accreditation Reports

Mrs. Lanes presented the accreditation report for each of the Dickinson schools. The reports were explained and the Board informed that all the Dickinson schools are accredited with commendation.

#### Professional Growth

Mrs. Lanes reviewed the district plans for professional growth for administrators and teachers for the 1989-1990 school year.

#### Technology Plan

Mrs. Lanes outlined the two year plan for the implementation of technology in the Dickinson School system. Goals have been established for each educational level: secondary, junior high and elementary.

#### DSU Stadium Rental

Mr. Marv Knoll reported on the meetings between Dickinson State University and the committee established to discuss the rental fees for Whitney Stadium. Members of the committee were Marv Knoll, LeRoy Boespflug and Ron Steiner. The meetings were concluded with DSU Administrators agreeing to maintain the current rate structure for the use of Whitney Stadium.

#### Board Policies

1. Child Care Leave DAGFA - Ciavarella moved that the Child Care Leave Policy, as amended, receive second reading approval and be adopted. Weir seconded the motion. The motion passed unanimously.

2. Political Leave DAGFB - Weir moved that the Political Leave policy, as amended, receive second reading approval and be adopted. Ciavarella seconded the motion. The motion passed unanimously.
3. Health Related Leave DAGFC - Ciavarella moved that the Health Related Leave policy receive second reading approval and be adopted. Weir seconded the motion. The motion passed unanimously.
4. Educational Leave DBGG - Ciavarella moved that the Educational Leave policy receive second reading approval and be adopted. Weir seconded the motion. The motion passed unanimously.
5. Early Resignation Notification - Weir moved that the Early Resignation Notification policy receive second reading approval and be adopted. Ciavarella seconded the motion. The motion passed unanimously.

#### Board Meeting Schedule

1. Special Meeting - Discussion was held as to whether or not the Board wanted to schedule a special meeting on June 7, 1989, for the purpose of canvassing the annual election. Consensus was that the Election Canvas should be scheduled during the regular June meeting.

Ciavarella moved to recess the meeting until 9:00 P.M. Weir seconded the motion. The motion passed unanimously.

2. Annual Meeting Date - Ciavarella moved to set the annual meeting date for July 25, 1989. Weir seconded the motion. The motion passed unanimously.

Mr. Lardy arrived at this point in the meeting.

#### LEAP Program

Weir moved that the LEAP Program be reinstated at 100% (full-time position) using the "pull-out" program concept. Ciavarella seconded the motion. The motion passed unanimously.

#### Band Uniforms

Weir suggested that the district should be preparing and utilizing a long-term uniform replacement schedule for all activities and athletics. To remedy the immediate problem of band uniforms, Weir suggested that the District buy the uniforms with the understanding that the Music Boosters would repay a portion of the cost from their fund raising projects. This would require an approximate \$25,000. transfer from the general fund to the activity fund so the project could begin. Weir moved that the Superintendent and Activities Director prepare a long range plan for uniform replacement with special emphasis on band uniforms. Lardy seconded the motion. The motion passed by a three to one vote. Lardy, aye; Weir, aye; Johnson, aye; Ciavarella, nay.

#### Dickinson Public Schools Foundation

Linda Steve reported on the progress with regards to the formation of a Dickinson Public Schools Foundation. The persons organizing the Foundation are in the process of developing tentative by-laws and a mission statement. The Foundation needs a certain amount of start-up funding and Ms. Steve requested that the Board budget \$3,000 for this purpose. Lardy moved that the administration be directed to budget \$3,000 in the 1989-1990 budget for start-up funding for the Dickinson Public Schools Foundation. Ciavarella seconded the motion. The motion passed unanimously.

Personnel

Dr. Smette presented a letter of resignation from Michelle Brigham and recommended that the resignation be accepted. Ciavarella moved that the resignation of Michelle Brigham be accepted. Weir seconded the motion. The motion passed unanimously.

Budget

1. Four-Year Projections - Dr. Smette reviewed four-year revenue and expenditure projections. Unobligated funds for 1989-1990 are approximately \$642,593. This includes \$112,000. additional tuition apportionment received in 1988-1989 and an assumption that the general fund will be underspent by \$50,000.
2. Fiscal Year 1990 - Dr. Smette explained each item being considered for either reinstatement to the budget or additional expenditures. Weir moved that the following items on the reinstatement list be approved for inclusion in the 1989-1990 budget.

|   |           |  |
|---|-----------|--|
| a. Kindergarten   | \$15,000. |  |
| b. Hagen Social Studies - .2 FTE<br>increase                                  | 7,000.    |  |
| c. Textbooks - all levels<br>\$4.00/student increase                          | 12,288.   |  |
| d. Library Aides<br>Heart River<br>DHS  | 15,300.   |  |
| e. Transportation Aide  | 2,165.    |  |
| f. OT & PT Aide   | 13,000.   |  |
| g. Instructional Equipment Repair<br>O & M Equipment Repair<br>O & M Supplies | 15,000.   |  |
| h. Physical Education (Elementary)  | 46,000.   |  |
| i. Bus Shop Fuel  | 2,000.    |  |
| j. Supplies - Building Level  | 21,504.   |  |
| k. Elementary Athletics   | 7,000.    | + \$5.00 user fee<br>(Estimate \$2500<br>additional revenue) |
| l. Golf/Tennis  | 4,200.    |  |

Lardy seconded the motion. The motion passed unanimously.

Ciavarella moved to reinstate the Driver Education program. The motion did not receive a second.

Lardy moved to include the following increases in the 1989-1990 budget.

|                                   |        |
|-----------------------------------|--------|
| a. Sewage, Water and Garbage +20% | 6,100. |
| b. Heat +3%                       | 4,200. |
| c. Equipment, O & M               | 4,000. |
| d. Telephone - increase at DHS    | 800.   |
| e. Worker's Compensation          | 7,000. |

Weir seconded the motion. The motion passed unanimously.

Ciavarella moved to include the following increases in the 1989-1990 budget.

- |  |           |
|--|-----------|
| a. System "36" Implementation Phase II         | \$14,373. |
| b. Desktop Publishing Unit<br>for Media Center | 13,000.   |

Lardy seconded the motion. The motion passed unanimously.

Lardy moved to include the following increases in the 1989-1990 budget.

- |   |          |
|---|----------|
| a. Professional Growth - Teachers       | \$9,000. |
| b. Professional Growth - Administrators | 4,500.   |

Ciavarella seconded the motion. The motion passed unanimously.

Weir moved to include the following increase in the 1989-1990 budget.

- |   |        |
|---|--------|
| a. Professional Growth (Previous Department<br>Heads - DHS) | 5,444. |
|---|--------|

Lardy seconded the motion. The motion passed unanimously.

Board consensus was that the remaining suggestions for the 1989-1990 budget should be discussed at the next regular board meeting. They are:

- |                                       |           |
|---------------------------------------|-----------|
| a. High Risk                          | \$40,000. |
| Alternative Education                 |           |
| Special Needs                         |           |
| Emotionally Disturbed                 |           |
| b. Technology - Computers             | 20,000.   |
| c. Aide - New (Junior High) - Library | 8,700.    |
| d. Libraries - Improvement            | 10,000.   |
| e. Technology - Dish/Interactive      | 7,500.    |
| f. Summer Gifted and Talented         | 5,000.    |

Lardy suggested that some funds (approximately \$10,000) should be budgeted for training for board, administrators and staff in the area of alternatives to the traditional negotiations process.

Weir suggested that additional discussion should be held on the topic of counselors at the elementary level.

#### Special Education Restructuring

Dr. Smette explained the potential relationship between Dickinson and the other Regional Multi-District Special Education Units. Lardy moved that the Administration be directed to continue the discussions with the West River Multi-District Special Education Unit and the Southwest Multi-District Special Education Unit. Ciavarella seconded the motion. The motion passed unanimously.

#### Administration

Dr. Smette outlined a tentative proposal for administrative structure and assignments. Ron Steiner, acting as spokesperson for building level administrators, addressed the board regarding their concerns. Following considerable discussion, Ciavarella moved

to adopt the one principal/one building concept, that one elementary principal's position be opened immediately and that discussions begin among central office, high school, junior high, and elementary administrators to find an equitable method of distributing portfolio assignments.


Lardy seconded the motion. The motion passed by a three to one vote. Weir, aye; Ciavarella, aye; Lardy, aye; Johnson, nay.

Ciavarella moved that pursuant to the provisions of Sections 15-38.1-10 and 15-38.1-11 of the North Dakota Century Code, as amended, the School Board of Dickinson Public School District No. 1 recognizes all full-time credentialed administrators employed by the Board as an appropriate negotiating unit for the 1989-90 negotiated agreement. The Board further determines that the Dickinson Administrative Council represents a majority of the persons within the above appropriate negotiating unit and it, therefore, recognizes the Dickinson Administrative Council as the representative organization of that unit for the 1989-90 negotiated agreement. Lardy seconded the motion. The motion passed unanimously.

Other

President Johnson reported that the teachers had walked out of the last negotiations meeting but attempts were being made to get back to the table.

At 12:30 A.M., Ciavarella moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.



---

C. B. Haas, Business Manager



---

Nancy Johnson, President

Dickinson Public Schools  
Special Meeting

May 23, 1989, 12:15 P.M.  
Board Room, Central Office

The Dickinson Public School Board met in special session on May 23, 1989, in the Board Room at the Central Administration Office. Board members present were Nancy Johnson, Bill Lardy and Jim Ciavarella. Administrators present were Superintendent Dr. David Smette, C. B. Haas, LeRoy Boespflug and Ava Lanes.

Accept Proposals for Asbestos Work

LeRoy Boespflug explained the various proposals for asbestos removal work at Roosevelt, Lincoln and Berg. Proposals submitted were as follows:

Roosevelt Elementary:

|                    |              |
|--------------------|--------------|
| Metro Electric     | \$ 13,979.00 |
| Weatherman         | 17,356.74    |
| Tooz Construction  | 28,043.13    |
| K & F Construction | (none)       |
| Quality Air        | 23,110.00    |

Lincoln Elementary:

|                    |             |                        |
|--------------------|-------------|------------------------|
| Metro Electric     | \$ 9,525.00 |                        |
| Weatherman         | 12,474.54   |                        |
| Tooz Construction  | 9,681.00    | (Partial Removal Only) |
| K & F Construction | 10,500.00   |                        |
| Quality Air        | 23,562.00   |                        |

Berg Elementary:

|                    |              |
|--------------------|--------------|
| Metro Electric     | \$ 16,496.00 |
| Weatherman         | 28,774.94    |
| Tooz Construction  | 20,116.00    |
| K & F Construction | 21,500.00    |
| Quality Air        | 21,897.00    |

Ciavarella moved to proceed with projects at Roosevelt, Lincoln and Berg and that the projects be awarded to Metro Electric at a cost of \$40,000. to be completed by the end of the summer. Lardy seconded the motion. The motion passed unanimously.

As part of the discussion with regard to the asbestos situation at Lincoln, the Board discussed the possible replacement of the boiler there also.

At 12:50 P.M., Lardy moved that the meeting be adjourned. Ciavarella seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager



Nancy Johnson, President



Dickinson Public Schools  
Special Meeting

May 31, 1989, 5:10 P.M.  
Board Room, Central Office

The Dickinson Public School Board met in special session on May 31, 1989, in the Board Room at the Central Administration Office. Board members present were Nancy Johnson, Bob Weir and Bill Lardy. Administrators present were Superintendent Dr. David Smette and LeRoy Boespflug. Ruth Stefonowicz was also present.

President Johnson called the meeting to order at 5:10 P.M.

Lardy moved to appoint Dr. Smette as acting secretary. Weir seconded the motion. The motion passed unanimously.

