

Dickinson Public Schools
Special Meeting

January 8, 1990, 12:00 Noon
Board Room, Central Office

The Dickinson Public School Board met in special session on January 8, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Rex Cook, Diana Hunke, Nancy Johnson and Don Staudinger. Administrators present were Superintendent Dr. David Smette, C. B. Haas and Ava Lanes. Others present were Jack Carlson, Vince Reep, Dirk Smutzler, Kim Kuhn and Tammy Swift, Bismarck Tribune.

President Ciavarella called the meeting to order.

Health Insurance

Cook reported on the recommendations of the Health Insurance Committee. Blue Cross/Blue Shield was the only insurance carrier to submit a bid on the specifications approved by the Board. The bid was as follows:

Comprehensive Major Medical Plan 250

Monthly Premium

	Without Prescription Card Service	With Prescription Card Service	
			\$0/\$3 Ded. \$3/\$5 Ded
Single Person Coverage	\$110.75	\$115.95	\$114.65
Single Plus Dependent Cov.	\$185.75	\$194.40	\$192.20
Family Coverage	\$319.00	\$334.05	\$330.20
Employee Plus Spouse Cov.	\$205.85	\$215.45	\$213.00

Comprehensive Major Medical Plan 200

Monthly Premium

	Without Prescription Card Service	With Prescription Card Service	
			\$0/\$3 Ded. \$3/\$5 Ded
Single Person Coverage	\$117.50	\$122.90	\$121.60
Single Plus Dependent Cov.	\$197.05	\$206.00	\$203.80
Family Coverage	\$338.50	\$354.10	\$350.25
Employee and Spouse Cov.	\$218.40	\$228.35	\$225.90

Comprehensive Major Medical Plan 100

Monthly Premium

	Without Prescription Card Service	With Prescription Card Service	
			\$0/\$3 Ded. \$3/\$5 Ded
Single Person Coverage	\$124.25	\$129.90	\$128.60
Single Plus Dependent Cov.	\$208.40	\$217.80	\$215.60
Family Coverage	\$357.95	\$374.25	\$370.40
Employee and Spouse Cov.	\$230.95	\$241.35	\$238.90

Blue Cross/Blue Shield's bid on the Supplemental Insurance was \$649.08 per month for the fifteen people currently on the plan. Individual rates are "age rated" and ranged from \$31.86 to \$44.18 per month. Horace Mann submitted a bid on the Supplemental Insurance of \$30.00/individual per month.

Cook moved that the Board accept the bid from Blue Cross/Blue Shield for the Major Medical Plan "100" with rates of \$129.90 for a single plan, \$217.80 for a single plus dependent plan, \$241.35 for an employee and spouse plan and \$374.25 for a family plan; and that all plans carry prescription card service having \$0 deductible for generic drugs and \$3 deductible for name brand drugs; and accept Blue Cross/Blue Shield's bid for supplemental insurance with rates based on the age of the subscriber (currently from a low of \$31.86 to a high of \$44.18); and that certified staff will be responsible for all policy deductibles and co-insurance as of February 1, 1990. Johnson seconded the motion. The motion passed unanimously.

Other points discussed were:

1. Considering the possibility of making the supplement available to all employees, certified and classified.
2. Compare classified coverage with certified coverage. Perhaps the Board should discontinue paying deductibles and co-insurance for classified employees.
3. Consider the possibility of bringing all employees into the same group.

At 12:20, 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

January 16, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on January 16, 1990, in the Board Room at the Central Administration 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, Richard Rykowski, LeRoy Boespflug, Arlo Howe, Louie Braun and Clarence Corneil. There were approximately 100 others present.

President Ciavarella called the meeting to order.

Public Participation

The following people addressed the board concerning the Gladstone School issue:

Clarence Martin, Lefor, ND
Kim Martin, Gladstone, ND
Jerome Haich, Gladstone, ND
Donald Kirsch, Gladstone, ND
Carol Schmaltz, Gladstone, ND

Additional Agenda Items/Removal of Items From Consent Agenda
Staudinger moved that the "Extra Curricular Program" be added to the agenda. Cook seconded the motion. The motion passed unanimously. Johnson moved that a "Special Board Meeting" be added to the agenda. Hunke seconded the motion. The motion passed unanimously.

Consent Agenda

Johnson moved that the consent agenda, consisting of the minutes from the special meeting held on December 11, 1989; minutes from the regular meeting held on December 19, 1989; minutes from the special meeting held on January 8, 1990; bills amounting to \$521,628.48; and financial reports, be approved. Hunke seconded the motion. The motion passed unanimously.

Superintendent's Report

Superintendent Dr. Smette informed the Board that the district would not be submitting a bid on the property north of Berg. There is an asbestos complication with the property which would raise the cost considerably to remove the buildings.

Budget, 1990-1991

Superintendent Dr. Smette presented a revised revenue projection for 1990-1991 which places projected revenue at \$9,865,684. The assumptions used in arriving at this projection are:

- a. Enrollment - 4.4% decrease in grades 1-6
2.2% decrease in kindergarten and
grades 7-12
- b. Taxable value - decrease of 1% (average decrease
per year from 1984 to 1989 was
5.81%)
- c. Per Pupil Payments - \$1431.00 per WPU
- d. Local tax revenue increased by 5% by Board action.

Dr. Smette presented additional information showing a projected deficit for the 1989-90 school year of \$426,910. He added that this will reduce the interim fund to \$1,049,420. by June 30, 1990. The \$1,049,420. represents approximately 10% of the district's budget and Dr. Smette recommended that the Board not let the interim fund fall below that level.

Ava Lanes reviewed projected enrollment figures for 1990-1991 as they would relate to class size at the elementary level and staffing needs. Projections indicate that there could be a reduction of three FTE staff for 90-91.

No action was taken on the budget for 1990-1991.

Gladstone School

Ciavarella introduced the item by reviewing the committee work which has been done over the past year regarding the Gladstone School. Discussion followed concerning enrollment in the Dickinson elementary schools and quality of education in the system. Cook moved that, in view of all the circumstances presented and discussed, the Dickinson Public School Board close the Gladstone Elementary School at the end of the present school term. Staudinger seconded the motion. The motion passed unanimously.

Johnson moved that the Board recess for ten minutes. Cook seconded the motion. The motion passed unanimously.

President Ciavarella reconvened the meeting at 8:40 P.M.

Dickinson Facilities Task Force Report

Bob Keogh presented a brief report on the recommendations of the Task Force. The Task Force reviewed the need for swimming facilities, a multi-purpose arena/hockey arena and a convention center. No specific Board action was requested.

Staff/Student Recognitions

Linda Greenwood - received the DEA Merit Award as Teacher-of-the Month.

Hagen Junior High Student Council - The Student Council is very active and will be hosting the State Middle School Student Council Convention in the Spring of 1990. Mr. Del Quigley is Advisor to the Council.

Transportation

Richard Rykowsky presented a tentative budget proposal for the transportation program for 1990-1991. Following discussion, it was Board consensus that the entire transportation program should be studied in more depth and a revised proposal and budget be presented at the regular February Board meeting. Specific areas which need to be examined are:

- a. Route consolidation where possible.
- b. Personnel costs.
- c. Bus replacement.

Personnel

Superintendent Dr. Smette recommended that the early retirement request from Harriet Whelan be accepted. Cook moved that Harriet Whelan's early retirement application be approved. Hunke seconded the motion. The motion passed unanimously.

Dr. Smette presented an additional early retirement application from Corenne Krieg and recommended the application be approved. Don Staudinger moved that Corenne Krieg's early retirement application be approved. Johnson seconded the motion. The motion passed unanimously.

Dr. Smette recommended that Martha Olheiser be granted five and one-half more days of emergency leave due to illness in the family. Johnson moved that this request be approved. Cook seconded the motion. The motion passed unanimously.

The Board requested that the Business Manager write letters of appreciation to all staff who have taken early retirement.

Summer School

Dr. Smette requested Jim Gentile to prepare a proposal for secondary courses for the Summer of 1990. Mr. Gentile was unable to attend the meeting and Dr. Smette presented the proposal. The summer program would cost approximately \$33,751. and generate revenues of \$56,057. Board consensus was to proceed with the plan and present it for board action at the regular February Board Meeting.

Grant Application

LeRoy Boespflug explained a grant being applied for through the Asbestos School Hazard Abatement Act. The amount of the total project cost at Berg Elementary is estimated at \$116,000., 50% of which would be funded through the Grant. Johnson moved that the grant application be approved. Cook seconded the motion. The motion passed unanimously.

Board Committees

- a. Teacher Negotiations- President Ciavarella appointed Diana Hunke and Don Staudinger to

represent the Board in negotiations with teachers. Cook moved that the appointments be confirmed. Johnson seconded the motion. The motion passed unanimously.

- b. Administrative and Central Office Structure- President Ciavarella appointed himself and Nancy Johnson to work with Dr. Smette in reviewing the Administrative and Central Office structure of the district. Staudinger moved that the appointments be confirmed. Hunke seconded the motion. The motion passed unanimously.

NDSBA Negotiations Seminar - Diana Hunke and Don Staudinger, having been named to represent the Board in teacher negotiations, were designated to attend the North Dakota School Board's Association sponsored Negotiations Seminar in Bismarck on February 14, 15, and 16, 1990.

Board Policies

Section F - Staudinger 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 second reading approval and be adopted. Johnson seconded the motion. The motion passed unanimously. Hunke moved that policies FBEA, FDB, FFF, FGDB and FGDC receive first reading approval, as revised. Cook seconded the motion. The motion passed unanimously.

Policies - DAFCA, Hospitalization Insurance
- DADF, Alcohol & Drug Use Policy -Employees
- IFAA/GBFF, Reproduction of Copyright Materials

Hunke moved that policies DAFCA, DADF and IFAA/GBFF receive first reading approval. Cook seconded the motion. The motion passed unanimously.

Policy IEA - School District Records - Johnson moved that policy IEA receive second reading approval and be adopted as amended. Hunke seconded the motion. The motion passed unanimously.

Extra Curricular Program

Staudinger requested that Superintendent Dr. Smette activate the extra curricular study committee as specified in the negotiated agreement. Ava Lanes was named to represent the Central Administrative Office. Board consensus was that the primary objectives would be to evaluate the extra curricular program and pay schedule. A report on the committee's work is to be presented at the regular March Board Meeting.

Special Board Meeting

Superintendent Dr. Smette requested that a Special Board Meeting be scheduled for the purpose of discussing budgetary planning for 1990-1991. Consensus was that the meeting should be scheduled for 7:00 P.M. on Monday, February 12, 1990, at the Central Administrative Office.

Other

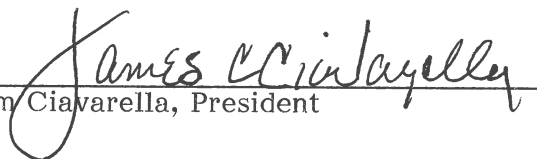
President Ciavarella requested that the Business Manager distribute copies of the Superintendent's evaluation form to the Board Members with the evaluation to be completed according to the following timeline.