Energy Conservation Bids

Mr. Boespflug presented information on the Berg, Lincoln and Jefferson Elementary Schools energy conservation projects, the grants received for these projects and the bids submitted on the projects. The bids were as follows:

| <u>Bidder</u>                                 | <u>Base Bid</u> | <u>Alt. G-1</u> | <u>Alt. G-2</u> | <u>Alt. G-3</u> | <u>Alt. G-4</u> | <u>Alt. G-5</u> | <u>Alt. E-1</u> |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| F & J Construction,<br>Inc., Dickinson,<br>ND | \$265,600.      | 22,500.         | 7,600.          | 8,900.          | 3,500.          | 1,850.          |                 |
| Kolling & Kolling,<br>Inc., Dickinson,<br>ND  | 238,100.        | 16,000.         | 7,600.          | 9,400.          | 2,714.          | 1,490.          |                 |

There was also some discussion on the building fund budget and the cost of future projects.

Lardy moved to accept the low bid of \$238,100. submitted by Kolling & Kolling, Inc., less selected deducts totaling \$14,210. for a total project cost of \$223,890. Energy grant funding to be expended for these projects is \$111,890. Weir seconded the motion. The motion passed unanimously.

Discussion followed concerning the energy grant with a notation that the grant dollars represent a 50% cost sharing for these projects.

The meeting was adjourned at 5:45 P.M.

Dr. David H. Smette, Acting Secretary

Nancy Johnson, President

The Dickinson Public School Board met in special session on June 12, 1989, in the Board Room at the Central Administration Office. Board members present were Nancy Johnson, Bill Lardy and Robert Weir. Administrators present were Superintendent Dr. David Smette and C. B. Haas. Others present were Don Staudinger and Diana Hunke.

President Johnson called the meeting to order at 5:15 P.M.

Canvass School Board Election Results

Weir moved that the results of the June 6, 1989, school board election, as reported by the Business Manager, be approved. A summary of the results is:

| Precinct      | Reg. Voters | Three Year Term (2) |            |               |            |               |            |            |          |
|---------------|-------------|---------------------|------------|---------------|------------|---------------|------------|------------|----------|
|               |             | Ficek               | Muecke     | Hunke         | Abrahamson | Staudinger    | Hamann     | Willcoxon  | Weir     |
| Gladstone     | 122         | 6                   | 95         | 13            | 9          | 12            | 86         | 10         | 1        |
| Heart River   | 449         | 61                  | 152        | 154           | 86         | 166           | 170        | 58         | No Tally |
| Jefferson     | 1134        | 149                 | 271        | 568           | 176        | 511           | 370        | 97         | No Tally |
| Lincoln       | 978         | 108                 | 303        | 425           | 150        | 420           | 339        | 102        | 29       |
| <b>Totals</b> | <b>2683</b> | <b>324</b>          | <b>821</b> | <b>1160 *</b> | <b>421</b> | <b>1109 *</b> | <b>965</b> | <b>267</b> |          |

| Precinct      | Reg. Voters | One Year Term (1) |               |       |
|---------------|-------------|-------------------|---------------|-------|
|               |             | Fiedler           | Cook          | Lardy |
| Gladstone     | 122         | 110               | 9             |       |
| Heart River   | 449         | 210               | 225           |       |
| Jefferson     | 1134        | 432               | 652           |       |
| Lincoln       | 978         | 419               | 524           | 1     |
| <b>Totals</b> | <b>2683</b> | <b>1171</b>       | <b>1410 *</b> |       |

| Precinct      | Reg. Voters | School Board Minutes |              |
|---------------|-------------|----------------------|--------------|
|               |             | No                   | Yes          |
| Gladstone     | 122         | 5                    | 116          |
| Heart River   | 449         | 86                   | 357          |
| Jefferson     | 1134        | 184                  | 891          |
| Lincoln       | 978         | 152                  | 813          |
| <b>Totals</b> | <b>2683</b> | <b>427</b>           | <b>2177*</b> |

Grants

Dr. Smette explained the two grants he is currently preparing.

- a. Energy Impact Grant - Consideration is being given for this grant to address one or more of the following areas: Handicapped Access, Paving, Boiler at Lincoln, Elementary Libraries, Elementary Counselors.

Lardy moved that the Administration be encouraged to follow through with the energy impact grant application. Weir seconded the motion. The motion passed unanimously.


- b. Family School Partnership Grants through the United States Office of Education- This grant would amount to approximately \$70,000 and would focus on getting more parental involvement in the educational process.

Lardy moved that the submission of the Family School Partnership Grant Application be approved. Weir seconded the motion. The motion passed unanimously.

Board consensus was favorable towards scheduling special orientation sessions for new board members.

At 5:30 P.M., Weir moved that the meeting be adjourned. Lardy seconded the motion. The motion passed unanimously.

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

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

## PUBLIC PARTICIPATION AT BOARD MEETINGS

The Board, as a representative body of the District, wishes to provide an avenue for any citizen to express his/her interest in and concerns for the schools. Accordingly, the public is invited to attend any and all sessions of the Board which are subject to the open meeting laws of the state. All meetings are open to the public except as specified by law. Following any executive session, all decisions reached will be announced in public.

In order that the Board may fairly and adequately discharge its overall responsibility, citizens who wish to make requests, presentations, or proposals may present them to the full School Board, individual school board members, or the President of the Board. These concerns will then be directed to the Superintendent who will deal with these according to policies adopted by the Board.

Meetings of the School Board are conducted for the purpose of carrying on the business of the schools, and therefore are not public meetings, but meetings held in public. Although there is no legal requirement that the public be given an opportunity to speak at board meetings, it will be the policy of this Board to afford that opportunity in accordance with the following procedures:

### Who May Address the Board

1. Any district resident.
2. School staff members.
3. Individuals who have been requested by the Superintendent or the Board to present a given subject.
4. Nonresidents of the District.

The Board reserves the right to eliminate public participation. The right to restrict the time allowed for public participation is reserved to the chair.

### Items of Discussion

Only items on the written board agenda will be discussed at any meeting of the Board, unless the Superintendent or a board member requests an addition and a majority of the board members present approve. The Board prefers that members of the public wishing to make formal presentations before the Board make arrangements in advance with the Superintendent or Board President so that such presentations may be scheduled on the agenda. Any person wishing to address the Board who has not made previous arrangements to be on the agenda must make a written request no later than ten (10) minutes prior to the meeting. A form for this purpose will be provided. Each individual is limited to four (4) minutes with not more than thirty (30) minutes total time allocated to comments from those attending. Any group addressing the same concern may be asked to designate a spokesperson. Comments and questions at a regular meeting may relate to any topic concerned with the Board's governance of the schools. Comments at special meetings can only deal with the topic(s) for which the meeting was called.

## Questions and Comments by Board and Superintendent

The Board may question speakers to clarify concerns. All pertinent questions will be answered verbally or in writing at a later time by the chairman or an appropriate member of the administration.

As a general rule, the Board will not discuss, debate or take action on any item brought before it until a subsequent meeting at which the Superintendent presents a report or position statement. The Board may direct the Superintendent to bring the item to a specific meeting or may direct the Superintendent to bring it back after a thorough investigation. An exception may be made if the Board deems the matter to be of an emergency nature.

## To Speak to an Item on the Agenda

1. The speaker will stand during the hearing period and be recognized by the presiding officer.
2. Name and address will be stated.
3. Subject and item number which the speaker will address will be stated.

## Conduct and Remarks Out of Order

Interruption or interference with the orderly conduct of board business cannot be allowed. Defamatory or abusive remarks are always out of order. The presiding officer will terminate the speaker's privilege of address if, after being called to order, he/she persists in improper conduct or remarks or misuse or abuse of this policy.

## Charges, Complaints, or Challenges

At a public board meeting, no person may orally initiate charges or complaints against individual district employees or challenge instructional materials used in the District or question anyone in attendance at the Board meeting. All such charges, complaints, or challenges will be presented to the Superintendent or board in writing, signed by the complainant. All such charges, if presented to the Board directly, will be referred to the Superintendent for investigation. Challenges of instructional materials used in the District are subject to district policy, rules, and regulations.

## Discussion of Motion

When a motion is before the Board, discussion will be limited to board members and the Superintendent except as information is requested by the Chairman.

## These procedures are intended:

- 1) to allow everyone who wishes it, a fair and adequate hearing on non-personnel related matters.
- 2) to allow the superintendent of schools to take direct action or to recommend action to the Board when policies have already been established by the Board.
- 3) to minimize the possibility of the Board's making ill-advised, illegal or improper rulings due to hasty action in the absence of adequate information and study, especially when a policy does not exist, a change in policy is proposed or an exception to policy is specifically requested.

4) to see that the time so devoted does not interfere with the scheduled business of the Board.

|            |                   |   |
|------------|-------------------|---|
| Cross Ref: | Policy BDD        | Board Meeting Procedures                |
|            | Policy BIB/KAGA   | Patron Complaints                       |
|            | Policy BIBA/KAGAB | Complaints about Personnel              |
|            | Policy BIBB/KAGAA | Complaints about Instructional Material |

|          |               |   |
|----------|---------------|---|
| Leg Ref: | NDCC 15-47-38 | Legislative intent in employment of teachers.<br>Notification of discharge or failure to renew-Hearing<br>(2) |
|----------|---------------|---|

Policy Adopted: July 25, 1989

DICKINSON PUBLIC SCHOOL DIST. #1  
DICKINSON, NORTH DAKOTA

The Dickinson Public School Board met in regular session on June 20, 1989, in the Board Room at the Central Administrative Office. Board members present were Nancy Johnson, Jim Ciavarella and Bill Lardy. Administrators present were Superintendent Dr. David Smette, Ava Lanes, C. B. Haas, Rodger Miller, Richard Rykowsky, Marv Knoll and LeRoy Boespflug. Others present were Robynn Tysver, Dickinson Press, Kim Kuhn, Bobbi Miller, Jacqueline Willcoxon, Wayne W. Willcoxon, Vince Reep, Bob Stefonowicz, Rex Cook, Diana Hunke, Don Staudinger, Rich Wardner, Pat Hagen, Jim Steckler and Carlton Larson.

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

There were no additional items placed on the agenda.

Lardy moved that the "Personnel" item be removed from the consent agenda. Ciavarella seconded the motion. The motion passed unanimously.

Ciavarella moved that the "Minutes of the May 16, 1989, Meeting" be removed from the consent agenda. Lardy seconded the motion. The motion passed unanimously.

#### Consent Agenda

Lardy moved that the consent agenda consisting of the minutes of the special meetings held on May 23, 1989, May 31, 1989, June 12, 1989; bills and financial reports be approved. Ciavarella seconded the motion. The motion passed unanimously.

#### Personnel

Ms. Lanes informed the Board that the letter of resignation received from Lili Stewart-Wheeler had been withdrawn. She also requested approval of the replacement hires of Sandy Bertleson and Adrian Krebs in classified positions. Lardy moved that the classified replacement hires of Sandy Bertleson and Adrian Krebs be approved. Ciavarella seconded the motion. The motion passed unanimously.

#### Minutes of the May 16, 1989 Meeting

Ciavarella moved to insert the following statement into the minutes just before the "LEAP Program" item on the agenda. "Mr. Lardy arrived at this point in the meeting." Lardy seconded the motion. The motion passed unanimously.

#### Superintendent's Report

Superintendent Dr. Smette gave reports in the following areas:

- a. Learning Lab - The focus is being narrowed and defined. A final plan will be formulated during the 1989-90 school year.
- b. Dickinson Public Schools Foundation - The foundation organizational activities are progressing well with the next meeting set for July 10, 1989.
- c. Orientation Sessions for New Board Members - Dr. Smette informed the Board that he would be planning several orientation sessions for new board members.
- d. Administrative Portfolios - Two meetings have been held to discuss administrative assignments. Final decisions have not been reached with regard to workload and assignments.