1. Distribute evaluation instrument to Board in January.
2. Individual board members complete evaluation and submit to Business Manager not later than February 6, 1990.
3. Business Manager compiles evaluations and prepares composite to be given to Superintendent not later than February 15, 1990.
4. Superintendent's evaluation presented for consideration at February 20, 1990, regular board meeting.
5. Special meetings will be called as warranted following the February board meeting.

At 10:25 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

February 5, 1990

PROPOSED BUDGET REDUCTIONS

Gladstone - Board Decision - January 1990	\$ 115,000.
1. Transportation	58,947.
2. Equipment & Supplies	26,000.
a. O & M - 4,000.	
b. Supplies, Superintendent's Office - 2,000.	
c. Technology - 20,000.	
3. Elementary Athletics	9,534.
a. Gymnastics - 2,689.	
b. Boys Basketball - 3,475.	
c. Girls Basketball - 3,370.	
4. Athletic Salary & Subsidy - DHS	51,224.
a. Salary - 26,474.	
b. Subsidy - 24,750.	
5. Athletic Salary & Subsidy - Hagen	12,405.
a. Salary - 6,405.	
b. Subsidy - 6,000.	
6. Classified Staff - DHS Resignation (1.0 FTE)	17,114.
7. Class Size - Elementary Level (3.0 FTE)	65,000.
8. Administration /Supervision	121,980.
a. Elementary Principal Resignation	\$49,017.
b. Suprv. for Trans. & Food Service	41,001.
c. Activities Coordinator	19,962.
d. Contract Special Education	
Director Time	12,000.
9. Professional Growth	10,500.
a. Out-of-district Travel - 3,000.	
b. Other Activities - 7,500.	
10. Gifted Program	17,105.
11. Chapter I Aide (1.0 FTE)	7,071.
12. Special Education Aides (3.5 FTE)	23,022.
a. Hagen TMH (1.0 FTE)	
b. Heart River LD & Speech (1.0 FTE)	
c. Berg Preschool (.5 FTE)	
d. Hagen EMH (1.0 FTE)	
13. Regular Classroom Aides (2.0 FTE)	13,482.
a. Heart River (.5 FTE)	
b. Lincoln (.5 FTE)	
c. Roosevelt (1.0 FTE)	
14. Custodial/Maintenance (3.0 FTE)	50,646.
a. District-Wide Maintenance (1.0 FTE)	
b. Elementary Custodial (1.0 FTE)	
c. DHS Custodial (1.0 FTE)	

15.	Media Center/Print Shop (1.5 FTE)	27,742.
	a. Media Booking Clerk (1.0 FTE)	
	b. Printer (.5 FTE)	
16.	Central Office Classified (.5 FTE)	6,500.
17.	Activity Salary & Subsidy - DHS	4,636.
	Salary:	
	Speech - 1,254.	
	Student Congress - 606.	
	Subsidy:	
	Student Congress - 840.	
	Speech - 1,440.	
	Chronicle - 496.	
18.	Activity Salary & Subsidy - Hagen	3,722.
	Salary: 3,422.	
	Photography Club	
	Yearbook	
	Hi Lites	
	Subsidy: 300.	
19.	Elementary Instrumental Music	7,419.
20.	Special Education	31,120.
	Out-of-District Tuition - 23,100.	
	Contracted Speech - 7,020.	
	Audiology Services - 1,000.	
21.	Elementary Physical Education 50%	60,000.
22.	Elementary Art	15,122.
		<hr/>
		\$755,291.

Dickinson Public Schools
Special Meeting

February 13, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on February 13, 1990, in the Board Room at the Central Office. Board members present were Diana Hunke, Don Staudinger, Nancy Johnson, Jim Ciavarella and Rex Cook. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Louis Braun, Arlo Howe, Richard Rykowsky, Rodger Miller, and Ron Steiner. Others present were Mike Dougherty, Dickinson Press, James Peters, Joe Fridrich, Jim Steckler, Ernie Ficek, Gerald Holinka, Arnie Binek, Bill Hankins, Vince Reep, Loraine Erdman, Leroy Mosbrucker, Mitzi Swenson, Pat Rich, Shane Swenson, Bobbi Miller, Kim Kuhn, Luann Letang, Nick Letang, Deb Conlon, Lois Myran, John Stoltz, Susan Mack, Eileen Johnson, Fern Pokorny, Sherwin Dockter, Mary Duttonhefer, Gary B. Selle, James Duttonhefer, Jerry Schwartz and Tammy Swift, Bismarck Tribune.

President Ciavarella called the meeting to order.

Public Participation

The following people addressed the Board concerning the LEAP Program.

Dr. Laslo Kolta
Dr. John Ross
Nick Letang
Shane Swenson
Mitzi Swenson

Early Retirement

Following a discussion of the policy and a review of one legal opinion on interpretation of the policy, Dr. Smette recommended that the policy be adhered to and that Mr. Jim Peters and Mr. Larry Rafferty be required to declare their intent to retire at the end of this year in order to receive full benefits under the policy.

Cook moved that Mr. Peters and Mr. Rafferty be "grandfathered" in under the "90" plan and be allowed to retire with full benefits on that basis. The motion did not receive a second.

Johnson moved that the Board not deviate from the policy, utilize the Rule of "85" and that Jim Peters and Larry Rafferty be allowed to take advantage of the Early Retirement Policy this year if they choose and that the deadline for their applications for early retirement be not later than the next regular Board meeting, February 19, 1990. Hunke seconded the motion. The motion passed by a four to one vote. Ciavarella, aye; Johnson, aye; Staudinger, aye; Hunke, aye; Cook, nay.

Staudinger suggested that the Board members who reviewed Section D originally be directed to review the Early Retirement Policy DBJA and make recommendations to the Board at the regular March Board meeting. Board consensus favored this suggestion.

Budget: 1990-1991

Dr. Smette presented proposed budget reductions for 1990-1991. A copy of the proposed reductions are included as a part of these minutes. Included in Dr. Smette's presentation was information on the interim fund, revenue and expenditure history, revenue projections for 1990-1991 and a budget planning document showing a projected deficit for 1990-1991 of \$725,456.

Johnson reported on the Board committee reviewing Administrative and Central Office structure. The committee recommends a reduction of 2.8 FTE in administration and supervision.

Considerable discussion took place with regard to the proposed reductions. No specific action was taken. The 1990-1991 budget and the proposed reductions will be placed on the February 19, 1990, meeting agenda for further consideration.

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

PROJECTED BUDGET 1990-1991 TRANSPORTATION

(No General Fund Monies Will be Utilized Completely Funded by Monies
Generated by State Aid And Rural Patron Fees)

01.00.03.100.2600.411.00	Water, Sewage	\$ 360	
412.00	Telephone	300	
621.00	Electricity	3,000	
622.00	Heat	<u>3,090</u>	
			\$ <u>6,750</u>
01.00.03.100.2700.122.00	Mechanic Salary	\$ 26,367	
123.00	Driver/Dispatcher Salary	101,932	
129.00	Administrative Salary	20,953	
210.00	Health Insurance	17,000	
220.00	Social Security (7.65 % X \$150,252)	11,494	
230.00	N.D.P.E.R. (5.12 % X \$125,633)	6,432	
240.00	Term Life	779	
337.00	Physicals <i>\$40-\$50 each.</i>	200	
340.00	Purchased Repair	2,500	
432.00	Equipment Repair	200	
433.00	Bus Repair Parts	12,600	
453.00	Site Rental	3,660	
520.00	Insurance	4,875	
610.00	Oil, Grease, Etc.	2,500	
611.00	Tires/Tubes	2,500	
623.00	Fuel	40,000	
740.00	Replacement of Equipment	<u>32,500</u>	
			<u>\$286,492</u>
GRAND TOTAL - TRANSPORTATION			\$293,242 =====

February 19, 1990

TO: Board of Education
Dickinson Public School District #1
Superintendent, Dr. David Smette
Residents of the Dickinson Public School District

FROM: Richard Rykowsky, Supervisor
Transportation/Food Service

I am writing this open letter as the Transportation Supervisor of the Dickinson Public School District and as a district resident and parent. I have lived in the Dickinson area most of my life, except for a few years while I was in the service and while obtaining my Business Administration degree at North Dakota State University. The Dickinson area is an ideal place to live and raise a family, with quality schools and friendly people. Professionally, I believe that the Dickinson School District is firmly committed to provide quality education and support services to all school district students.

Transportation is a vital service in the Dickinson Public School District. It was and is extremely important to the 12 school districts that have annexed to Dickinson since 1967. Transportation became the focal point during annexation proceedings and was either agreed upon verbally or in some cases was recorded in the annexation minutes. Dickinson Public School District #1 originally was composed of 38 sections of land, through annexations it has grown to 465 1/4 sections. We operate 15 rural buses at the present time and bus approximately 443 students to 12 schools. Our daily mileage is approximately 1,662 miles.

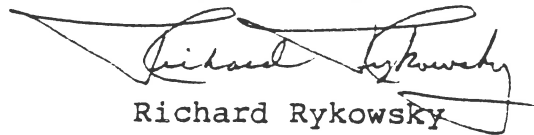
It is of great importance to the Dickinson Public School District that we provide the safest and most economical transportation possible for our rural residents. We must not forget their needs or our prior commitment to them. The Dickinson Public School District administration has expressed their concern on this issue and will continue to provide bus services for our rural residents.

In these volatile economic times it has become difficult to operate the transportation system without a bus patron fee. However, we must try to contain any bus fee increases and consider using general fund monies to balance the transportation budget and not increase the bus fees. In the best interest of the Dickinson Public School District, we must review this critical situation with open minds and in consideration of the future of the Dickinson Public School District #1 and its entire land base of 465 1/4 sections. In the annexation proceedings we became one school district, we must remain one school district with mutual respect and consideration.

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In austere times, it is difficult to remain united and when threatened, our defense mechanisms are triggered and we react in a manner that is not consistent with our normal behavior. We, the people of this school district, must face our problems together and with a united effort. If we become divided we will surely create hardships for ourselves and our children. It is my firm belief that our school district will survive in tact and we can work together for a better tomorrow. We have an exceptional school district, with excellent teachers, administrators, bus drivers and classified staff. Our children are our greatest asset! Our future and theirs is in our hands, we must make rational, unbiased decisions that are in the best interest of everyone.

Respectfully,

A handwritten signature in cursive script, appearing to read "Richard Rykowsky". The signature is written in dark ink and is positioned above the printed name.

Richard Rykowsky

Dickinson Public Schools
Regular Meeting

February 19, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on February 19, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Rex Cook, Diana Hunke, Don Staudinger and Nancy Johnson. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Ron Steiner, Jim Gentile, Marv Knoll, Rodger Miller and Richard Rykowski. Others present were Mike Dougherty, Dickinson Press, Dennis Johnson, Dave Perlmutter, Susan Perlmutter, Mary Duttonhefer, Dennis Mosbrucker, Kim Kuhn, Bob Zent, John Stoltz, Lawrence A. Gardner, Marty Odermann-Gardner, Megan Gardner, George Nodland, LeRoy P. Fettig, Pat Fadden, Luann Letang, Nick Letang, Darrel Hestdalen, Laslo Kolta, M.D., Fern Pokorny, Mary Kaeser, Mitzi Swenson, Katie Tihanyi, and Nicci Clark.

President Ciavarella called the meeting to order.

Public Participation

The following people addressed the board.

Katie Tihanyi - LEAP Program
Nicci Clark - LEAP Program
Megan Gardner - Extracurricular Program Cuts
Linda Hagen - Public Participation Policy and Early
Retirements

Additional Agenda Items/Removal of Items From Consent
Agenda- Johnson requested that "Emergency Leave" under
"Personnel" be removed from the consent agenda .

Consent Agenda

Johnson moved that the consent agenda; consisting of the minutes from the regular meeting held on January 16, 1990, minutes from the special meeting held on February 13, 1990, bills, financial reports, new hires of Linda Schiwal and Julie Legate and resignations of Ann Opoien and Ray Zander; be approved. Staudinger seconded the motion. The motion passed unanimously.

Personnel - Emergency Leave

Dr. Smette presented a request from Louie Braun, Principal at Berg Elementary, for five additional days emergency leave for Kelly Steinbach. Ms. Steinbach has had fifteen days additional emergency leave approved by the Board earlier. Superintendent Dr. Smette recommended approval of the request with the stipulation that the Board would not approve additional days. Cook moved that five additional days emergency leave be granted to Ms. Steinbach. Hunke seconded the motion. Johnson moved to amend the motion by adding the

stipulation that, "in consideration of students in the classroom, this will constitute the maximum allowable days of emergency leave for Ms. Steinbach." Staudinger seconded the amendment. The amendment passed unanimously. The motion, as amended, passed by a four to one vote. Johnson, aye; Cook, aye; Staudinger, aye; Hunke, aye; Ciavarella, nay.

Superintendent's Report

Student Commendations - Dr. Smette recognized the following students for their achievements in the County Mathcounts competition.

Stephanie Binger	- 1st Place
Luke Abrams	- 2nd Place
Troy Svihl	- 3rd Place
Shawn Dockter	- 5th Place

Stephanie Binger and Luke Abrams will now compete in the State Mathcounts Contest in March.

Dr. Smette also gave a brief report on the following items.

- a. Fair Chance Act - Federal effort which would require States to equalize educational opportunities.
- b. State School Finance Committee - The committee is in the process of formulating their recommendations for the next legislative session.
- c. Non-Renewal Conference - Dr. Smette reported that the conference was worthwhile in that it provided a legal update on the requirements of the non-renewal process.
- d. Parks & Recreation - Discussions are continuing to take place with regard to location of the sports arena.
- e. Dickinson State University - Meetings are being held with DSU Administration in an effort to identify areas in which the two educational institutions can cooperate.

Budget, 1990-1991

In a discussion on the interim fund and the level at which it should be maintained, Dr. Smette presented actual cash flow charts for FY '88, FY '89, and FY '90, July 1 to date. The cash flow summaries indicate that the minimum amount of cash on hand needed at the beginning of a fiscal year in order to prevent the necessity of borrowing would be \$600,000. Dr. Smette's recommendation with regard to the interim fund is

that it be maintained at not less than 10% of the operating budget.

Dr. Smette presented a revised list of proposed reductions which groups the items according to the timeframe within which decisions must be made. The categories are:

- a. Items involving non-renewal timelines
- b. Items involving contract notification timelines
- c. Items not involving legal timelines.

A detailed discussion ensued concerning the pros and cons of reducing the interim fund and limiting the reductions necessary for 1990-91. Staudinger moved that the budgeting process continue with the interim fund being reduced to, but not below, \$850,000. Cook seconded the motion. The motion passed by a four to one vote. Cook, aye; Staudinger, aye; Hunke, aye; Ciavarella, aye; Johnson, nay.

Staudinger moved to remove the Elementary Art Program from the proposed reduction list. Cook seconded the motion. The motion passed by a four to one vote. Cook, aye; Staudinger, aye; Hunke, aye; Ciavarella, aye; Johnson, nay.

Hunke moved that the Elementary Physical Education Program be funded in 1990-1991 at 100%. Staudinger seconded the motion. The motion passed by a three to two vote. Cook, aye; Staudinger, aye; Hunke, aye; Johnson, nay; Ciavarella, nay.

Cook moved that the individuals involved in the elementary instrumental music program be instructed to investigate a user fee structure which would allow the District to fund the program in 1990-91 at approximately 50% of the 1989-1990 level, (\$7,419). Hunke seconded the motion. The motion passed by a four to one vote. Johnson, aye; Cook, aye; Staudinger, aye; Hunke, aye; Ciavarella, nay.

Hunke moved that the LEAP Program be funded in 1990-1991. Johnson seconded the motion. The motion passed by a four to one vote. Johnson, aye; Cook, aye; Hunke, aye; Ciavarella, aye; Staudinger, nay.

Staudinger moved that the Activities Coordinator position be funded in 1990-1991 at the same level as in 1989-1990. Cook seconded the motion. The motion passed by a three to two vote. Cook, aye; Staudinger, aye; Hunke, aye; Ciavarella, nay; Johnson, nay.

No action was taken on elementary class size.

Staudinger moved that the Board recess for ten minutes (8:42 - 8:52). Cook seconded the motion. The motion passed unanimously.

President Ciavarella reconvened the meeting.

Dr. Smette explained the contract notification requirements for items on the proposed reduction list dealing with salary. If negotiations are not opened, May 1 is the latest certified employees may be notified of a change in their contract due to extra-curricular assignments.

Board consensus was that the High School Activities Coordinator, High School Principal, and Assistant High School Principal be directed to prepare budgets for the athletic program for 1990-1991 with the following proposed reductions in these programs.

Dickinson High School Proposed Reductions

Salary: \$26,474.

Subsidy: \$24,750.

Hagen Junior High School Proposed Reductions

Salary: \$6,405.

Subsidy: \$6,000.

The budgets are to be presented at the March 1990 regular board meeting.

Mr. Rykowski presented a revised budget for the transportation program which would require a 40% increase in fees and make the transportation program self-supporting. Mr. Rykowski also presented a written statement reflecting his position on the transportation program. The proposed budget and Mr. Rykowski's statement to the Board are included as a part of these minutes. No action was taken on the transportation budget.

Mr. Rykowski also presented a proposed consolidation of routes #2, #4, #11 and #13. Dr. Smette recommended that this route consolidation not be implemented because of the minimal savings and the early pickup times for children on the routes. Board consensus was that the route consolidation should not be implemented at this time.

Early Retirement

Dr. Smette presented applications for early retirement from Donna Fleming and Larry Rafferty and recommended acceptance of both. Staudinger moved that Donna Fleming's application for early retirement be accepted. Cook seconded the motion. The motion passed unanimously. Staudinger moved that Larry Rafferty's application for early retirement be accepted. Cook seconded the motion. The motion passed unanimously.

Classified Salary & Benefit Package

President Ciavarella appointed Staudinger and himself to a committee for the purpose of studying the Classified Salary and Benefit Package for 1990-1991. Staudinger was named

Chairman of the committee. The committee will present a report to the Board at a later meeting.

School Calendar

Cook moved that the 1990-1991 school calendar be approved. Johnson seconded the motion. The motion passed unanimously. A copy of the approved calendar is included as a part of these minutes.

Summer School

Jim Gentile presented the proposed summer school brochure and explained it briefly. Board consensus was that final discussion with regard to the 1990 summer school take place at the March regular Board meeting at which time action will be taken.

Superintendent's Evaluation

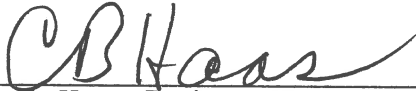
C. B. Haas presented the composite evaluation and reviewed the evaluation components and rating scale. Johnson moved that the composite evaluation be accepted by the Board. Hunke seconded the motion. The motion passed unanimously. A copy of the composite evaluation will be placed in the Superintendent's personnel file.

Board Policies

- a. Johnson moved that policies DAFCA, DADF and GBFF receive second reading approval and be adopted. Hunke seconded the motion. The motion passed unanimously.
- b. Johnson moved that policy FFEB receive first reading approval as amended. Cook seconded the motion. The motion passed unanimously.
- c. Cook moved that the statement in policy FHCF which deals with "drug therapy treatment" and the "school district paying for the therapy" be deleted from the policy. Staudinger seconded the motion. The motion passed unanimously. Hunke moved that policy FHCF receive first reading approval as amended. Cook seconded the motion. The motion passed unanimously.
- d. Hunke moved that policies FBEA, FDB, FFF, FGDB and FGDC receive second reading approval and be adopted. Cook seconded the motion. The motion passed unanimously.
- e. Staudinger reviewed the recommendations with regard to Section "J" of the Policy Manual. Hunke moved that policies JA, JB, JD and JDA receive first reading approval as recommended. Johnson seconded the motion. The motion passed unanimously.

- f. Staudinger reviewed the recommendations with regard to Section "L" of the Policy Manual. Johnson moved that policies L, LAA, LAB, LAC, LAD, LAE, LAF, LAG, LB, LC, LD, LED, LEE, and LEF receive first reading approval as recommended. Hunke seconded the motion. The motion passed unanimously.

At 10:10 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
Regular Meeting

March 20, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on March 20, 1990, in the Board Room at the Central Administration Office. Board members present were Jim Ciavarella, Diana Hunke, Rex Cook, Don Staudinger and Nancy Johnson. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Ron Steiner, Jim Gentile, Arlo Howe, Marv Knoll and Richard Rykowsky. There were approximately one hundred thirty others in attendance.

President Ciavarella called the meeting to order.

Public Participation

The following people addressed the Board.

Mike Armstrong	- Athletics, Wrestling
Darrel Hestdalen	- Dickinson Booster Club
Doreen Shewmaker	- DHS Athletic Booster Club
Pat Fadden	- Athletics
Jeff Vranna	- Elementary Music
Linda Hagen	- Dickinson Booster Club
Brian Kolling	- Extra-Curricular Activities
Curtis Glasoe	- Extra-Curricular Activities

Cook moved that the requirements of the "Public Participation Policy" be suspended in order to exceed the thirty minutes allowed for public participation. Johnson seconded the motion. The motion passed unanimously.

Gary Zins	- Tennis
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Additional Agenda Items/Removal of Items From Consent

Agenda- There were no additional agenda items. Johnson requested that "Personnel" be removed from the consent agenda.

Consent Agenda

Johnson moved that the consent agenda, consisting of the minutes from the regular meeting held on February 19, 1990, bills and financial reports, be approved. Hunke seconded the motion. The motion passed unanimously.

Personnel

Hunke moved that the new hire of Karen Lewis; the resignations of Catherine King, Sandy Franchuk, Teresa Preston, Rose Sadowsky, Keith Reiss, Phillip Queen, Debbie Bazzano and Marvin Dvorak; ten days additional emergency leave for Karen Ehli and one day additional emergency leave for Stan Vold be approved. Johnson seconded the motion. The motion passed unanimously.

Superintendent's Report

Dr. Smette gave a brief report on the following items.