- e. Special Education Cooperative - Dickinson has withdrawn from the discussions regarding a possible merger with the two Southwest Regional Special Education Units. The two units have decided to go ahead on their own.
- f. Equalization Lawsuit - The suit is progressing as planned and the Legislative Interim Committee studying school finance is also studying the equity of school funding.
- g. July 3, 1989 - The Governor has declared July 3, 1989, as a paid holiday for North Dakota public employees. Dr. Smette recommends that it be a paid holiday for school district employees also.

Lardy moved that President Johnson be directed to draft a letter to the Interim Committee on School Finance encouraging them to address the issue of equalization legislatively rather than through the courts. Ciavarella seconded the motion. The motion passed unanimously.

Lardy moved that those personnel who would normally be required to work on July 3, 1989, be given a day of paid vacation without reducing their normal vacation time. Ciavarella seconded the motion. The motion passed unanimously.

#### Student/Staff Recognitions

Superintendent Dr. Smette recognized the following:

Pat Blake - North Dakota Assistant Coach of the Year for Winter Sports

Jack Carlson - Class A Track Coach of the Year

Beau Binek - Roosevelt sixth grader who qualified to participate in the State Geography Bee Contest in Bismarck.

#### Budget: 1989-1990

Superintendent Dr. Smette explained the budget presented and the Board approved changes since the May meeting.

Lardy moved to approve the following expenditures for inclusion in the 1989-1990 budget.

Computers - \$20,000.00

Junior High Library Aide - \$8700.00 or less

Elementary Counselor (1) - \$25,000.00 maximum

Supply Contingency - \$15,000.00

Ciavarella seconded the motion. The motion passed unanimously.

Lardy moved that the following amounts be placed in a contingency for 1989-1990: \$40,000 for high risk programs, \$10,000 for possible library improvements, \$7500 for a possible interactive technology program and \$10,000 for in-service to explore alternatives to the traditional negotiations procedure. The total contingency is \$67,500.00. Ciavarella seconded the motion. The motion passed unanimously.

It is the Board's intent that these contingency items would be spent only after a detailed plan was presented to and approved by the Board.

#### Administration

Superintendent Dr. Smette introduced the topic and explained the situation with regard to one of the two elementary principalship openings. Dr. Smette recommended that Bruce Jessen be hired as Principal at Heart River Elementary and at Gladstone. Ciavarella



moved that the Board accept Dr. Smette's recommendation to hire Bruce Jessen to be Principal at Heart River and Gladstone and that the level of compensation for the position be resolved through the Board/Administrative committee. Lardy seconded the motion. The motion passed unanimously. President Johnson designated Ciavarella as chair of the Board Committee dealing with Administrative negotiations. President Johnson expanded the responsibilities of the committee to also address and resolve the questions regarding the Transportation Supervisor. The question requiring resolution is whether this position is considered administrative or classified. Lardy mentioned that the travel allowance of the Transportation Supervisor also needed to be addressed and resolved in a manner consistent with previous decisions.

#### Board Policies

President Johnson explained the proposed changes in the "Public Participation Policy". Lardy moved that the Public Participation Policy "BDF", as amended, receive first reading approval. Ciavarella seconded the motion. The motion passed unanimously. A copy of the amended policy is attached to these minutes.

#### Annual Meeting

President Johnson reminded the Board and the public that the annual meeting of the Board is scheduled for July 25, 1989, at 7:30 P.M. in the Board Room.

#### Other

Ciavarella questioned whether or not anything had been done to prepare the long-range uniform replacement plan requested by Board Member, Bob Weir. Marv Knoll reported that he had met with Dr. Smette and Dr. Weir and that Dr. Weir did not wish to pursue the matter any further.

At 9:54 p.m., Ciavarella 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 at its Annual Meeting on July 25, 1989, in the Board Room at the Central Administrative Office. Board members present were Nancy Johnson, Jim Ciavarella and Bill Lardy. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, Arlo Howe, Richard Rykowsky, Marv Knoll, LeRoy Boespflug, Ron Steiner, Clarence Corneil and Louis Braun. Others present were Fern Pokorny, Terry Glasser, Karin Ehli, Carla Bruce, Nelda Krein, Bobbi Miller, Kim Kuhn, Eileen Johnson, Pat Kilber, Vince Reep, Donna Fleming, Ernie J. Ficek, Rex Cook, Don Staudinger, Diana Hunke, Jim Peters, Leon Kleingartner, Marilyn Kleingartner, Ruth Stefonowicz and Ed Sahlstrom.

President Johnson called the meeting to order.

#### Public Participation

Fern Pokorny addressed the Board concerning the Elementary Principalship at Lincoln.

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

There were no additional agenda items and there were no requests to remove items from the consent agenda.

#### Consent Agenda

Lardy moved that the consent agenda consisting of the minutes of the regular meeting held on June 20, 1989, bills and financial reports be approved. Ciavarella seconded the motion. The motion passed unanimously.

#### Superintendent's Report

Superintendent Dr. Smette reported to the Board on the latest meeting held to discuss the possible closing of the Gladstone Elementary School. Discussions have focused on the possibility of busing more students to Gladstone.

Dr. Weir arrived at the meeting at this time (7:38 P.M.).

#### Personnel

Resignations: Ciavarella moved that the resignations of Brenda Hummel, Bev Ballweber and LaWayne Leno be accepted. Weir seconded the motion. The motion passed unanimously.

New Hires: Ciavarella moved that the new hires of Gontran Langowski, Elementary Principal at Lincoln; Carol Pritchard, Chapter I teacher at Roosevelt; Gloria Pearson, vocal/instrumental music at Hagen; Jeff Vranna, vocal/instrumental music at DHS; Rick Kovash, grade 6 at Berg Elementary; Cynthia Koppinger, English at DHS; Donna Ritter, English at DHS; Deborah Boye, music at Gladstone; Sue Herauf, Chapter I and regular classroom at Gladstone; Gary Dassinger, custodian at DHS and Monte Greenup, custodian at Jefferson. Weir seconded the motion. The motion passed unanimously.

Emergency Leave: Lardy moved that one additional day of emergency leave be granted to Harvey Hellman. Ciavarella seconded the motion. The motion passed unanimously.

#### Board Policies

Ciavarella moved that the "Public Participation at Board Meetings" policy BDF, as amended, receive second reading approval and be adopted. Lardy seconded the motion. The motion passed unanimously.

Administration

Ciavarella reported on the recommendations of the Board/Administrative committee dealing with administrative assignments and salary.

Heart River Principal - Ciavarella moved that Bruce Jessen be offered a salary of \$39,500 for the 89-90 school year. Weir seconded the motion. The motion passed unanimously.

Transportation Supervisor - Ciavarella moved that the title for this position be changed to "Supervisor for Transportation and Food Service", that the position be listed as a classified employee, and that the range of salary for the position be from \$11.50 to \$14.50 with Richard Rykowsky grandfathered in at \$15.97 and that Mr. Rykowsky be given travel expenses for mileage logged in connection with his job within the district and outside the city of Dickinson. This places Mr. Rykowsky's salary for 1989-90 at \$33,220.80. Lardy seconded the motion. The motion passed unanimously.

Budget: 1989-1990

Superintendent Dr. Smette explained the revenue and expenditure portion of the 1989-1990 budget and recommended that the board approve \$3,200 to be used for employee recognition and other related administrative functions. Lardy moved that \$3,200 be added to the budget for this purpose. Ciavarella seconded the motion. The motion passed unanimously. Lardy moved that the 1989-1990 budget, with a 12% (\$4,200) increase for property and liability insurance, be approved. Weir seconded the motion. The motion passed unanimously. This places the current budget at \$10,284,159.

Certificate of Levy: Lardy moved that the certificate of levy as presented, a total levy of \$3,845,208.00, be approved. Ciavarella seconded the motion. The motion passed unanimously.

Other

None.

President Johnson adjourned the meeting at 8:30 P.M. and declared a recess until 8:40 P.M.

President Johnson reconvened the annual meeting at 8:40 P.M.

President Johnson asked the board if there were any additional agenda items to be added. Ciavarella moved to add the "accountant's position" to the agenda. Staudinger seconded the motion. The motion passed unanimously.

Election of Officers

Cook nominated Ciavarella for President. Staudinger seconded the nomination. There were no additional nominations. A unanimous ballot was cast for Ciavarella.

At this time, President Johnson turned the chair over to Ciavarella.

Staudinger nominated Johnson for vice-president. Cook seconded the nomination. There were no additional nominations. A unanimous ballot was cast for Johnson.

Hunke moved that C. B. Haas be appointed Business Manager for the 1989-1990 school year. Cook seconded the motion. The motion passed unanimously.

Meeting Date and Time

Hunke moved that the regular board meetings be scheduled on the third Tuesday of the month at 7:00 P.M. and that, if the agenda cannot be completed and business concluded by 11:00 P.M., the meeting be adjourned and another meeting be immediately scheduled to conclude the business. Staudinger seconded the motion. The motion passed unanimously.

School Board Authorized Representative

Staudinger moved that Superintendent Dr. David Smette be officially named to be the authorized representative of the Dickinson School Board. Cook seconded the motion. The motion passed unanimously.

Existing Policies Reinstatement

Staudinger moved that the existing policies of the Dickinson Public Schools be reinstated for 1989-1990. Hunke seconded the motion. The motion passed unanimously.

Bank Depository Designation

Cook moved that Community First National Bank be designated as the official depository for school district funds for the 1989-1990 school year. Johnson seconded the motion. The motion passed unanimously.

School Board Orientation

Hunke moved that a special meeting be scheduled for 7:00 P.M. on August 16, 1989, with the administrative team. Johnson seconded the motion. The motion passed unanimously.

Johnson moved that a school board orientation meeting be scheduled on Tuesday, August 22 at 7:00 P.M. in the board room at the Central Administrative Office. Staudinger seconded the motion. The motion passed unanimously.

Recreational Facilities Taskforce

Cook volunteered to represent the board on the city-wide "Recreational Facilities Task Force."

Negotiations

Hunke moved that Ciavarella and Cook be named to negotiate with administrators and that Staudinger and Hunke be named to negotiate with teachers. Staudinger seconded the motion. The motion passed unanimously.

Hunke moved that the board negotiators be directed to request an immediate meeting with the DEA negotiating team, that the board negotiators be instructed to reach a contract with the teachers as soon as possible and that the proposals be brought back to the board for review at a special meeting which should be scheduled as soon as the proposals are ready for consideration. Cook seconded the motion. The motion passed unanimously.

Board Policy Committees

President Ciavarella made the following assignments for policy development.

| <u>Policy Section</u> | <u>Area</u>                     | <u>Board Members Responsible</u> | <u>Meeting for Consideration</u> |
|-----------------------|---------------------------------|----------------------------------|----------------------------------|
| D                     | Personnel                       | Johnson, Hunke                   | September                        |
| F                     | Students                        | Hunke, Cook                      | December                         |
| G                     | Instruction                     | Hunke, Cook                      | October                          |
| H                     | Fiscal                          | Ciavarella, Staudinger           | November                         |
| I                     | Non-Instructional<br>Operations | Ciavarella, Staudinger           | November                         |

|   |                             |                     |          |
|---|-----------------------------|---------------------|----------|
| J | Facility                    | Johnson, Staudinger | February |
| K | Public Relations            | Ciavarella, Cook    | March    |
| L | Organizational<br>Relations | Johnson, Staudinger | February |

President Ciavarella confirmed Johnson's appointment to the Reduction in Force study committee.

#### Grant Programs

Following brief explanations of the grant programs, Johnson moved that the Chapter I Grant for \$309,052, the Drug and Alcohol Grant for \$29,072 and the Title II Grant for \$10,274 be approved. Staudinger seconded the motion. The motion passed unanimously.

#### Handbooks

Ava Lanes reviewed the changes in the elementary handbook. Johnson moved that the elementary handbook be approved. Hunke seconded the motion. The motion passed unanimously.

Ron Steiner reviewed the changes in the junior high handbook. Cook moved that the Hagen Junior High Handbook be approved. Johnson seconded the motion. The motion passed unanimously.

Arlo Howe reviewed the changes in the high school student and faculty handbooks. Johnson moved that the Dickinson High School Faculty and Student Handbooks be approved. Hunke seconded the motion. The motion passed unanimously.

#### Staff/Student Recognitions

Superintendent Dr. Smette recognized the following:

- a. Rodger Miller - completion of a year-long professional development program in "Instructional Leadership."
- b. Chris Carlson - named "North Dakota Athlete of the Year" by the North Dakota Sports Writers and Broadcasters.

#### Board Member Professional Growth

President Ciavarella reminded the board of the dates for the North Dakota School Boards Convention and the American School Boards Association National Convention. President Ciavarella suggested that board members seriously consider these activities for their own professional growth. Johnson reminded the board that Dickinson has four (4) delegate votes at the State Convention but in the past not enough board members attended to take advantage of these votes. Expenses will be reimbursed for those board members attending.

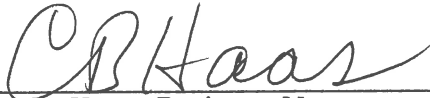
#### Central Office Accountant

Following a detailed discussion concerning this position, Staudinger moved that a full-time clerical person be hired for the business office, that \$5,000 be budgeted for training or consultant time and that \$5,000 be budgeted to complete an audit on all district accounts for fiscal year 1989. Hunke seconded the motion. The motion passed unanimously.

#### Other

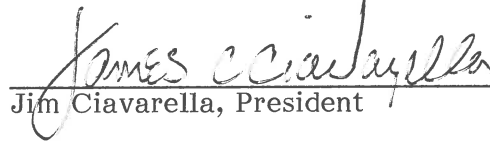
Cook brought up the topic of hiring professional staff and where they are placed on the salary schedule with regard to their years of teaching experience. The administration was directed to study the issue and bring a specific recommendation to the board at a future meeting.

At 10:39 P.M., Johnson moved that the meeting be adjourned. Cook seconded the motion. The motion passed unanimously.



---

C. B. Haas, Business Manager



---

Jim Ciavarella, President

Dickinson Public Schools  
Special Meeting

July 31, 1989, 12:00 Noon  
Central Administration Office

The Dickinson Public School Board met in special session on July 31, 1989, in the Central Administration Office. Board members present were Jim Ciavarella, Nancy Johnson, Rex Cook, Diana Hunke and Don Staudinger. Administrators present were C. B. Haas and LeRoy Boespflug.

President Ciavarella called the meeting to order.

Boiler Installation Bids

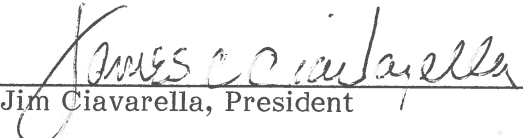
President Ciavarella asked Mr. Boespflug to explain the details of the boiler situation at Lincoln Elementary. Bids submitted were as follows:

|                               |             |
|-------------------------------|-------------|
| John Barth Plumbing & Heating | \$39,340.00 |
| Central Mechanical, Inc.      | 34,850.00   |

Staudinger moved that the Board accept the low bid of \$34,850. from Central Mechanical, Inc. for the installation of the boilers at Lincoln Elementary. Cook seconded the motion. The motion passed unanimously.

At 12:22 P.M., Johnson moved that the meeting be adjourned. Hunke seconded the motion. The motion passed unanimously.

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

  
\_\_\_\_\_  
Jim Ciavarella, President

SCHOOL DISTRICT CENSUS SUMMARY, 1989

Summary of Enumeration as of August 31

|       | AGE BIRTH--5 |     |     |     |     |     | AGE 6-17 INC. | TOTAL OF ALL<br>(Age Birth-17<br>Inclusive) |
|-------|--------------|-----|-----|-----|-----|-----|---------------|---|
|       | Under<br>1   | 1   | 2   | 3   | 4   | 5   |               |   |
| Girls | 89           | 115 | 135 | 137 | 149 | 160 | 1890          | 2675  |
| Boys  | 108          | 128 | 140 | 188 | 174 | 163 | 1946          | 2847  |
| Total | 197          | 243 | 275 | 325 | 323 | 323 | 3836          | 5522  |

CERTIFICATION To Be Completed By District Clerk

STATE OF NORTH DAKOTA

County of Stark ss.

School Dist. No. 1

I, C. B. Haas Clerk of Dickinson Public  
 School District No. 1 of Stark County, State of  
 North Dakota, do hereby certify that the within is a true and correct  
 enumeration of all persons under eighteen years of age of having their  
 legal residence in said Dickinson Public School District No. 1,  
 of Stark County, State of North Dakota, on the 31st day  
 of August, 1989, and that the enumeration was completed on the 9th  
 day of August, 1989, and that a copy was sent to the County  
 Superintendent of Stark County on the 9th day of  
August, 1989.

Dated at Dickinson, N.D., this 9th day of  
August, 1989.

  
C. B. Haas, District Clerk

TO BE COMPLETED BY COUNTY SUPERINTENDENT

STATE OF NORTH DAKOTA

County of \_\_\_\_\_ ss.

Filed in my office this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_

\_\_\_\_\_  
 County Superintendent of Schools

By \_\_\_\_\_ Deputy



The Dickinson Public School Board met in regular session on August 15, 1989, in the Board Room at the Central Administrative Office. Board members present were Nancy Johnson, Jim Ciavarella, Don Staudinger, Diana Hunke and Rex Cook. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Ron Steiner, Bruce Jessen, Louis Braun, Clarence Corneil, Arlo Howe and Jim Gentile. Others present were John Roberts, Eileen Johnson, Pat Kilber, Karin G. Ehli, Terry Glasser, Jim Glasser, Vince Reep, Lois Myran and Galen Sickler.

President Ciavarella called the meeting to order.

#### Public Participation

There were no requests to address the Board.

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

Hunke moved that "Teacher Negotiations" be added to the agenda. Staudinger seconded the motion. The motion passed unanimously.

Johnson requested that the minutes of the July 25, 1989, meeting be removed from the consent agenda.

#### Consent Agenda

Johnson moved that the consent agenda consisting of the minutes of the special meeting on July 31, 1989, bills, financial reports and the new hire of Terri Houghton be approved. Cook seconded the motion. The motion passed unanimously.

#### Minutes of the July 25, 1989, Meeting

Johnson moved that the phrase "that the position be listed as a classified employee" be inserted in the motion regarding the Supervisor for Transportation and Food Service. Staudinger seconded the motion. The motion passed unanimously. Johnson moved to approve the minutes, as amended. Hunke seconded the motion. The motion passed unanimously.

#### Superintendent's Report

Superintendent Dr. Smette reported on the following items.

1. Agenda for Special Board Meeting - Dr. Smette reviewed a proposed agenda and Board consensus was in favor of the agenda.
2. Dickinson Public Schools Foundation - Articles of Incorporation are being sent to the Secretary of State.
3. Superintendent's Advisory Committee - Dr. Smette informed the Board that he is in the process of forming the committee for 1989-1990.
4. Superintendent's Finance Committee, State Level - Studies are being done and recommendations formulated for legislative consideration.
5. Impact Grants - A representative from the impact office will be in Dr. Smette's office on August 23, 1989, at 9:30 a.m. to discuss the grant applications. Board members are encouraged to attend.

#### District Annual Financial Report

Dr. Smette reviewed the report and drew board attention to the average per pupil costs. Mr. Haas reviewed the re-cap section and pointed out that the 1988-1989 revenue and

budget were essentially at the break even point with only \$1,817.90 more in revenue than expenses. Staudinger moved that the Dickinson School District Annual Financial Report be approved. Johnson seconded the motion. The motion passed unanimously.

#### Audit Bids

Dr. Smette summarized the audit bids. They were as follows:

|                        |            |
|------------------------|------------|
| Brose & Lardy, CPA's   | \$4,800.00 |
| James J. Schwartz, CPA | 4,900.00   |
| Steve & Hulsing, CPA's | 4,940.00   |

Cook moved that the bid be awarded to the low bidder, Brose & Lardy, in the amount of \$4,800.00. Hunke seconded the motion. The motion passed unanimously.

#### Census

Dr. Smette reviewed the census report summary. Johnson moved that the report be accepted. Cook seconded the motion. The motion passed unanimously. A copy of the census report is attached to these minutes.

#### Certified Hiring/Experience Credit

Ms. Lanes explained the administrative recommendation, which is to allow 50% credit for out of district experience up to a maximum of seven years. Cook moved that the recommendation be approved and that it apply to all newly hired professional staff for the 1989-1990 school year. Staudinger seconded the motion. The motion passed unanimously.

#### Professional Growth Leaders

Ms. Lanes explained the concept of professional growth leaders at the building level. The responsibilities of these designated staff would be to concentrate on update experiences for themselves and then assist in training other staff in professional growth activities. At the high school, the responsibilities would include department head responsibilities.

#### Board Policy

Dr. Smette presented a "Student Discipline" policy, FHD, for consideration by the Board. The policy complies with the recently passed House Bill #1434 which prohibits any form of corporal punishment. Hunke moved that the Student Discipline Policy, FHD, receive first reading approval. Cook seconded the motion. The motion passed unanimously.

#### School Evaluation Update

Ava Lanes reviewed the school improvement recommendations resulting from the NCA evaluation. Dr. Smette commented that these recommendations should be studied by Board Members in preparation for the August 23, 1989, meeting.

#### Review of Philosophy, Goals and Objectives

Following a brief discussion, Johnson moved that the District-Wide Slogan, Logo, Mission Statement, Philosophy and Goals be reaffirmed as they currently are printed. Staudinger seconded the motion. The motion passed unanimously.

#### Teacher Negotiations

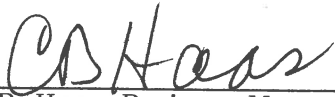
Hunke moved that the existing master contract be approved for 1989-1990 which will include horizontal and vertical salary schedule movement, no base salary increase and all other provisions of the existing contract. Staudinger seconded the motion. Following a discussion concerning the rapidity with which negotiations were concluded this year and other necessary changes in the contract, Cook moved to amend the motion to change the percentage of assessment for Teacher's Retirement from 6.25% to 6.75%. Johnson

seconded the amendment. The amendment passed unanimously. The motion, as amended, passed by a four to one vote. Ciavarella, aye; Staudinger, aye; Cook, aye; Hunke, aye; Johnson, nay.


Other

President Ciavarella reminded the Board of the two special Board Meetings on August 16, 1989, and August 23, 1989.

At 8:45 P.M., Johnson moved that the meeting be adjourned. Staudinger seconded the motion. The motion passed unanimously.



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

  
\_\_\_\_\_  
Jim Ciavarella, President

The Dickinson Public School Board met in special session on August 16, 1989, in the Board Room at the Central Administrative Office. Board members present were Don Staudinger, Nancy Johnson, Diana Hunke, Jim Ciavarella and Rex Cook. Administrators present were Superintendent Dr. David Smette, Ava Lanes, Clarence Corneil, Ron Steiner, Jim Gentile, Bruce Jessen, Louie Braun, Richard Rykowski, Corenne Krieg, LeRoy Boespflug, Buster Langowski, Rodger Miller, Arlo Howe and Marv Knoll.

President Ciavarella called the meeting to order.

The purpose of the meeting was to begin the process of developing a smooth working relationship between the Board and the Administration. This was accomplished, in part, by each administrator and each board member expressing their concerns and issues which need to be discussed further. A brief summary of these issues and concerns follows.