- a. Special Needs Program at Dickinson High School - Plans are in progress to apply for funding for this program for 1990-1991. It is anticipated that the program will be funded 75% by the State Board For Vocational Education and 25% by the Division of Juvenile Services.
- b. Head Start Program - Rodger Miller, Special Education Director, is exploring the possibilities of applying for this grant.
- c. Administrative In-Service - Administrators in the district are currently enrolled in a leadership development series of classes.
- d. Hockey Association - Dr. Smette has made contact with the Association identifying issues which must be resolved with regard to facilities location.
- e. Economic Development - A workshop for educators and others will be conducted in Dickinson relating to this topic.

Student/Staff Recognitions

Dr. Smette recognized the following for their achievements.

Stark County Spelling Bee

First Place	- Kari Kuntz	- Grade 8
Fifth Place	- Kari Jo Schmidt	- Grade 8
Sixth Place	- Chalice Pomeroy	- Grade 7

National Geographic Geography Bee - The following students have qualified to take the state test.

Shane Swenson	- Grade 5, Heart River
Christopher Letang	- Grade 6, Roosevelt
Doug Wanner	- Grade 6, Jefferson

DEA Sponsored Teacher Merit Award

February	- Ed Sahlstrom
March	- Vince Reep

Extra-Curricular Committee Report

Ava Lanes and Jerry Schwartz reported on the two items reviewed by the committee.

1. Combining of coaching positions - In view of the proposed budget reductions, it does not appear possible to combine positions. The committee does not recommend combining any positions at this time.
2. Compensation rates - The committee does not

recommend any change in compensation rates at this time.

Jerry Schwartz reviewed a summary of comparisons reflecting number of coaches and total salaries per sport for Dickinson and four other schools in the state which are approximately the same size as Dickinson.

Budget: 1990-1991

Two reports, requested at the February meeting, were presented.

1. Elementary Instrumental Music - Ava Lanes stated that, in order to raise enough money to fund fifty percent of the cost of the elementary instrumental music program, a \$50.00 fee per student would have to be charged. Staudinger moved that no fees be charged and that the elementary music program for 1990-1991 be funded at the same level as it was in 1989-1990. Hunke seconded the motion. The motion passed unanimously.
2. Athletics
 - a. Dickinson High School - Marv Knoll presented a tentative budget based on reductions in salary of \$26,474 and reductions in subsidy of \$24,750. These cuts would necessitate the elimination of cross country track, wrestling, gymnastics, tennis and golf.
 - b. Hagen Junior High School - Ron Steiner presented a tentative budget based on reductions in salary of \$6,405 and reductions in subsidy of \$6,000. These cuts would make it necessary to eliminate cross country track and wrestling.

Hunke moved that the Board recess from 8:42 to 8:55 P.M. Johnson seconded the motion. The motion passed unanimously.

President Ciavarella reconvened the meeting at 8:55 P.M.

Budget: 1990-1991, Continued

Dr. Smette made several comments relating to the overall financial condition of the district and the potential long-range problems if the revenue in the district doesn't increase. Other points emphasized by Dr. Smette were the balance between curricular and extra-curricular activities and making the most efficient use of resources to serve students.

Proposed reductions in the 1990-1991 budget were considered as follows:

Elementary Teaching Staff - A reduction of three FTE is proposed and would be accomplished by increasing class size at the elementary level. Cook moved to accept the reduction of 3.0 FTE in elementary staff (approximately \$65,000.00). Staudinger seconded the motion. The motion passed unanimously.

Elementary Athletics - Staudinger moved to remove the line item for elementary athletics from the general fund budget (\$7,500.00) and operate the program with a user fee structure. Cook seconded the motion. The motion passed unanimously.

Dickinson High School Athletics - Staudinger moved that athletic salaries not be reduced and that the athletic subsidy be reduced by \$15,000. (Reduced from \$24,750 to \$9,750.) Cook seconded the motion. The motion passed unanimously.

Hagen Athletics - Cook moved that salaries be reduced by \$1,500 and that the subsidy be reduced by \$6,000. Staudinger seconded the motion. The motion passed unanimously.

Hagen Activities - Cook moved that Hagen activity salaries be reduced by \$3,422. Staudinger seconded the motion. The motion passed by a three to two vote. Johnson, aye; Cook, aye; Staudinger, aye; Hunke, nay; Ciavarella, nay.

Administration/Supervisor- Johnson reported on the Board Committee's recommendation with regard to the elementary principal vacancy. The recommendations are:

- a. Fill the vacancy from within the district and cap the salary of the person hired near the low end of the salary range for elementary principals. The current salary range is from \$30,000 to \$45,000.
- b. Reduce substitute teacher costs by at least \$9,000 by implementing the following measures:
 1. More stringent approval criteria in allowing teacher absences.
 2. Substitute teaching performed by building principals.

Estimated savings by filling the vacancy under these guidelines is \$39,017. Staudinger moved that the principal's position be filled at Roosevelt under the guidelines presented by the Board Committee which reviewed and recommended changes in administrative structure. Johnson seconded the motion. The motion

passed unanimously.

Johnson moved that policy CDBA, "Recruitment and Appointment of Administrative Staff" be temporarily suspended in order that the Principal's position may be filled as specified by the motion. Hunke seconded the motion. The motion passed unanimously.

Supervisor for Transportation and Food Service- Cook moved that this position be eliminated in the 1990-1991 budget. Staudinger seconded the motion. The motion passed unanimously. Estimated savings with this reduction are \$41,001.

Transportation - Cook moved that the transportation budget be reduced by \$38,949. Hunke seconded the motion. The motion passed unanimously. Staudinger moved that the following resolution be passed by the Board.

- a. The Dickinson Public School Board is committed to providing transportation for rural patrons and will continue to do so.
- b. The Dickinson Public School Board is also committed to providing transportation at a reasonable cost to patrons and, therefore, will not raise transportation fees for public school students in the 1990-1991 school year.

Cook seconded the motion for passage of this resolution. The motion passed unanimously.

Professional Growth - Cook moved that the professional growth budget be reduced by \$10,500. Staudinger seconded the motion. The motion passed unanimously.

Special Education/Regular Education Aides - Cook moved that the Special Education/Regular Education Aide positions be reduced by 2.5 FTE, a reduction of \$16,500. Staudinger seconded the motion. The motion passed unanimously.

Custodial/Maintenance - Cook moved that the custodial/maintenance personnel budget be reduced by 3.0 FTE, a reduction of \$50,646. Hunke seconded the motion. The motion passed unanimously.

Print Shop/Media Center - Staudinger moved that the Print Shop/Media Center classified employee personnel budget be reduced by \$10,000. Johnson seconded the motion. The motion passed unanimously.

Central Office Classified Staff - Johnson moved that Central Office classified personnel positions be reduced

by \$6,500. Hunke seconded the motion. The motion passed unanimously.

Special Education - Staudinger moved that the Special Education budget be reduced by \$31,120. (Out of District Tuition, \$23,100; Contracted Speech, \$7,020; Audiology Services, \$1,000.) Cook seconded the motion. The motion passed unanimously.

Equipment and Supplies - Staudinger moved that the equipment and supplies budget be reduced by \$26,000 (Operations and Maintenance Equipment, \$4,000; Supplies, Superintendent's Office, \$2,000; Technology Equipment, \$20,000). Hunke seconded the motion. The motion passed unanimously.

Summer School

Jim Gentile reported to the Board that approximately 80 students have expressed an interest in enrolling in summer school and that the number will likely be over 100. He also informed the Board that nine teachers have expressed an interest in teaching summer school. Seven to eight students average (other than Driver Education) per class would be an approximate break-even enrollment when considering expenses and revenue sources. Hunke moved that the Summer School Program be offered during the Summer of 1990 with an average class size minimum of seven. Johnson seconded the motion. The motion passed unanimously.

Stark County School District Reorganization Committee

Hearing - Hunke moved that the Board go on record as opposing the annexation of district property to the Taylor District and that the Board secure the services of legal counsel for the hearing scheduled on March 26, 1990. Johnson seconded the motion. The motion passed unanimously.

Flexible Benefits Plan

Certified and classified staff have requested that the Board consider the implementation of a Section 125-Flexible Benefits Plan. Cook moved that the Dickinson Public School District install a Flexible Benefits Plan. Staudinger seconded the motion. The motion passed unanimously. C. B. Haas informed the Board that, based on discussion with third party administrators of these plans, it appears most logical to have the plan take effect in the Fall of 1990 with a shortened (less than 12 months) first plan year. Board consensus was in agreement with this time schedule for implementation.

Property Deed Request

Cook moved that the Board execute a Quit Claim Deed on a .5 acre tract of land in Township 140N, Range 96W, Section 4,

5 1/2; transferring the ownership to the present surface owners, Ludwig L. Ficek and Emma E. Ficek. Staudinger seconded the motion. The motion passed unanimously.

NDSBA Survey

The North Dakota School Boards Association requested local Boards of Education to complete an "adequacy of services" survey on the current program of NDSBA. Board consensus was that the Business Manager should compile the individual responses and return the survey to NDSBA.

Board Policies

Policies FFEB and FHCF - Johnson moved that policies FFEB and FHCF receive second reading approval and be adopted as amended. Hunke seconded the motion. The motion passed unanimously.

Policies, Section "J" - Johnson moved that policies JA, JB, JD and JDA receive second reading approval and be adopted. Hunke seconded the motion. The motion passed unanimously.

Policies, Section "L" - Hunke moved that policies L, LAA, LAB, LAC, LAD, LAE, LAF, LAG, LB, LC, LD, LED, LEE, and LEF receive second reading approval and be adopted. Cook seconded the motion. The motion passed unanimously.

Annual Election

Johnson moved that the Annual Election be scheduled on June 5, 1990, with the same precinct boundaries as previous elections, with polling places at Jefferson, Lincoln, Heart River and Gladstone Elementary Schools and that the polls be opened at 9:00 A.M. and closed at 7:00 P.M. Staudinger seconded the motion. The motion passed unanimously.

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.

At 10:44 P.M., Johnson moved that the meeting be adjourned. Cook seconded the motion. The motion passed unanimously.



C. B. Haas
Business Manager



James Ciavarella, President

Dickinson Public Schools
Regular Meeting

April 17, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on April 17, 1990, 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, LeRoy Boespflug, Jim Gentile, Arlo Howe, Ron Steiner, Bruce Jessen, Louis Braun, Clarence Corneil and Rodger Miller. Others present were Mike Dougherty, Dickinson Press, Lois Christensen, Judy Saville, Kim Kuhn, Vince Reep, Jerry Schwartz, Doug Jaeger, Eileen Johnson, Lois Myran, Pam Dugan, Santha Henderson, Jeanne Boespflug, Rich Wardner, Mary Bruhschwein, Betty Neigum, Becky Meduna, Sue Kolling, Jeannine zumBrunnen, Estrella Treude, Jim Steckler, Camey Huncovsky, Candace Odegaard, Bob Stefanowicz, Jan Corneil, Arnie Binek, James Peters and Gary Selle.

President Ciavarella called the meeting to order.

Public Participation

Clarence Corneil addressed the Board concerning Dr. Smette's evaluation and commented on his positive leadership in the district.

Johnson moved that policy BDC be temporarily suspended to allow Betty Neigum to address the Board. (Ms. Neigum did not submit her request early enough to be considered.) Staudinger seconded the motion. The motion received four aye votes and one nay vote. Johnson, aye; Ciavarella, aye; Staudinger, aye; Hunke, aye; Cook, nay. The motion failed because suspension of policy without prior notice requires a unanimous vote. Ms. Neigum was not permitted to address the Board.