Dickinson High School - Arlo Howe, Principal

- Programs that have been cut need to be reviewed
- Positive aspects of progress in computers

Jefferson Elementary - Clarence Corneil, Principal

- Large class size in elementary coupled with a large number of "special needs" students
- Library skills
- Not enough computers
- Attitude in District, employee/community

Hagen Junior High - Ron Steiner, Principal

- Skills for Adolescence Program
- Review cuts in clubs and activities
- Classroom space
- Handicapped accessibility

Central Administration, Ava Lanes

- Technology
- Music program, K-12
- Professional Growth
- General health of school district

Berg Elementary - Louie Braun, Principal

- Space, Classrooms, Conference and meeting rooms
- Elementary class size
- Administrative office at Berg - no privacy
- Elementary Libraries
- Guidance
- E.D. position, professional staff

Central Administration, LeRoy Boespflug

- Asbestos
- Energy conservation measures
- Handicapped accessibility

- Schedule for re-roofing
- Cuts in district-wide maintenance
- Print shop -  $\frac{1}{2}$  time printer

Heart River/Gladstone Elementary, Bruce Jessen, Principal

- Gladstone closing
- Class size
- Computers/Technology
- Libraries

Roosevelt Elementary - Corenne Krieg, Principal

- Playground space
- Teacher parking
- Elementary class size
- Computers
- Libraries

Dickinson High School - Jim Gentile, Assistant Principal

- Vocational Education/Applied Technology Education in the future

Lincoln Elementary - Buster Langowski, Principal

- Mainstreaming EMH students
- Libraries
- Computers

Dickinson High School - Marv Knoll, Activities Director

- Full-time athletic director
- Cuts in activities budget/participation fees
- Activity busing
- Facilities, keeping current

Transportation Department - Richard Rykowsky, Supervisor

- Bus replacement schedule
- Classified employees, equitable treatment
- Bus drivers salaries, remove cap

Special Education - Rodger Miller, Director

- Low salary schedule - makes it difficult to compete for specialized staff
- Gifted program - needs to be articulated with the classroom curriculum
- High risk students and E.D. position
- Elementary Guidance Counselors
- Preschool handicapped program
- Speech pathology services

Board Member, Don Staudinger

- Maintain level of excellence in school district
- Convince public that funds are well spent
- All employee groups working together
- Poll district for possibility of busing students to Gladstone

Board Member, Rex Cook

- Staff morale - quick negotiated settlement
- Reinstate study committee on health insurance
- Board publically defend educational system
- Study programs that were cut or altered for possible reinstatement
- Study class size district-wide
- Portable classrooms

Board Member, Diana Hunke

- Board, Administration and Teachers must work as team
- Reading and libraries are fundamental
- Technology
- Quality education for all levels of students
- Seven period day at DHS

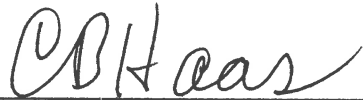
Board Member, Jim Ciavarella

- Poll parents concerning the Gladstone issue
- Possible magnet school at Gladstone

Board Member, Nancy Johnson

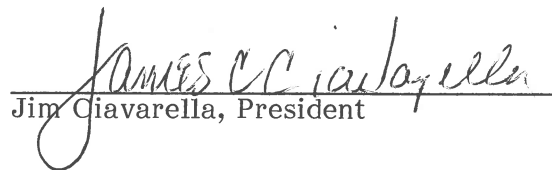
- Academic background to function in global world
- Tax referrals are of great concern
- Computers/Technology
- Libraries
- Needs beyond academics; guidance/activities
- Gifted Program - continue

At 9:53 p.m., Johnson moved that the meeting be adjourned. Hunke seconded the motion. The motion passed unanimously.



---

C. B. Haas, Business Manager



---

Jim Ciavarella, President

Dickinson Public Schools  
Special Meeting

August 23, 1989, 7:00 P.M.  
Board Room, Central Office

The Dickinson Public School Board met in special session on August 23, 1989, in the Board Room at the Central Administrative Office. Board members present were Diana Hunke, Nancy Johnson, Jim Ciavarella and Don Staudinger. Rex Cook was absent. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Marv Knoll and Arlo Howe. Others present were Kim Kuhn, Bobbi Miller, Claudia Joersz, Patricia Riddle and Tricia Riddle.

President Ciavarella called the meeting to order.

Discussion of Priorities of the School Evaluation Studies

General areas discussed were:

- Technology
- Alternative School
- Elementary Libraries
- Special Needs - High Risk Students
  - Disadvantaged - DHS
  - Handicapped Access
  - E.D. Position
- Class Size

Individual board members mentioned the following for future discussion.

- Johnson - Seven period day at DHS
  - Learning Labs Project
  - Tax Referrals - any local effort?
- Hunke - Music Program
  - Fine Arts Director?

Dr. Smette mentioned his concerns in the following additional areas.

- Vocational Education
- Summer School
- Curriculum
- Economic Development
- Improve Employee Morale
- Professional Growth

Board/Administrative Relations/Structure

Dr. Smette explained and discussed Board policy as it relates to School Board responsibilities and Administrative responsibilities. Other discussion focused on:

- Improving Board/Administrative Communications
  - quarterly meetings with the Administrators similar to the one held on August 16, 1989

These types of meetings should be expanded to include all employee groups at different intervals throughout the year.

Dr. Smette added the following comments.

- Board Policy - The policies must be observed and followed. If practice is not consistent with policy, one or both need to be examined and/or changed.
- Board expectations of the Superintendent need to be clearly defined. Board members are asked to carefully review those policies that pertain to the Superintendent's job description and respond if they do not agree with those policies.

President Ciavarella declared a ten minute recess from 9:48 to 9:58 P.M.

#### Decision Making Process

Dr. Smette reviewed the logical steps in the decision making process. Other comments concerned the idea of seeking input from various groups and the perception of those groups as to how the input will be considered. The point was made that input is not necessarily synonymous with consensus decision making.

Dr. Smette commented briefly on site-based management.

#### Communication With Publics

Discussion focused on the various publics within the organizational structure of the district and those community "publics" with whom communications should be maintained. Specific "publics" mentioned were:

|                      |                    |
|----------------------|--------------------|
| Administrators       | Parents            |
| Teachers             | Business Community |
| Classified Employees | General Citizenry  |

Johnson suggested that those persons involved in the original NCA Evaluation be invited to a meeting where the status of the evaluation recommendations would be reviewed. It was further suggested that this could perhaps be scheduled at the same time as the NCA follow-up visit this fall.

#### Strategic Planning

Dr. Smette explained that this involves prioritizing short and long-term goals and establishing time lines for accomplishing those goals.


Individual Board Members suggested the following for possible focus.

|   |
|---|
| Staudinger - Libraries                  |
| Gladstone                               |
| Summer School                           |
| Technology                              |
| Hunke - Music Program - study committee |
| Programs for non-college bound          |
| Upper level math - calculus             |
| Foreign Language - begin Grade 3        |

It was the consensus that Dr. Smette prepare a "Critical Path Plan - Decision Making" flow chart for administrative and board use. Dr. Smette had prepared a similar document for use in 1988-1989.

At 10:25 P.M., Johnson moved that the meeting be adjourned. Hunke seconded the motion. The motion passed unanimously.

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

  
 \_\_\_\_\_  
 Jim Ciavarella, President



The Dickinson Public School Board met in regular session on September 21, 1989, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Rex Cook, Don Staudinger and Diana Hunke. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Buster Langowski, and Rodger Miller. Others present were Rex Kohl, Colleen Schweigert, Kim Kuhn, Jean Steiner, Al Urban, William Hankins, Vince Reep, James Peters, Arnie Binek, Nancy Mack, Elaine Gengler, Gloria Bloom, Donna Stecher, Ruth Stefonowicz, Ed Sahlstrom, Del Quigley, Larry Nossaman and Fern Pokorny.

President Ciavarella 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 additional agenda items nor any requests to remove items from the consent agenda.

#### Consent Agenda

Johnson moved that the consent agenda, consisting of the minutes from the regular meeting held on August 15, 1989; minutes from the special meeting held on August 16, 1989; minutes from the special meeting held on August 23, 1989; bills; financial reports; and the new hires of Susan Splichal, Debbie Bazzano, Denelle Hibl and Eloise Leggate be approved. Hunke seconded the motion. The motion passed unanimously.

#### Superintendent's Report

Dr. Smette recognized the following students and staff.

Mark Jensen - National Merit Scholar Semi-finalist.

Richard Frank - Commended Student in the National Merit Scholar Program.

Merideth Stromsborg - State Award for Kindergarten Invent America - Her invention was "Rock Over Stoppers" for which she received a \$250 savings bond.

Arlo Howe and Marv Knoll - Commendation for effectively organizing and conducting the Summer Driver Education Program.

Clarence Corneil - Recognition for writing a grant which will provide training seminars in the areas of Drugs and Alcohol.

LeRoy Boespflug - Recognition for diligent efforts in preparing buildings for the beginning of school.

C. B. Haas, Donna Wolf and Bonnie Kostelecky - Recognition for extra effort required in getting September payroll completed.

Dr. Smette also informed the Board that it would be necessary to officially accept the financial gift from TMI. Dr. Smette said a tentative date of October 11, 1989, has been scheduled for the district-wide planning meeting involving from fifty to sixty people.

Section 125 - Flexible Benefit Presentation

Colleen Schweigert, Manager of Public Information and Retirement with the North Dakota Public Employees Retirement System made a presentation on the details of implementing a flexible benefits plan. Key features presented were:

- a. Flexible benefits plan may be used for:
  1. Any payroll deducted premiums
  2. Spending accounts for medical care and dependent child care.
- b. It can be designed as a budget neutral program but may result in some savings to the district.
- c. NDPER charge for administering the program is \$15.00/participant/year.
- d. Enrolling Firm's Charges - 50% of the District's FICA tax savings for the first two years.

Cook moved that the Section 125 Flexible Benefits Plan information be presented to the employees of the district to find out if there is an interest to pursue it further. Hunke seconded the motion. The motion passed unanimously.

Health Insurance

Dr. Smette recommended that at this time, the classified employees be allowed to continue their health insurance coverage with Blue Cross/Blue Shield. Cook moved that the classified staff be permitted to remain in Blue Cross/Blue Shield at this time and that on December 1, 1989, when we know the new rates for Horace Mann, we reevaluate the health insurance situation to determine the feasibility of bringing the classified staff into the Horace Mann group on January 1, 1990. Hunke seconded the motion. The motion passed unanimously.

Dr. Smette recommended that the classified staff be responsible for the first \$500 deductible on the policy and that up to a maximum of \$1,950 of additional deductibles and co-insurance be paid by the district. Cook moved that the Board pay the first \$500 deductible for classified employees and that the classified employees be responsible for all remaining deductibles. The motion did not receive a second and therefore died. Cook moved that the classified employees pay the first \$500 of the deductible and that the Board pay the balance up to a maximum of \$1,950.00. Hunke seconded the motion. Staudinger moved to amend the motion by specifying that the motion go into effect until the October Board meeting and then the topic be reassessed. Cook seconded the amendment. The amendment passed by a four to one vote. Cook, aye; Hunke, aye; Staudinger, aye; Ciavarella, aye; Johnson, nay. The motion, as amended, passed by a four to one vote. Cook, aye; Hunke, aye; Staudinger, aye; Ciavarella, aye; Johnson, nay.

Staudinger moved that the certified Health Insurance Study Committee be activated and that the Board President appoint two Board members to serve on the committee for the purposes of reviewing the coverage, studying the costs and considering alternative plans. Cook seconded the motion. The motion passed unanimously.

President Ciavarella appointed Cook and Johnson to serve on the committee.

Johnson moved that a ten minute recess be declared from 9:45 to 9:55 P.M. Hunke seconded the motion. The motion passed unanimously.

Budget 1989-1990

Dr. Smette explained the budget changes that have occurred since the annual meeting and recommended that the Board approve a budget of \$10,492,779. Staudinger moved that a budget of \$10,492,779, with increases in those areas as recommended by the Superintendent, be approved. Hunke seconded the motion. The motion passed unanimously.

Dr. Smette explained the proposed building fund budget. Hunke moved that the 1989-1990 building fund budget in the amount of \$641,156. be approved. Cook seconded the motion. The motion passed unanimously.

Johnson moved to approve administratively determined expenditures from the building fund up to an annual maximum of \$40,000. for small projects with the maximum cost for each project not exceeding \$8,000.00. Hunke seconded the motion. The motion passed unanimously.

Board Goals and Objectives

Dr. Smette outlined the following possible 1989-1990 Board goals and objectives.

## a. Short Term

1. Health Insurance, Certified
2. Curriculum
  - a. Music
  - b. Vocational Education
  - c. Driver's Education
  - d. Electives at Hagen
3. Administrative Negotiations for 1989-1990
4. School Day
5. Employee Morale
6. Referrals of Legislation
7. High Risk Programs
8. Gladstone
9. Extra Curricular

## b. Long Term

1. Learning Lab Project
2. High Risk Programs
  - a. ED position
  - b. Alternative Education
  - c. Special Needs/VRE
  - d. Tutors
  - e. Head Start
  - f. Summer School
3. Administrative Team Concept
4. Libraries

Dr. Smette recommended that studies be completed in the following areas this year.

1. Alternative Education
2. Head Start
3. Summer School
4. Hagen Improvements

No specific action was taken at this time.

Curriculum

Ava Lanes reviewed the Social Studies Curriculum Guide and responded to Board member's questions concerning the guide. Board consensus was that those staff members involved with the development of the guide be sent a letter of appreciation and recognition from the Board.

Ava Lanes reported on progress in getting computers into the school system. With this year's purchases, there will be a computer in every classroom grades two through six and significant expansion has been accomplished at the junior high and high school levels also. Ms. Lanes reported that TMI is donating six computers to the district this year. Cook moved that the gift of six computers from TMI be accepted by the Board and that a letter expressing the Board's appreciation be sent to TMI. Staudinger seconded the motion. The motion passed unanimously.

Fall Inservice Report

Ava Lanes presented a summary of the evaluations from the beginning of year inservice. The "assertive discipline" topic was well received and plans are in progress for implementation of the concept at each building.

Board Policies

Student Discipline - FHD - Johnson moved that policy FHD, Student Discipline, be given second reading approval and be adopted. Hunke seconded the motion. The motion passed unanimously.

Personnel Payment Procedures - DAFF, EAA - Cook moved that policy DAFF-EAA, Personnel Payment Procedures, receive first reading approval for deletion from Board policy. Johnson seconded the motion. The motion passed unanimously.

Professional Growth - DBG - Johnson moved that policy DBG be given first reading approval, as amended. Hunke seconded the motion. The motion passed unanimously.

Johnson moved that policies DAE, DAFD, DAFE, DAGB, DAGD, DBGA, DBGD, DBI, DBIA, DBL, DBO, DC, DCA, DCB, DCBB, DCC, DCD, DCEA, and BFB, as presented, be given first reading approval. Cook seconded the motion. The motion passed unanimously. Johnson moved that the following policies be recoded as listed:

Adoption Leave      DAGDA to DAGFAB  
Employment Release    DBH to DBHA

Hunke seconded the motion. The motion passed unanimously.

Cook moved to extend the meeting time beyond 11:00 P.M. in order to conclude the agenda. Johnson seconded the motion. The motion passed unanimously.

Tax Referral Issues

Dr. Smette reviewed the potential impact of a successful referral vote on the school system. The decrease in foundation aid alone would be approximately \$270.00 per weighted pupil unit for the biennium. There would be additional decreases in the funding of vocational and special education.

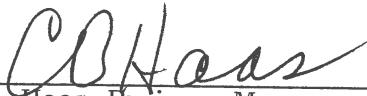
Cook moved that the Dickinson Public School Board go on record as supporting the taxation legislation enacted by the 1989 North Dakota Legislature. Johnson seconded the motion. The motion passed unanimously.

Johnson moved that an item relating to "Emergency Leave" be added to the agenda. Cook seconded the motion. The motion passed unanimously.

Emergency Leave

Dr. Smette presented and recommended approval of requests for additional emergency leave for Kelly Steinbach (10 days) and Joe Sickler (1 day). Johnson moved that the requests be approved. Cook seconded the motion. The motion passed unanimously.

At 11:25 P.M., Johnson moved that the meeting be adjourned. Cook seconded the motion. The motion passed unanimously.



---

C. B. Haas, Business Manager



---

Jim Ciavarella, President

Dickinson Public Schools  
Special Meeting

October 11, 1989, 7:00 P.M.  
Interstate Inn

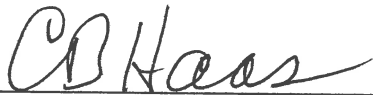
The Dickinson Public School Board met in a special workshop session on October 11, 1989, at the Interstate Inn. Board members present were Jim Ciavarella, Nancy Johnson, Diana Hunke, Rex Cook and Don Staudinger. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, Arlo Howe, Marv Knoll, Jim Gentile, Ron Steiner, Louie Braun, Buster Langowski, Bruce Jessen, Corenne Krieg, Rodger Miller, Clarence Corneil and Richard Rykowsky. Others present who participated in the workshop were Gaylen Sickler, Bridget Moore, Judy Rustan, Jan Scheer, Judy Miller, Joyce Rivinius, Kathie Carlson, Bob Portscheller, Paulette Hoerner, Jan Corneil, Marlene Binstock, Susan Splichal, Judy Quigley, Kay Jaeger, Meroe Haug, Helen Haag, Deb Sabo, Del Quigley, Donna Havelka, JoAnn Gordon, Laurae Dykema, Arnie Binek, Jon Hodnefield, Bert Ellenbecker, Elaine Gengler, Fern Pokorny, Gerald Holinka, Jan Bauer, Deb Walth, Betty Neigum and Sherry Hanson.

President Ciavarella called the meeting to order.

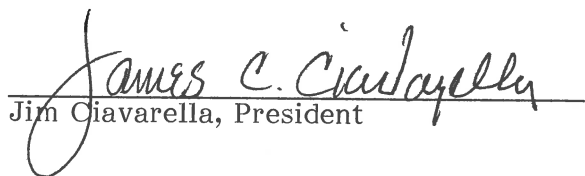
Communications Workshop

Superintendent Dr. David Smette explained that the purpose of the meeting was to discuss the status of the school district as it relates to strengths, concerns and suggestions for improvement. Dr. Smette then introduced Sherry Hanson and Clarence Corneil who acted as facilitators for the process. Summaries of the workshop will be discussed at a future Board meeting.

The meeting adjourned at 9:20 P.M.



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



\_\_\_\_\_  
Jim Ciavarella, President

The Dickinson Public School Board met in regular session on October 17, 1989, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Rex Cook, Diana Hunke and Don Staudinger. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, Rodger Miller, Marv Knoll, Arlo Howe, Jim Gentile and Clarence Corneil. Others present were Mike Dougherty, Dickinson Press, Tina Geerts, Denise Harvey, Dennis Lardy, Gene Brose, Vince Reep, Terry Glasser, Karin G. Ehli, Lois Myran, Lola Lorenz, Fern Pokorny and Del Quigley.

President Ciavarella called the meeting to order.

#### Public Participation

Clarence Corneil requested to address the Board in regards to the Chemical Use Curriculum Committee's sponsored "Red Ribbon Day." The National Red Ribbon Campaign focuses on choosing "Drug Free" as a personal choice.

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

There were no additional agenda items nor any requests to remove items from the consent agenda.

#### Consent Agenda

Johnson moved that the consent agenda, consisting of the minutes from the regular meeting held on September 21, 1989; minutes from the special meeting held on October 11, 1989; bills; financial reports; and the new hires of Connie Armstrong and Gayle Berger be approved. Hunke seconded the motion. The motion passed unanimously.

#### Superintendent's Report

Superintendent Dr. Smette reported to the Board on the following topics:

- a. There will be an NCA School Evaluation follow-up meeting at 7:00 P.M. on Tuesday, October 24, 1989, at the DHS Risser Auditorium. Board members are encouraged to attend.
- b. The first issue of the district's newsletter, Update, has been published. It has been received very positively by the public.
- c. On November 14, 1989, at 7:00 P.M., there will be a meeting sponsored by the North Dakota School Boards Association and the North Dakota Council of School Administrators for the purpose of discussing strategies to help maintain current programs for children.
- d. One of the particularly positive aspects of the district at this time is the plan for professional growth. Dr. Smette asked Ms. Lanes to briefly outline the activities in academic training, the wellness program and the school climate improvement plan.

#### Staff/Student Recognitions

Dr. Smette recognized the following:

- a. Arlo Howe, Selected as Principal of the Year in North Dakota by the National Association of Secondary School Principals.
- b. Betty Neigum - Selected as a runner-up for North Dakota Teacher of the Year.

- c. Jerry Schwartz - Selected as Teacher of the Month by the Dickinson Education Association.

#### Audit Report - Brose & Lardy

Gene Brose and Dennis Lardy reviewed their audit of the school year ending June 30, 1989. The audit has been approved by the State Auditor's Office. Johnson moved that the audit report be accepted with the Board reserving the right to determine action on recommendations in the management letter. Cook seconded the motion. The motion passed unanimously.

#### Special Education - Three Year Plan

Rodger Miller reviewed the three-year plan with the Board. Major components and sections of the plan are:

- a. Right to Education
- b. Child Identification
- c. Full Educational Opportunity Goal
- d. Facilities, Personnel and Services
- e. Personnel Development Plan
- f. Parent Involvement
- g. Participation in Regular Education Program
- h. Funds
- i. Other procedural requirements
  1. IEP's
  2. Procedural Safeguards
  3. Nondiscrimination
  4. Participation of Private School Children.

Johnson moved that the Special Education - Three Year Plan be approved. Cook seconded the motion. The motion passed unanimously.

#### Summer Driver Education Program

Arlo Howe introduced the topic and then asked Mr. Knoll to present the report. Mr. Knoll informed the Board that a total of 185 students completed the course (114 Dickinson High School, 49 Trinity and 22 South Heart) at a cost of \$27,412.73. Additional summer school foundation aid was \$31,200.00 which constitutes new revenue to the District. Student fees for the summer program amounted to \$5,610.00. Total revenue for the program was \$36,810.00.

#### Board/DEA Negotiated Agreement

Since the DEA had not adequately reviewed the revised format, Johnson moved to table this item until the November regular meeting. Hunke seconded the motion. The motion passed unanimously.

Johnson moved that a ten-minute recess be declared from 8:36 to 8:46 p.m. Cook seconded the motion. The motion passed unanimously.

#### Grants

Dr. Smette explained the two grants he recently applied for and received.

- a. Nutrition Education and Training Grant - This is a \$1,500.00 grant that will be used for professional growth and in-service for food service employees.



- b. North Dakota Council on the Arts - This is a grant in the amount of \$2,500.00 to be used in the development of a five-year arts education plan in the school system. It requires a cash match of \$1,250.00 and an in-kind match of \$1,250.00.

Cook moved that the Nutrition Education Grant and the North Dakota Council on the Arts Grant be accepted. Staudinger seconded the motion. The motion passed unanimously.

#### Board/Employee Communication Workshop

Dr. Smette presented a review of the workshop including a written summary. Board consensus was that the workshop was positive and that the summary of strengths and suggestions should be incorporated into the overall school improvement process.

#### Flexible Benefits Plan

Dr. Smette recommended that action on this item be delayed until a request to install such a plan is presented to the Board. Cook moved that the Board delay action on the Flexible Benefits Plan until requests for installation of such a plan are submitted to the Board by the classified and certified staff. Staudinger seconded the motion. The motion passed unanimously.