Additional Agenda Items/Removal of Items From Consent

Agenda- Cook moved that "Superintendent's Contract" be added to the agenda. Hunke seconded the motion. The motion passed by a four to one vote. Ciavarella, aye; Cook, aye; Staudinger, aye; Hunke, aye; Johnson, nay.

There were no requests to have any items removed from the consent agenda.

Consent Agenda

Johnson moved that the consent agenda, consisting of; the minutes from the regular meeting held on March 20, 1990, bills, financial reports, the new hires of Madella Kruckenberg and Phyllis Dvorak, the reduction of Deborah Boye's contract from 30% to 16% and the reduction of Jerry

Tuhy's contract from 242 days to 222 days, be approved. Hunke seconded the motion. The motion passed unanimously.

Superintendent's Report

Dr. Smette reported on the following items.

1. Lincoln Elementary School Bus Drop - The City of Dickinson is proposing a bus drop drive-through from Sims Avenue around the east end of Lincoln. The estimated cost to the district's building fund is \$1,319.72. A similar plan is being proposed by the City for Jefferson Elementary.
2. Asbestos Audit - Representatives from the Denver office of the EPA conducted an audit and an inspection of the Dickinson School System's asbestos abatement program. The results of the audit/inspection were very positive.
3. Chapter I & II Audits - The State Department of Public Instruction conducted its annual audit/review of these programs identifying the Dickinson programs as exemplary.
4. School Board Election - Dr. Smette mentioned that special publicity should be given to the filing deadline for the School Board Election. The election is set for June 5, 1990, with the filing deadline on May 3, at 4:00 P.M.
5. District Bank - Dr. Smette explained the rotation system the District has used in the past. Cook moved to continue with the rotation of banks every three years and to remain with Community First for one more year before switching. (This would be three consecutive years at Community First). Johnson seconded the motion. The motion passed unanimously.
6. Hockey Arena - Dr. Smette presented a copy of the responses to concerns related to locating the arena on school property. A committee has been established to further resolve the questions raised. President Ciavarella appointed Cook and Staudinger to serve on this committee.
7. Tuition Payment Request - Dr. Smette reviewed the details of the request from Donald and Eugenia Weismann and recommended that the request be denied. Hunke moved that the tuition payment request be denied. Cook seconded the motion. The motion passed unanimously.

Student/Staff Recognitions

Dr. Smette recognized the following for their achievements.

Betty Neigum - Christa McAuliffe Fellowship Recipient
 Erv Van Veldhuizen - North Dakota Technology Program
 of the Year
 Donna Fleming - DEA Teacher of the Month
 Carlton Larson - Winner of Regional Citizen Bee -
 Qualified for state competition
 Richard Frank - One of six regional qualifiers for
 state competition in the Citizen Bee
 Jody Weber - All WDA Volleyball
 Troy Stone - All WDA Boys' Basketball Second Team -
 All State Boys' Basketball
 Shelly Steckler - All-Around Champion - Gymnastics,
 West Region

President Ciavarella extended the board's compliments and congratulations to all those recognized.

Vocational Special Needs Options Program

Dr. Smette explained the program and indicated it would begin in the Fall of 1990. Johnson moved that the program be approved. Hunke seconded the motion. The motion passed unanimously.

Hagen/Berg Facilities Committee Report

Dr. Smette reviewed the report and recommended that the Board proceed with the plan developed by the committee. Cook moved to continue with the project by requesting proposals for architectural services and appointing a board member to serve on the committee. Johnson seconded the motion. The motion passed unanimously. President Ciavarella appointed Hunke to the committee.

Roofing Quotations - DHS

The quotations for re-roofing at Dickinson High School are as follows:

DHS 400 Pod Area	
Insulation Supply	\$ 18,984.00
Twin City Roofing	\$ 17,995.00
DHS North Hallway Area	
Insulation Supply	\$ 15,900.00
Twin City Roofing	\$ 18,978.00

Cook moved that the 400 pod quote of \$17,995 from Twin City Roofing and the north hallway quote of \$15,900 from Insulation Supply be accepted. Staudinger seconded the motion. The motion passed unanimously.

Graduation Requirements - DHS

Arlo Howe presented a proposal which would increase DHS graduation requirements from 20 to 22 and at the same time require three math credits and three science credits for

graduation. A decision regarding this proposal will be sought at the May 1990 regular meeting.

Petition for Recognition of "Appropriate Negotiating Unit" and "Representative Organization" - Hunke moved that, because the teachers are not asking to negotiate and the board does not intend to, state law applies and that the existing master contract be renewed for 1990-1991 and that individual contracts be issued on the basis of the renewed contract. Staudinger seconded the motion. The motion passed unanimously.

Cook 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 contracted certified teachers employed by the Board, with the exception of personnel employed under the Classified Benefit Package and Administrators, as an appropriate negotiating unit 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. Hunke seconded the motion. The motion passed unanimously.

Cook moved that a ten minute recess be declared from 8:20 to 8:30. Johnson seconded the motion. The motion passed unanimously.

President Ciavarella reconvened the meeting at 8:30 P.M.

Board Policy

Section "K" - Cook moved that policies KA, KAA, KAB, KAC, KAD, KADA, KADAB, KAE, KAEB, KAF, KAFC, KAG, KAGA, KAGAA, KAGAB, KAH, KAHC, KAI, KAIA, KAIB, KAIBA, KAJ, KC, KCA, KCAA, KCAD, and KCC receive first reading approval as presented. Hunke seconded the motion. The motion passed unanimously.

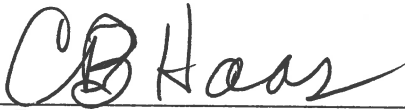
Political Leave - Dr. Smette asked the Board for a confirmation on his interpretation of Policy DAGFB. The question pertained to the permissiveness of allowing political leave which did not coincide with the dates of a school quarter. Dr. Smette's interpretation, based on an extension clause in the policy, is that additional days could be added at either end of a given quarter so the leave could be compatible with, for example, a legislative session. Board consensus was in agreement with Dr. Smette's interpretation.

Superintendent's Contract


Cook moved that Superintendent Dr. David Smette's contract be non-renewed for the 1990-1991 school term. Staudinger seconded the motion. During debate on this motion, Johnson spoke from a prepared text and Cook commented on the legal deadlines for this type action. The motion passed by a three to two vote. Cook, aye; Staudinger, aye; Hunke, aye; Ciavarella, nay; Johnson, nay.

President Ciavarella directed the Business Manager, C. B. Haas, to send a letter of notice of non-renewal to Superintendent Smette prior to May 1, 1990.

At 9:20 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

May 8, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on May 8, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Rex Cook, Diana Hunke, Nancy Johnson and Don Staudinger. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Marv Knoll, Jim Gentile, Arlo Howe, Richard Rykowski, and Clarence Corneil. Others who registered attendance were Gil Ridl, Ray Gregory, Wayne Fliss, Dennis Johnson, W. K. Foster, Bob Myrand, Joan Reed, Pamela Hatcher, Dawn Boehm, Joe Glaser, Frances Glaser, Bill Hess, Pete Kostelecky, Donald Ennis, Andy Dolechek, Charles Hank, Barb Nelson, Dennis Kohler, Bill Lardy, Sandi Frenzel, Jerry Schwartz, Helen Ostby, Ronna Ault-Teeters, Anton Schmidt, Betty Schmidt, Pam Kostelecky, Rex Farstveet, Larry Ziegler, Donna Fleming, Sandra Aman, Pat Rich, Jo Ann Tangen, Mitzi Swenson, Mike Dougherty, Dickinson Press, Tammy Swift, Bismarck Tribune, Carole Miller, Nancy Prieve, Steve Prieve, K. B. Denton, Raymond Hammel, Pete Petersen, John Stoltz, Jack Carlson, Vince Reep, Kim Kuhn, Bobbi Miller, Barbara Adams, Dean Rummel, Ann Hinrichs, Joe Baar, Donald Kirsch, Pauline Kirsch, John J. Wanner, Gary Wanner, Carol Pritchard, Sue Abrahamson, Earl Abrahamson, Diane Melbye, Chris Heitz, Shalley Simek, Eileen Johnson, Bertha Ellenbecker, Clara Mesling, Peter D. Mesling, A. L. "Tony" Binek, Mrs. Jerome Scheeler, Edward L. Riedl, Carol Lefor, Loretta M. Thielen, Fern zumBrunnen, Helene MacDonald, J. Kreg Hill, Leon L. Mallberg, Lois Myran, Deb Conlon, Susan Mack, Harlen Heinle, Lawrence A. Gardner, Megan Gardner, Judy Soine, Carlton Larson, Esther Larson, Karla Kadmas, Frank Pearson, and Jo Haverlock.

President Ciavarella called the meeting to order.

Superintendent's Hearing

President Ciavarella outlined the purpose of the meeting which was to convey to Superintendent Dr. David Smette the reason or reasons for his contract non-renewal.

Board attorney, George Dynes, was in attendance on the Board's behalf.

Dr. David Smette was accompanied by Larry Klundt, Executive Director of the North Dakota Council of School Administrators and Bill Schmidt, Attorney for the North Dakota Council of School Administrators.

President Ciavarella recognized individual board members in the following order to make their statements.

Diana Hunke

Don Staudinger
Rex Cook
Nancy Johnson

President Ciavarella made a brief statement himself and then recognized Dr. Smette.

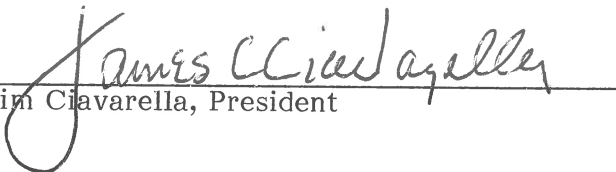
Dr. Smette requested a ten minute recess to prepare his response.

Johnson moved that a ten minute recess be declared from 8:20 to 8:30. Cook seconded the motion. The motion failed by a three to two vote. Johnson, aye; Ciavarella, aye; Hunke, nay; Staudinger, nay; Cook, nay.

Dr. Smette commented to board members individually and to the board collectively on the stated reasons for his non-renewal.

At 9:08 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

May 15, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on May 15, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Diana Hunke, Don Staudinger and Rex Cook. Nancy Johnson was absent. Administrators present were Superintendent Dr. David Smette, C. B. Haas, Ava Lanes, LeRoy Boespflug, Ron Steiner, Jim Gentile, Buster Langowski, Bruce Jessen, Arlo Howe, Louis Braun and Rodger Miller. Others present were Mike Dougherty, Dickinson Press, Arnold G. Betlaf, John Stoltz, Galen Sickler, Richard Rykowsky, Fern Pokorny, Kim Kuhn, Lois Myran, Bob Stefonowicz, Rick zumBrunnen, Vince Reep, Marty Odermann Gardner, Lawrence A. Gardner, Earl Abrahamson and Tammy Swift, Bismarck Tribune.

President Ciavarella called the meeting to order.