#### Health Insurance

- a. Certified - Dr. Smette informed the Board that the Health Insurance Committee has met once and a second meeting is scheduled for October 26, 1989. Topics being discussed are: alternative plans such as an 80/20 co-insurance with a set maximum for out-of-pocket expenses, larger deductibles, self-insured and a detailed breakdown of use history by teachers, administrators and retired persons.
- b. Classified - C. B. Haas explained the current coverage and outlined an estimate of the potential cost (\$37,020.00) to the district if the Board paid the deductible and co-insurance as specified in the motion passed at the September meeting. Cook moved that the classified employees be responsible for the first \$500 of the costs for non-physician deductible and individual or family co-insurance and that the balance of the non-physician deductible and individual or family co-insurance be shared 50/50 by the employee and the Board. Staudinger seconded the motion.

Cook moved to amend the motion to add that this arrangement be retroactive to October 1, 1989. Staudinger seconded the amendment. The amendment was unanimously defeated.

The motion passed by a four to one vote. Ciavarella, aye; Cook, aye; Hunke, aye; Staudinger, aye; Johnson, nay.

#### Board Goals and Objectives Action Plan

Dr. Smette reviewed the plan with the Board. Board consensus was to adopt the plan with the addition of the topic "DHS Seven-Period Day. A preliminary report on the seven-period day would be presented at the November regular meeting.

#### Public Hearings

Following discussion, Board consensus was that a hearing be held at each building with Dr. Smette and the building principal making the presentation. One or two Board Members will attend each meeting. If the Chamber of Commerce doesn't sponsor

a general public hearing at which the Board can be represented, the Board will consider scheduling a separate hearing or public informational forum.

Board Policies

Personnel Payment Procedures, DAFF - Johnson moved that policy DAFF, Personnel Payment Procedures, receive second reading approval for deletion from Board policy. Cook seconded the motion. The motion passed unanimously.

Professional Growth, DBG - Johnson moved that Policy DBG, Professional Growth, receive second reading approval, as amended. Hunke seconded the motion. The motion passed unanimously.

Cook moved that Policies DAE, DAFD, DAFE, DAGB, DAGD, DBGA, DBGD, DBI, DBIA, DBL, DBO, DC, DCA, DCB, DCBB, DCC, DCD, DCEA and BFB receive second reading approval and be adopted. Johnson seconded the motion. The motion passed unanimously.

Johnson moved to add "Classified Personnel" to the title of Policy DAFE, Vacations. Cook seconded the motion. The motion passed unanimously.

Johnson moved that Policy DAFE-R receive first reading approval. The motion did not receive a second and therefore died. Johnson moved to table this policy. Cook seconded the motion. The motion passed unanimously.

Section "G", Instruction - Cook moved to table all of Section "G" policies until the November regular Board meeting. Hunke seconded the motion. The motion passed by a four to one vote. Ciavarella, aye; Cook, aye; Staudinger, aye; Hunke, aye; Johnson, nay.

At 10:30 P.M., Cook moved that the meeting be adjourned. Johnson seconded the motion. The motion passed unanimously.



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



\_\_\_\_\_  
Jim Ciavarella, President

Dickinson Public Schools  
Regular Meeting

November 21, 1989, 7:00 P.M.  
Board Room, Central Office

The Dickinson Public School Board met in regular session on November 21, 1989, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Don Staudinger, Diana Hunke and Rex Cook. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, Bruce Jessen, Jim Gentile, LeRoy Boespflug, Rodger Miller, Ron Steiner, Richard Rykowski and Arlo Howe. Others present were Larry Selle, Kim Kuhn, Chad Abel, Jim Unruh, Lou Dobitz, John D. Barry, Daniel C. Olsen, David Duttenhefer, Lisa Koch, Karen Bauer, Jerlyn Gabrielson, Kaye Andersen, Sylvia J. Stecher, Terest Hajeh, Carol Kudrna, Colette Haas, Lisa Haas, Michelle Burk, Linda Wieke, Danette Hall, Tiffany Homiston, Jonna J. Olson, Rachael Ruggles, Diane Senn, Andre M. Zier, Becki Schwindt, Linda L. Konalya, Fern Pokorny, Jay Gilbert and Tom Heisler.

President Ciavarella 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 - Hunke moved that, "Referrals" be added to the agenda. Johnson seconded the motion. The motion passed unanimously. Johnson moved that Agenda Item Number VIII, "Liability and Property Insurance" be considered before item Number IV. Hunke seconded the motion. The motion passed unanimously. President Ciavarella requested that "Personnel" be removed from the Consent Agenda.

#### Consent Agenda

Staudinger moved that the consent agenda consisting of the minutes from the regular meeting held on October 17, 1989; bills and financial reports be approved. Johnson seconded the motion. The motion passed unanimously.

#### Personnel

Superintendent Dr. Smette recommended that additional emergency leave be granted as follows:

Ray Bozekowski - 6 days  
Kelly Steinbach - 5 days  
Neysa Morrison - 4 days

Superintendent Smette also recommended that the resignation of Martina Bleth be accepted.

Cook moved that the requests for additional emergency leave be approved and that the resignation be accepted. Hunke seconded the motion. The motion passed unanimously.

Liability and Property Insurance

Due to the fact that the insurance representative had not arrived, Hunke moved that this item be laid on the table until later in the meeting. Johnson seconded the motion. The motion passed unanimously.

Superintendent's Report

Superintendent Smette briefed the Board on activities currently underway with Parent Advisory Committees to encourage a "yes" vote on the tax referral measures.

Staff/Student Recognitions

Superintendent Dr. Smette recognized the following:

- Betty Neigum - Dickinson Education Association Teacher of the Month
- Vince Reep - WDA Girl's Cross Country Coach of the Year
- Erv VanVeldhuizen - Dickinson High School Industrial Arts Program "Program of Excellence" award given by the North Dakota Technology Education Association.
- Lance Hendrickson, fifth grader at Lincoln Elementary placed fourth in the "I'm a Champion" spelling bee.
- Brandon Marsh - All WDA Tennis Team
- Becki Wells - All Conference Cross Country 1st Team  
All State Cross Country 2nd Team
- Cami Wells - All Conference Cross Country 2nd Team  
- All State Cross Country 1st Team
- Kirsten Hestdalen - All Conference Cross Country 2nd Team  
- All State Cross Country 2nd Team
- Troy Stone - All Conference 1st Team-Defensive Corner Back in Football  
- All Conference 2nd Team-Offensive Quarterback
- Kyle Carlson - All Conference 1st Team-Offensive Running Back  
- All State 1st Team-Running Back
- Jason Homiston - All Conference 1st Team-Defensive Linebacker and Offensive Guard  
- Honorable Mention State
- Jeremy Duttenhefer - All Conference 1st Team-Defensive Tackle  
- All Conference 2nd Team-Offensive Tackle
- Brian Stockert - All Conference 2nd Team-Defensive End  
- All Conference 2nd Team-Offensive End
- Dan Heitz - All Conference 2nd Team-Defensive Tackle

Budget - 89-90 Revenue

Dr. Smette reviewed an updated revenue projection for 1989-1990 placing the revenue at \$10,375,259. With expenditures budgeted at \$10,492,779, the district is

budgeting a deficit for 1989-1990 of \$117,520.

#### LEAP Reports

Rodger Miller and Nicolette Clark informed the Board on the current status of the LEAP (Learning Experiences in Academic Programs) program. Goals established for the 1989-1990 school year are:

1. Prepare individual plan for each student.
2. Hold six individual consultations with each student's classroom teacher.
3. Hold four large group meetings with all classroom teachers to begin extending the concept of individual programming to all students.
4. Develop program components to include leadership skills, decision making, communications, speech, interviews, organizational skills, study and research, academic extensions of classroom curriculum and independent projects.

Johnson moved that "Liability and Property Insurance" be removed from the table and considered at this time. Cook seconded the motion. The motion passed unanimously.

#### Property and Liability Insurance

Richard Rykowsky reviewed the district's current coverage and the policy renewal information. Quotes were as follows:

|                     | <u>Dakota Fire</u> | <u>NDIRF</u> |
|---------------------|--------------------|--------------|
| General Liability   |                    |              |
| 1,000,000/1,000,000 |                    | \$7,956.     |
| 1,000,000/2,000,000 | \$9,152.           |              |
| Equipment           | 1,070.             | 757.         |
| Automobile          |                    |              |
| 1,000,000 Limits    | 6,200.             | 8,550.       |
| Garage Liability    | <u>842.</u>        | <u>184.</u>  |
|                     | \$17,264.          | \$17,447.    |

Dr. Smette recommended that the Board accept the quote of \$17,264. and maintain the District's coverage with Dakota Fire. Cook moved that the Board accept the quote of \$17,264. from Dakota Fire. Staudinger seconded the motion. The motion passed unanimously.

#### Gladstone Committee Report

Dr. Smette reported that the committee looking at the Gladstone issue designated five areas for study.

1. Present busing routes were reviewed from the standpoint of possibly rearranging routes to increase Gladstone enrollment.

Result: Two rural families were willing to have

routes switched to Gladstone. Twenty-one of 396 parents surveyed indicated a willingness to have their children transported from Dickinson to Gladstone.

2. Possibility of the Lefor Elementary School closing and the potential impact it could have on Gladstone. This has been discussed but nothing firm decided at this time.
3. Budget cuts at Gladstone which will lower the cost per pupil. The budget has been reduced from \$217,000 in 1988-89 to \$180,000 in 1989-1990. The enrollment declined from 66 to 49 thus causing the cost per pupil to go from \$3,761.68 in 1988-1989 to \$4,079.00 in 1989-1990. The figures include undistributed costs for Chapter I and Administration amounting to \$390. per child.
4. Projected enrollments were studied based on the recently completed school census.

| <u>School Year</u> | <u>Grades 1-6</u> | <u>K</u> | <u>Total</u> |
|--------------------|-------------------|----------|--------------|
| 1989-1990          | 49                | 3        | 52           |
| 1990-1991          | 46                | 5        | 51           |
| 1991-1992          | 44                | 13       | 57           |
| 1992-1993          | 48                | 9        | 57           |
| 1993-1994          | 47                | 6        | 53           |
| 1994-1995          | 47                | 6        | 53           |

Current enrollment of Gladstone area students in Junior High and Senior High in Dickinson are as follows.

|             | <u>Dickinson</u> | <u>Trinity</u> |
|-------------|------------------|----------------|
| Junior High | 9                | 9              |
| Senior High | 15               | 8              |

5. If the school is closed in Gladstone, what will be the status of the facility? This has not been discussed yet.

The Board requested additional information on revenues generated by having Gladstone as a part of the Dickinson Public School District. Dr. Smette recommended that a special meeting be held in Gladstone in early January to discuss the issue further and that a decision be reached at the regular January Board meeting. Board consensus was to accept this recommendation.

#### Health Insurance - Certified

Cook moved that this item of business be tabled. Hunke seconded the motion. The motion passed unanimously.

DHS Scheduling

Arlo Howe reviewed a proposal for establishing a seven-period day at Dickinson High School. It would require approximately 1.2 additional teachers at an estimated total cost of \$30,000. If the Board elects to implement this plan, a decision would need to be made at the regular December Board meeting. No action was taken at this meeting.

Board/DEA Negotiated Agreement

President Ciavarella explained the changes from the earlier copy the Board received. The Dickinson Education Association has reviewed the revised format and given it their approval.

Board members' consensus was that they would like more specific clarification in the section on Board Policies which would indicate clearly that this section was not a part of the negotiated agreement and also noting that the policies included were those relevant to the negotiated agreement and represented only a portion of the total collection of Board Policies.

Cook moved that the revised format of the DEA/Board Negotiated Agreement be approved as presented and that it be published in one document with relevant Board Policies. Staudinger seconded the motion. The motion passed unanimously.

At 9:25 P.M., Cook moved to recess for ten minutes. Johnson seconded the motion. The motion passed unanimously.

President Ciavarella reconvened the meeting at 9:55 P.M.

Food Service - Meal Prices

Richard Rykowsky presented a report to the Board on the food services program for 1988-89 revealing a deficit of \$38,501. An across-the-board increase of \$.25 per meal is being proposed. Dr. Smette recommended that the increased meal charge be effective January 1, 1990 and that the Board plan to make a decision at the regular December meeting. Board consensus was that they would like more information in the following areas before rendering a decision at the December meeting.