Public Participation

President Ciavarella reviewed the public participation policy. Diane Melbye addressed the board requesting that the board reconsider its action on the non-renewal of Dr. Smette's contract. Sue Rydberg addressed the board also and presented petitions and requested the same reconsideration.

Additional Agenda Items/Removal of Items From Consent

Agenda- President Ciavarella requested that "Summer School" and "Special Board Meeting" be added to the agenda. Hunke moved to add "Summer School" and "Special Board Meeting" to the agenda. Staudinger seconded the motion. The motion passed unanimously.

Hunke requested that "Financial Reports" be removed from the consent agenda.

Consent Agenda

Hunke moved that the consent agenda consisting of; the minutes from the April 17, 1990, regular meeting, the minutes from the May 8, 1990, special meeting, bills and the resignations of Deborah Boye and Donna Stecher be approved. Cook seconded the motion. The motion passed unanimously.

Financial Reports

C. B. Haas corrected an error in the capital projects fund. The revenue to date should be \$363,620.16 and expenditures to date are \$449,097.65. The fund balance of \$187,129.23 is correct. Hunke moved that the financial reports be approved as corrected. Cook seconded the motion. The motion passed unanimously.

Superintendent's Report

Superintendent Dr. Smette informed the board that, according to the Attorney General, a fee structure for kindergarten is not legal.

Administration

Elementary Principal's Position - President Ciavarella outlined a process and timeline for interviewing and hiring a Principal at Roosevelt Elementary. Cook moved that Board Policy CDB, Administrative Personnel Positions, be temporarily suspended to allow this hiring process to continue without the involvement of the Superintendent. Hunke seconded the motion. The motion passed unanimously. Staudinger moved that the board proceed with the process outlined by President Ciavarella with the intent of making a decision on which candidate to hire at the special board meeting on May 23, 1990. Cook seconded the motion. The motion passed unanimously.

Transportation - President Ciavarella outlined a plan for assigning program responsibilities to various administrators. Following discussion, Cook moved that the board approve the assignment of transportation to LeRoy Boespflug, the Adult Continuing Education Program to Jim Gentile and that with regard to the buildings and grounds assignment, LeRoy Boespflug will retain responsibility for major projects in the district (roof repairs, paving, boiler replacement, building projects, asbestos, etc.) and building administrators will assume responsibility for day to day management of the building and grounds where they work. Staudinger seconded the motion. The motion passed unanimously.

Food Service - Staudinger moved that the administrative responsibility for food service be assigned to Bruce Jessen. Cook seconded the motion. The motion passed unanimously.

Hagen Building Project

Mr. Boespflug presented the following proposals from two architectural firms.

Proposed Fee Structure: Rick zumBrunnen

Proposed fee for the project, which includes all structural, mechanical, and electrical engineering attributed to the described project shall be a percentage of construction at the rate of 7.75% of the final construction cost, plus alternates not approved for the project. Architectural and Engineering services maximum fee shall be no more than \$36,000.00.

In addition to the Basic Architectural Rate, Reimbursable Expenses shall be included. These expenses are standard

expenses incurred during and for the production of the project. As per the Architect's Standard Form of Agreement, these expenses are: reproduction costs (blueprints and specifications copies), long distant communications, travel and out-of-town expenses. The following is a breakdown of these costs:

Blueprints . . . . .	.\$ 2.00	per 24" X 36" sheet
8 1/2" X 11" Duplication . . . . .	.15	Cents per Sheet
Reimbursable Multiple.	1.2	

In the case of additional work to the contract, as requested by the Owner, the fee received would be as follows:

Principal Time-Architect. . . . .	.\$55.00	/Hour
Technical Level I -	N/A	/Hour
Senior Designer Specifier		
Technical Level II -	\$30.00	/Hour
Junior Designed Draftsman		
Secretarial . . . . .	.\$18.00	/Hour

Please indicate how compensation for additional design services beyond the basic services shall be billed. Additional services will be billed on an hourly rate as noted above for Architectural services and at a multiple of 1.15 for engineering services. The hourly rate for engineering will be known when the firm is selected.

Proposed Fee Structure: Dennis Hulsing

Proposed fee for the project, which includes all structural, mechanical, and electrical engineering attributed to the described project shall be a percentage of construction at the rate of 6.75% of the final construction cost, plus alternates not approved for the project. Architectural and Engineering services maximum fee shall be no more than \$-----.

In addition to the Basic Architectural Rate, Reimbursable Expenses shall be included. These expenses are standard expenses incurred during and for the production of the project. As per the Architect's Standard Form of Agreement, these expenses are: reproduction costs (blueprints and specifications copies), long distant communications, travel and out-of-town expenses. The following is a breakdown of these costs:

Blueprints . . . . .	.\$ 1.00	per 24" X 36" Sheet
8 1/2" X 11" Duplication . . . . .	.10	Cents per Sheet
Reimbursable Multiple.	1.14	

In the case of additional work to the contract, as request by the Owner, the fee received would be as follows:

Principal Time-Architect. . . .	\$56.75	/Hour
Dennis Hulsing AIA		
Technical Level I -	\$41.25	/Hour
Senior Designer Specifier		
Janet Prchal AIA		
Technical Level II -	\$33.75	/Hour
Junior Designer Draftsman		
Tim Mischel		
Secretarial	\$18.25	/Hour

Please indicate how compensation for additional design services beyond the basic services shall be billed. Using the above hourly rate schedule after the additional work has been approved and completed.

The proposals were reviewed administratively and each architect was interviewed by a committee consisting of LeRoy Boespflug, Diana Hunke and Ron Steiner. The combined recommendation is that the board contract with the Richard zumBrunnen Architectural Firm for this project.

Cook moved that the Richard zumBrunnen Architectural Firm be contracted for the handicapped accessibility addition to Hagen Junior High School. Hunke seconded the motion. The motion passed by a three to one vote. Ciavarella, aye; Cook, aye; Hunke, aye; Staudinger, nay.

Jefferson/Lincoln Bus Loops

LeRoy Boespflug reviewed the final plans prepared by the City Engineering Department for the bus loops at Lincoln and Jefferson. Hunke moved that the board approve the projects at a maximum cost to the district of \$1,319.72 at Lincoln and \$2,025.32 at Jefferson. Cook seconded the motion. The motion passed unanimously.

Curriculum Update

Ava Lanes presented a progress report on the curriculum revisions completed this year in the areas of reading, home economics, art and health.

Accreditation Reports

Ava Lanes reviewed the accreditation reports from the Department of Public Instruction and the North Central Association. Dickinson High School and Hagen Junior High School are fully accredited with North Central and all elementary schools in the district are accredited with commendation by the Department of Public Instruction.

Graduation Requirements

A proposal was submitted at the April 17, 1990, meeting which would increase the graduation requirements at Dickinson High School to twenty-two and increase specific subject requirements as outlined below.

English:	4 units of credit
Social Studies:	3 units of credit
Science:	3 units of credit (increase of 1)
Mathematics:	3 units of credit (increase of 1)
Physical Education:	2 units of credit
Life Skills:	1/2 unit of credit

Hunke and Cook expressed concerns about providing alternative classes for students with varying levels of ability and not increasing requirements to the point where it would be impossible for students to enroll in elective courses such as vocational education. Following a discussion on these two areas during which Arlo Howe assured the board these two areas were being addressed, Cook moved that the graduation requirements at Dickinson High School be increased to twenty-two and that the science and mathematics requirements be increased by one credit each. Staudinger seconded the motion. The motion passed unanimously.

Grant Applications

Headstart - Rodger Miller explained the nature of this program to the board and specifically recommended that the district submit an application for funds to operate a Headstart program. Hunke moved that Rodger Miller be directed to move ahead with this program for the district and prepare the grant application. Cook seconded the motion. The motion passed unanimously.

Energy Impact - Dr. Smette reviewed the applications which were submitted in the Fall of 1989 and the subsequent events that took place which froze impact funds. A portion of the funds have been released and Dr. Smette recommended that the following grant applications be resubmitted.

High Risk	\$ 50,238.
Computer Equipment	80,000.
Hagen Building Project	425,494.

Cook moved that these grant applications be resubmitted. Staudinger seconded the motion. The motion passed unanimously.

Asbestos - LeRoy Boespflug reviewed the provisions of a \$51,206. grant received through the Asbestos School Hazard Abatement Act for the removal of friable asbestos at Berg Elementary. Cook moved that this project be continued and the grant be accepted. Hunke seconded the motion. The motion passed unanimously. (The total project cost is estimated at \$116,000. Local funds required for the work will be appropriated from the asbestos levy within the building fund.)

Administrative Attendance at Board Meetings

Staudinger requested that all administrators attend board meetings on a regular basis or at least whenever possible. Hunke added that it is particularly important if an agenda item relates to the building in which a particular administrator works or a program for which an administrator is responsible. Board consensus was that, although it is not mandatory, the board encourages all administrators to attend board meetings on a regular basis in order to keep abreast of current issues and act as a resource to the board.

Board Policy

Hunke moved that policies KA, KAA, KAB, KAC, KAD, KADA, KADAB, KAE, KAEB, KAF, KAFC, KAG, KAGA, KAGAA, KAGAB, KAH, KAHC, KAI, KAIA, KAIB, KAIBA, KAJ, KC, KCA, KCAA, KCAD and KCC receive second reading approval and be adopted. Cook seconded the motion. The motion passed unanimously.

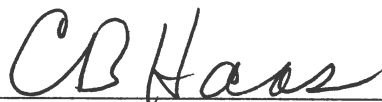
Summer School

President Ciavarella presented a proposal for the administration of the summer school program for the Summer of 1990. The proposal consists of an offer to Jim Gentile to accept responsibility for this program for one month's extra compensation in the amount of \$3,428.57. Staudinger moved that Jim Gentile be given the opportunity to administer the 1990 summer school program for compensation in the amount of \$3,428.57. Cook seconded the motion. The motion passed unanimously.

Special Meeting

President Ciavarella scheduled a Special Board Meeting at 12:00 Noon on June 8, 1990, for the purpose of canvassing the June 5, 1990, School Board Election.

At 9:25 p.m., Hunke moved that the meeting be adjourned. Cook seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager



James Ciavarella
Jim Ciavarella, President

Dickinson Public Schools
Special Meeting

May 23, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on May 23, 1990, in the Board Room at the Central Administrative Office. 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, LeRoy Boespflug, Arlo Howe and Jim Gentile. Others present were Mike Dougherty, Dickinson Press, Donald Kirsch, Pauline Kirsch, Vince Reep, Fern Pokorny, Robert Stefonowicz and Tammy Swift, Bismarck Tribune.

President Ciavarella called the meeting to order.

Administration

Diana Hunke, chairperson of the board committee with responsibility for interviewing elementary principal candidates, reported on the committee's recommendations for the Roosevelt Elementary Principalship. The committee recommended that Vince Reep be offered the position of principal at Roosevelt Elementary School, that the contract be for a period of ten months beginning July 1, 1990, and ending June 30, 1991, at a salary of \$33,000.00.

Staudinger moved that this recommendation be accepted by the board. Cook seconded the motion. The motion passed unanimously.

Superintendent Search Procedure

President Ciavarella introduced Richard Ott, Executive Director of the North Dakota School Board's Association, who outlined the alternatives available to the board in hiring a Superintendent of Schools. Mr. Ott also reviewed the Association's recommended procedure for conducting a Superintendent Search.

Don Staudinger moved that a recess be declared from 8:30 to 8:45. Hunke seconded the motion. The motion passed unanimously.

President Civarella reconvened the meeting at 8:45 p.m.

Following discussion concerning Mr. Ott's presentation, Hunke moved that the board proceed with a Superintendent Search. Staudinger seconded the motion. The motion passed by a four to one vote. Ciavarella, aye; Cook, aye; Staudinger, aye; Hunke, aye; Johnson, nay.

President Ciavarella presented a proposed schedule for the search procedure as follows.

Contact Person C. B. Haas

June 4, 1990, 7:00 p.m. . . . Special Board Meeting
Work Session on Superintendent Search
June 22, 1990. Application Closing Date
June 25 & 26 and July 2-6. . . Applicant Screening
July 9-13, 1990. Applicant Interviews
July 17, 1990. Announce Decision
August 1, 1990 Employment Date

Cook moved that the proposal, as outlined by President Ciavarella, be approved by the board. Staudinger seconded the motion. The motion passed unanimously.

At 9:21 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

June 4, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on June 4, 1990, 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 C. B. Haas, Ava Lanes, LeRoy Boespflug and Clarence Corneil. Others present were Mike Dougherty, Dickinson Press and Fern Pokorny.

President Ciavarella called the meeting to order.

Superintendent Search

Board members reviewed and revised the Superintendent's Application Form and the vacancy announcement brochure.

The Superintendent's Job Description was reviewed and approved without change. The job description is Policy CBBA-E.

The Superintendent's Evaluation Instrument was reviewed and the rating scale was tentatively changed as follows.

- 5 - Outstanding
- 4 - Very Good
- 3 - Good/Expected
- 2 - Needs Improvement
- 1 - Unacceptable

A summary evaluation statement was added which will be a brief narrative statement of each evaluator's total appraisal of the superintendent's performance.

The Superintendent's Contract was discussed and tentatively changed. Portions of the contract are left blank due to the negotiable nature of the contract.

Ava Lanes will prepare sample interview questions for the board's consideration.

Composition of the Screening Committee was discussed and it was agreed that the committee should be composed of the following.

School Board Members	5
Central Office Administrator	1
Secondary Administrator	1
Elementary Administrator	1
Secondary Teacher	1
Elementary Teacher	1
Classified Employee	1
Parent Advisory Committee (Parent)	1

Special Meeting

June 4, 1990

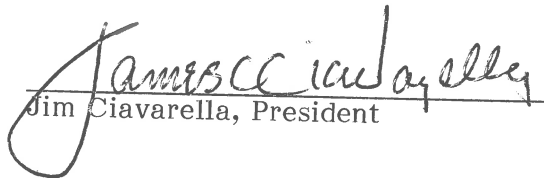
Dickinson State University	1
Business Community	1
Parochial School System	1

Ms. Lanes and Mr. Haas were asked to contact persons who are willing to serve on this committee. The initial meeting of the Screening Committee is scheduled for June 25, 1990, at 7:00 p.m. in the board room.

At 9:00 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

June 8, 1990, 12:00 Noon
Board Meeting, Central Office

The Dickinson Public School Board met in special session on June 8, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Rex Cook, Diana Hunke, Nancy Johnson and Don Staudinger. Business Manager, C. B. Haas, was also present. Others present were Fern Pokorny and Mike Dougherty, Dickinson Press.

President Ciavarella called the meeting to order.

Canvass School Board Election Results

C. B. Haas informed the board that three absentee ballots were received after the original count. Final results of the election are as follows.

Precinct	Registered Voters	Nancy Johnson	Warren Tormaschy	Rex Cook	Earl Abrahamson
Gladstone	98	80	89	5	21
Heart River	250	163	104	73	111
Jefferson	752	495	211	254	397
Lincoln	556	346	196	211	259
TOTALS	1656	* 1084	600	543	* 788

Hunke moved that the election results, as reported by Business Manager C. B. Haas, be approved. Cook seconded the motion. The motion passed unanimously.

Asbestos Removal Proposals

The board considered the following proposals:

PRICE QUOTES TO REMOVE ASBESTOS FROM BERG ELEMENTARY

1. WEATHERMAN, INC., Minot, North Dakota
(Air Testing Separate)

Thermal System Insulation Removal	\$25,742.50
Floor Tile Removal	\$43,915.50
	<u>\$69,658.00</u>

2. SAFE AIR SYSTEMS, Bismarck, North Dakota
(Air Testing Separate)

Thermal System Insulation Removal	\$29,800.00
Floor Tile Removal	\$26,900.00
	<u>\$56,700.00</u>

3. METRO ELECTRIC, Bismarck, North Dakota
(Did Not Separate Prices)
(Air Testing Separate) \$67,701.00
4. TOOZ CONSTRUCTION, Dickinson, North Dakota
(Some Air Testing Included)
- | | |
|-----------------------------------|--------------------|
| Thermal System Insulation Removal | \$19,600.00 |
| Floor Tile Removal | \$26,204.00 |
| | <u>\$45,804.00</u> |

The cost for air testing once the project starts will vary depending on the types of tests necessitated and the number of tests performed. Braun Engineering of Bismarck will do the air testing.

Price quotes for reinsulation of pipes from which asbestos containing materials will be removed in Berg Elementary are as follows:

MILLER INSULATION, Dickinson, North Dakota

Reinsulate Pipes - Main Building	\$ 6,650.00
Reinsulate Pipes - Tunnels/Crawl Space	\$ 3,600.00
	<u>\$10,250.00</u>

QUALITY AIR & INSULATION, INC., Dickinson, North Dakota

Reinsulate Pipes - Main Building	\$ 6,760.00
Reinsulate Pipes - Tunnels/Crawl Space	\$ 7,790.00
	<u>\$14,550.00</u>

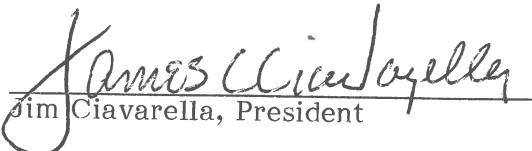
WEATHERMAN, INC., Minot, North Dakota

Reinsulate Pipes - Main Building	\$ 8,150.00
Reinsulate Pipes - Tunnels/Crawl Space	\$ 7,050.00
	<u>\$15,200.00</u>

It is administratively recommended that the price quotes from Tooz Construction and Miller Insulation be approved. Staudinger moved that the price quote from Tooz Construction, in the amount of \$45,804, and the price quote from Miller Insulation, in the amount of \$10,250, be accepted. Cook seconded the motion. The motion passed unanimously.

At 12:15 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

June 19, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on June 19, 1990, 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, Ron Steiner, Jim Gentile, Buster Langowski, Rodger Miller, Louis Braun, Bruce Jessen, Arlo Howe, Vince Reep and Marv Knoll. Others present were Mike Dougherty, Dickinson Press; Tammy Swift, Bismarck Tribune; 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- President Ciavarella suggested that "Bus Shop Real Estate Purchase" and "Gladstone School Issues" be added to the agenda. Johnson moved that these two items be added to the agenda. Hunke seconded the motion. The motion passed unanimously.

Consent Agenda

Johnson moved that the consent agenda, consisting of; the minutes from the May 15, 1990, regular meeting, the minutes from the May 23, 1990, special meeting, the minutes from the June 4, 1990, special meeting, the minutes from the June 8, 1990, special meeting, bills, financial reports and the new hire of Joel Braaten be approved. Hunke seconded the motion. The motion passed unanimously.

Special Education Programs

Rodger Miller, Special Education Director, reviewed the TEAM (Teachers Evolving Academic Management) Project program costs for developmentally disabled students, the scarce availability of speech/pathology and hearing impaired instructional staff, tutorial costs for students placed in and out of the Dickinson District and the growing need for a comprehensive program to deal with the behaviorally handicapped. Mr. Miller requested that the board place this on a future agenda and develop plans to implement a program for the 1991-1992 school year.

Student Handbooks

Ava Lanes reviewed the Elementary Student Handbook for the 1990-1991 school year. Hunke moved that the Elementary Student Handbook be approved as presented. Johnson seconded the motion. The motion passed unanimously.

Ron Steiner reviewed the Hagen Junior High School Handbook for the 1990-1991 school year. Cook moved that the Hagen Junior High School Student Handbook be approved as presented. Hunke seconded the motion. The motion passed unanimously.

Jim Gentile reviewed the Dickinson High School Student Handbook for the 1990-1991 school year. Hunke moved that the Dickinson High School Student Handbook be approved as presented. Cook seconded the motion. The motion passed unanimously.

Southwest Interactive TV Consortium

C. B. Haas introduced this topic and explained the activities that would take place in the two-year planning phase of this project. Johnson moved that the Dickinson Public School District participate in the Consortium and also that the District act as fiscal agent for the Consortium. Hunke seconded the motion. The motion passed unanimously.

Annual Audit

Cook moved that Business Manager Haas negotiate a price and contract with Brose and Lardy for the Annual Audit. Staudinger seconded the motion. The motion failed by a three to two vote. Cook, aye; Staudinger, aye; Johnson, nay; Hunke, nay; Ciavarella, nay.

Hunke moved that the Business Manager be directed to advertise for bids for the annual audit with the bid opening on July 10, 1990. Johnson seconded the motion. The motion passed unanimously.

Superintendent's Contract

Johnson moved that the percentage figure in Dr. Smette's contract for teacher's retirement beginning July 1, 1989, be changed from 6.25% to 6.75%. Hunke seconded the motion. The motion passed by a four to one vote. Johnson, aye; Staudinger, aye; Hunke, aye; Ciavarella, aye; Cook, nay.

Budget: 1990-1991

C. B. Haas reviewed the progress in developing the 1990-1991 budgets for the school district. The projected general fund budget of \$10,131,736 will be modified based on the number and dollar amount of grants included in the budget. The general fund budget will be presented at the Annual Meeting in July. Other budgets which will be prepared prior to the beginning of school are the Building Fund, Sinking and Interest Fund, and the Food Service Fund.

Superintendent Search

Following board discussion on alternatives for the interview procedure, the board directed Ava Lanes to modify the procedure as outlined below.

Superintendent Interview
Process

One Day/Candidate (Week of July 9-13, 1990)

- 2:00 p.m. - 3:30 p.m. - Candidate Meets with All Administrators and DEA Representatives (Central Administration Office)
- 3:30 p.m. - 4:00 p.m. - Break
- 4:00 p.m. - 5:30 p.m. - Informal "Tea/Coffee" with Public (Central Administration Office)
Note: Encourage Screening Committee to Attend
- 5:45 p.m. - Dinner with Board of Education (Elks Club)
- 7:00 p.m. - 8:30 p.m. - Formal Interview with the Board of Education (Central Administration Office)
- 9:00 p.m. - Board of Education Meets to Discuss Candidate
- 1) Discussion
 - 2) Additional Reference Checks?
 - 3) Visitation to Candidate's Home School District?

Johnson moved that the board pay expenses for those candidates interviewed including mileage, lodging, meals and airfare for the candidate. Hunke seconded the motion. The motion passed unanimously.