- a. Explanation with regard to each building program as to why costs are the way they are.
- b. Explanation of some of the inconsistencies between programs such as
  - number of adult free meals
  - number of student worker free meals
  - variation in per plate costs
- c. Other avenues that could be explored which would make the total program more efficient

and perhaps make the necessary increase less than \$.25.

#### Board Goals and Objectives Summary

Ava Lanes reviewed the summary briefly. Dr. Smette recommended the Board schedule a special meeting in early December to discuss the compiled lists of goals and objectives. Board consensus was that Dr. Smette's recommendation be followed.

#### Enrollment

Ava Lanes reviewed an enrollment report which included statistics pertaining to energy impact. Since 1987-1988, there has been a slight increase (.54%) in the number of energy related patrons with school age children.

#### Board Policies

Policy DBIB - Hunke moved that policy DBIB receive first reading approval as amended. Ciavarella seconded the motion. The motion passed unanimously.

Section "G" - Cook moved that policies GAA, GBA, GBAAA, GBEB, GBEI, GBEIA, GBEL, GBF, GBF-E, GBFA, GBFF, GC, GCA, GCAA, GCAC, GCB, GCC, GD, GDA, GF and GFA receive first reading approval as presented including amendments. Staudinger seconded the motion. The motion passed unanimously.


Sections H & I - Staudinger moved that policies HA, HAA, HB, HCB, HCE, HEA, HEB, HFA, HGA, HHA, HI, IBCA, IBCB, IBDA, IBDB, IBEA, IC, ICC, IDA, IEA, IEAC and IH receive first reading approval as presented including amendments. Hunke seconded the motion. The motion passed unanimously.

#### Referrals

Dr. Smette explained in detail what has been done to date in an attempt to inform the public as to the consequences of a yes or no vote on Dickinson Public Schools' finances and programs. Board consensus was that the efforts have been well planned and well executed and that efforts from now until the election should consist of those persons favoring a yes vote doing all they can individually to encourage other individuals to vote yes on the measures. The election is scheduled for December 5, 1989.

At 11:00 P.M., Cook moved that the meeting be adjourned. Johnson seconded the motion. The motion passed unanimously.

  
C. B. Haas, Business Manager

  
James Ciavarella, President



Dickinson Public Schools  
Special Meeting

December 11, 1989, 7:00 P.M.  
Board Room, Central Office

The Dickinson Public School Board met in special session on December 11, 1989, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Don Staudinger, Diana Hunke and Rex Cook. Administrators present were Superintendent Dr. David Smette, Ava Lanes, C. B. Haas, LeRoy Boespflug and Rodger Miller. Others present were Fern Pokorny and Mike Dougherty, Dickinson Press.

President Ciavarella called the meeting to order.

Board Workshop

The following topics were discussed:

- a. Budget Overview
- b. Decision-making Process on Budget Reductions
- c. Health Insurance
- d. Gladstone School
- e. Cost Containment for Remainder of 1989-1990
- f. Negotiations
- g. Curriculum/Professional Growth
- h. Food Service
- i. Federal Programs
- j. Early Retirement Policy

At 9:02 P.M., Johnson moved that the meeting be adjourned. Hunke seconded the motion. The motion passed unanimously.

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

  
\_\_\_\_\_  
Jim Ciavarella, President

Dickinson Public Schools  
Regular Meeting

December 19, 1989, 7:00 P.M.  
Board Room, Central Office

The Dickinson Public School Board met in regular session on December 19, 1989, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Don Staudinger and Diana Hunke. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Rodger Miller, Louie Braun, Richard Rykowsky and Bruce Jessen. Others present were Bill Hess, Darbie M. Hess, Vince Reep, Fern Pokorny, Carlton Larson, James Peters, Jim Steckler, Charles Finck, Bob Stefanowicz, Mike Dougherty, Dickinson Press, and Tammy Swift, Bismarck Tribune.

President Ciavarella 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- Johnson moved that "Transportation" be added to the agenda. Staudinger seconded the motion. The motion passed unanimously.

#### Consent Agenda

Staudinger moved that the consent agenda, consisting of the minutes from the regular meeting held on November 21, 1989, bills and financial reports be approved. Hunke seconded the motion. The motion passed unanimously.

Rex Cook arrived at this point in the meeting.

#### Superintendent's Report

Superintendent Smette presented information in the following areas:

- a. Local maintenance of effort with regard to programs supported with Federal Funds. Essentially, the regulations require that a district not supplant local funding with Federal Funds.
- b. Mandated State Testing - The 1989 Legislature mandated achievement testing. The tests that will be used this year are the Comprehensive Tests of Basic Skills (CTBS/4) and the Test of Cognitive Skills (TCS). They will be administered to students in grades 3, 6, 8 and 11.

Superintendent Smette also commented on the improvements made in the District over the past few years in the area of energy conservation. He recognized LeRoy Boespflug for having done

an exceptionally fine job in implementing the measures which have resulted in greater energy efficiency.

#### Staff/Student Recognitions

Diane Hausauer - educator for eighteen years in the Dickinson Public School system. Diane was selected by her peers as the Berg Elementary Teacher of the Year.

Linda Greenwood - LD teacher at Berg. Linda is the chairperson for the TEAM project instituted at Berg several years ago. Linda has presented the concepts of the TEAM project at several national meetings (Miami and Billings) and at regional workshops. She has also hosted several school visitations by special education districts from North Dakota.

Tera Solberg - third place winner in the "I'm a Champion" spelling bee, grade two division.

Justin Sabo - second place winner in the fifth grade division of the "I'm a Champion" spelling bee.

|               |   |
|---------------|---|
| Tim Faulhaber | These three students received the Presidential Award for placing at or above the 85th percentile on the National Physical Fitness Test. |
| John Pavlicek |   |
| Corey Kuntz   |   |

Sherwin Dockter - Recipient of the Dickinson Education Merit Award for the Month of December.

#### Budget 1990-1991

Superintendent Smette presented a revenue projection for 1990-1991 showing revenue at \$9,991,906. Dr. Smette also reviewed enrollment figures. This revenue projection is based on a 2.2% decline in enrollment for 1990-1991. Other assumptions used in this revenue projection are:

- a. Taxable value - decrease of 1% from 1989 to 1990.
- b. Foundation Aid per pupil payments at \$1431.
- c. Reduced funding in Special Education, Vocational Education and Transportation.

#### Early Retirement Application

Elizabeth Douthit has applied for early retirement effective at the end of the 1989-1990 school year. Superintendent Smette recommended the Board accept the application. Cook moved that the application for early retirement from Elizabeth Douthit be accepted. Hunke seconded the motion. The motion passed unanimously.

#### Health Insurance Bids

Health insurance specifications were presented to the Board as developed by the Health Insurance Committee which

consisted of Board Members Johnson and Cook; teachers Jack Carlson, Dirk Smutzler and Vince Reep; and Superintendent Dr. Smette. Johnson moved that the specifications be approved, an advertisement for bids be published with the bid opening at 2:00 P.M. on January 5, 1990, and that a special Board meeting be scheduled at 12:00 Noon on January 8, 1990, for the purpose of considering the bids. Staudinger seconded the motion. The motion passed unanimously.

#### Food Service Program

Richard Rykowski made a presentation to the Board concerning the food service program which included the following recommendations to be implemented beginning January 1, 1990.

- a. Increase meal charge by \$.15 per meal.  
New rates will be :

|                     |        |
|---------------------|--------|
| Elementary/Jr. High | \$1.05 |
| High School         | 1.40   |
| Adult               | 1.75   |
- b. Reduction in staff and/or staff time.
- c. Conservative food purchasing practices which includes consolidated billings and taking advantage of quantity and early payment discounts.
- d. Full use of U.S.D.A. commodities.

At this point, President Ciavarella relinquished the chair to Vice-President Johnson. Ciavarella moved that the recommendations be accepted by the Board. Cook seconded the motion. Ciavarella moved to amend the motion by adding, "and that the recommendations accepted be implemented effective January 2, 1990." Cook seconded the amendment. The amendment passed unanimously. The motion, as amended, passed unanimously.

Vice President Johnson asked President Ciavarella to resume the duties of the chair and returned the gavel to him.

#### Gymnastics Cooperative Agreement

A renewal application for the gymnastics cooperative agreement between Trinity and Dickinson Public School was presented for Board approval. Johnson moved that the Board approve the cooperative agreement contingent upon the Board maintaining the gymnastics program in the District. Staudinger seconded the motion. The motion passed unanimously.

#### Property Acquisition

Dr. Smette presented information regarding a piece of property north of Berg Elementary that is for sale. The property could be used to expand parking areas near Berg. Following a Board discussion, Cook moved that the Board submit a bid of \$2,200. only if all the special assessments

are paid and all property taxes are paid current to date. Staudinger seconded the motion. The motion passed by a four to one vote. Ciavarella, aye; Cook, aye; Staudinger, aye; Hunke, aye; Johnson, nay.

Johnson moved that the Board recess for ten minutes from 8:30 to 8:40. Cook seconded the motion. The motion passed unanimously.

#### Decision-Making Timeline/Process

Dr. Smette presented and explained two planning documents.

- a. Critical Path Decision-Making Calendar - This presents a flow chart of decisions which must be made from December 1989 through June 1990.
- b. A Board/Administrative process for developing a balanced budget.

Dr. Smette also recommended that an immediate freeze on purchases of supplies and equipment be implemented along with a freeze on hiring new or replacement staff. General Board consensus was one of approval of the immediate freeze, the decision making calendar and the budgeting process.

#### Board Policies

Policy DBIB - Early Resignation Notification - Johnson moved that Policy DBIB receive second reading approval and be adopted. Cook seconded the motion. The motion passed unanimously.

Section "G" - Johnson moved that policies GAA, GBA, GBAAA, GBEB, GBEI, GBEIA, GBEL, GBF, GBF-E, GBFA, GBFF, GC, GCA, GCAA, GCAC, GCB, GCC, GD, GDA, GF and GFA receive second reading approval and be adopted. Hunke seconded the motion. The motion passed unanimously.

Sections "H" and "I" - Johnson moved that policies HA, HAA, HB, HCB, HCE, HEA, HEB, HFA, HGA, HHA, HI, IBCA, IBCB, IBDA, IBDB, IBEA, IC, ICC, IDA, IEA, IEAC and IH receive second reading approval and be adopted. Hunke seconded the motion. The motion passed unanimously.

Policy IEA, School District Records - Johnson moved that policy IEA receive first reading approval as amended. Hunke seconded the motion. The motion passed unanimously.

Section "F" - Cook moved that policies FBA, FBB, FBFA, FBFAB, FC, FCA, FCAA, FCAAA, FCAB, FCF, FDA, FDC, FEAA, FFD, FFE, FFEA, FFEB, FGA, FGB, FGD, FGDA, FHBA, FHBC, FHBD, FHC, FHCF, FHDA, FIC, and FID receive first reading approval. Hunke seconded the motion. The motion passed unanimously.

Future Board Meetings

Following a brief discussion on the number of Board meeting held per month, consensus was that the Board would continue with one regularly scheduled meeting per month and call special meetings as necessary.

Transportation

Dr. Smette presented information on the status of the payment of bus fees showing a considerable delinquency. He also presented a summary of the routes which included the daily mileage per route, bus capacity, number of public school students per bus, number of parochial students per bus and the total number of students per route. Also presented was a sample letter that would be sent to bus patrons requiring payment or termination of service. Cook moved that the letter be approved for distribution to bus patrons. Staudinger seconded the motion. The motion passed unanimously.

Other

Special Meeting - A special meeting is scheduled for January 8, 1990, at 12:00 Noon in the Board Room to consider Health Insurance Bids.

At 10:25 P.M., Johnson moved that the meeting be adjourned. Hunke seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager



Jim Ciavarella, President