President Ciavarella reviewed the membership of the screening committee. Board consensus was that Earl Abrahamson should be added to the committee.

Administrative Negotiations

President Ciavarella asked for volunteers to serve on a Board Committee to begin contract talks with administrators. Nancy Johnson and Diana Hunke volunteered. President Ciavarella appointed Diana Hunke as committee chairperson.

Annual Meeting

Johnson moved that the Annual Meeting be set for July 17, 1990, at 7:00 p.m. in the Board Room at the Central Office. Hunke seconded the motion. The motion passed unanimously.

Bus Shop Real Estate Purchase

The property on which our bus shop is located is owned by a subsidiary of BN Railway, Glacier Park Company. Glacier Park is disposing of much of its real estate assets and is requesting that the school district make an offer for the property. Board consensus was for the Business Manager to research the issue and place it on a future board agenda.

Gladstone School Issues

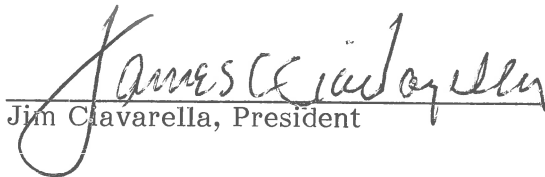
President Ciavarella reviewed the meeting held in Gladstone with parents of children who have been attending school there. Several issues were raised by parents which need to be discussed and resolved.

President Ciavarella asked for the Board/Administrative Committee to meet in the near future to discuss those issues. The committee is to study the issues and make a recommendation for their resolution to the board.

At 9:05 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

July 9, 1990, 12:00 Noon
Board Room, Central Office

The Dickinson Public School Board met in special session on July 9, 1990, at the Central Administrative Office. Board members present were Jim Ciavarella, Diana Hunke, Don Staudinger and Nancy Johnson. Rex Cook was absent. Administrators present were C. B. Haas and Ava Lanes. Mike Dougherty of the Dickinson Press was also present.

President Ciavarella called the meeting to order.

Superintendent Search

A general discussion was held regarding the qualifications of the four finalists for the position of Superintendent of the Dickinson Public School District. Johnson moved that the Board interview Calvin McRae and Rollie Morud. Hunke seconded the motion. The motion passed unanimously.

Interview dates scheduled are as follows:

Calvin McRae	-	July 10, 1990
Rollie Morud	-	July 12, 1990

At 1:00 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

July 10, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on July 10, 1990, at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Diana Hunke and Don Staudinger. Rex Cook was absent. The administrator present was C. B. Haas. Others present were Mike Dougherty, Dickinson Press; Tammy Swift, Bismarck Tribune; Earl Abrahamson and Bertha Ellenbecker.

President Ciavarella called the meeting to order.

Candidate Interview - Superintendency

The Board interviewed Calvin McRae for the position of Superintendent of the Dickinson Public Schools.

Hunke moved that a recess be declared from 8:17 to 8:22. Staudinger seconded the motion. The motion passed unanimously.

President Ciavarella reconvened the meeting.

The Board discussed the information received from the candidate and shared other information from background interviews.

At 9:07 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

July 12, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on July 12, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Diana Hunke, Rex Cook and Don Staudinger. Administrators present were C. B. Haas, LeRoy Boespflug and Clarence Corneil. Others present were Mike Dougherty, Dickinson Press; Tammy Swift, Bismarck Tribune; Rich Wardner and Earl Abrahamson.

President Ciavarella called the meeting to order.

Candidate Interview - Superintendency

The Board interviewed Rollie Morud for the position of Superintendent of Dickinson Public Schools.

Following a series of questions by the Board, Johnson moved that a ten minute recess be declared from 8:30 to 8:40. Hunke seconded the motion. The motion passed unanimously.

President Ciavarella reconvened the meeting at 8:45 P.M.

Following a series of questions by Mr. Morud of the Board and further discussion, Johnson moved that a recess be declared from 9:15 to 9:30 p.m. Hunke seconded the motion. The motion passed unanimously.

President Ciavarella reconvened the meeting at 9:30 p.m.

Upon completion of the formal interview, Board Members discussed their perceptions of both candidates and their suitability for the superintendency.

Hunke moved that Mr. McRae be notified that he has not been successful as a candidate for the superintendency of Dickinson Public Schools. Johnson seconded the motion. The motion passed unanimously.

Staudinger moved that a decision be delayed on whether or not to hire Mr. Morud until the Annual Meeting on July 17, 1990.

President Ciavarella chose not to recognize the motion until he had explained and outlined several of the Board's options before reaching a decision on the superintendency.

Staudinger withdrew his motion.

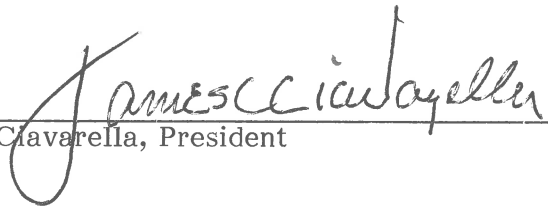
Johnson moved that the Board send a delegation to New Town (Mr. Morud's previous employment location) on Wednesday, July 18, 1990, to check further on Mr. Morud's references and that a special meeting be scheduled at 7:00 A.M. on July 19, 1990,

to reach a decision on whether or not to hire Mr. Morud as Superintendent. Staudinger seconded the motion. The motion passed unanimously.

At 10:10 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
Annual Meeting

July 17, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met at its Annual Meeting on July 17, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Rex Cook, Diana Hunke and Don Staudinger. Newly elected Board member, Earl Abrahamson, was also present. Administrators present were C. B. Haas, LeRoy Boespflug, Louis Braun, Ron Steiner, Vince Reep, Rodger Miller, Marv Knoll, Clarence Corneil and Arlo Howe. Others present were Mike Dougherty, Dickinson Press; Cindy Koppinger, Betty Neigum, Lorraine Erdman, T.R. Nichols, Bobbi Miller, Kim Kuhn and Donna Fleming.

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 - There were no additional agenda items. Johnson requested that the minutes of the July 10, 1990, meeting be removed from the consent agenda.

Consent Agenda

Johnson moved that the consent agenda, consisting of the minutes from the regular meeting on June 19, 1990; minutes from the special meetings on July 9, 1990, and July 12, 1990; bills and financial reports be approved. Hunke seconded the motion. The motion passed unanimously.

Minutes - Special Meeting, July 10, 1990

Johnson moved that the statement, "The Board discussed the information received from the candidate and shared information from background interviews", be inserted into the minutes and that they be approved as amended. Hunke seconded the motion. The motion passed unanimously.

Unfinished Business

Personnel - Johnson moved that the resignations of Ava Lanes, Dianne Eidsness, Julie Legate, Dianne Davenport and Dave Davenport and the new hire of Judy Berg be accepted. Hunke seconded the motion. The motion passed unanimously. Johnson moved that the personnel item involving the Superintendency be tabled until the special meeting at 7:00 a.m. on July 19, 1990. Hunke seconded the motion. The motion passed unanimously.

Learning Labs Project

Betty Neigum reviewed the status of the learning labs project and informed the Board that the proposal has been submitted.

Periodic reports will be submitted to the Board on this project.

Elementary Athletics

Louie Braun presented and explained the proposed budget and fee structure for the 1990-1991 elementary athletic program. No general fund monies have been allocated to this program. Following a general discussion, Board consensus was that Mr. Braun should contact the City Parks and Recreation Department to explore more possibilities of having the Parks and Recreation Department sponsor and operate the program. The item will be placed on the August agenda for further discussion.

Budget - 1990-1991

Business Manager Haas presented and reviewed the Certificate of Tax Levy for the 1990-1991 school year. Hunke moved that the Certificate of Levy in the amount of \$3,843,518.00, which includes a 5% increase in total dollars in the general fund levy, be approved by the Board. Johnson seconded the motion. The motion passed unanimously. Johnson moved that the budget, with revenue at \$9,992,790.00 and expenditures at \$10,258,842.00 be approved. Staudinger seconded the motion. The motion passed unanimously.

Audit Bids

The following bids were presented to the Board for the annual audit.

Brose & Lardy	\$4,750.00
Steve & Hulsing	\$5,225.00
Steve Wonnemberg	\$5,450.00

Johnson moved that the Brose and Lardy bid, in the amount of \$4,750.00, be approved. Hunke seconded the motion. The motion passed unanimously.

President Ciavarella expressed the Board's appreciation for Rex Cook's service to the Board.

Johnson moved that the first portion of the annual meeting be adjourned. Hunke seconded the motion. The motion passed unanimously.

President Ciavarella declared a ten minute recess.

President Ciavarella called the new Board to order with newly elected Board Member, Earl Abrahamson, seated. President Ciavarella welcomed Earl Abrahamson to the Board.

New BusinessElection of Officers

Staudinger nominated Ciavarella for President for 1990-1991. Hunke moved that nominations cease and that a unanimous ballot be cast for Jim Ciavarella. Staudinger seconded the motion. The motion passed unanimously.

Hunke nominated Staudinger for Vice President for 1990-1991. Hunke moved that nominations cease and that a unanimous ballot be cast for Don Staudinger. Abrahamson seconded the motion. The motion passed unanimously.

Staudinger moved that C.B. Haas be named as Business Manager for 1990-1991. Johnson seconded the motion. The motion passed unanimously.

Meeting Day and Time

Johnson moved that regular Board meetings be scheduled for the third Tuesday of each month at 7:00 p.m. Staudinger seconded the motion. Hunke moved to amend the motion by adding that meetings end at 11:00 p.m. and if all the business is not completed by that hour, the Board meet at the earliest possible time to conclude the business. Abrahamson seconded the amendment. The amendment passed unanimously. The motion, as amended, passed unanimously.

School Board Authorized Representative

Johnson moved that the Superintendent be designated as the official authorized representative of the Dickinson Public School Board. Hunke seconded the motion. The motion passed unanimously.

Existing Policies Reinstatement

Johnson moved that the existing policies of the Dickinson Public School Board be reinstated for 1990-1991. Hunke seconded the motion. The motion passed unanimously.

Bank Depository Designation

Hunke moved that Community First National Bank be designated as the official depository for school district funds for the 1990-1991 school year. Johnson seconded the motion. The motion passed unanimously.

Grant Programs

Clarence Corneil presented the budget in the amount of \$323,531.00 for the Chapter I Grant and briefly reviewed the program. Johnson moved that the Chapter I Program and budget be approved. Hunke seconded the motion. The motion passed unanimously.

Louie Braun reviewed the Chapter II Grant Program and presented the budget in the amount of \$44,477.00. Johnson

moved that the Chapter II Program and budget be approved. Hunke seconded the motion. The motion passed unanimously.

Ron Steiner outlined the Title II Program for 1990-1991 and reviewed the tentative budget in the amount of \$11,411. The Title II final grant program plans will be presented at the September Board Meeting for approval.

Personnel

Following a brief discussion concerning the time line for a decision on the Superintendency and the position of Administrative Assistant for Curriculum, Instruction and Personnel, Johnson moved that discussion on the vacant position of Administrative Assistant for Curriculum, Instruction and Personnel be tabled until the July 19, 1990, meeting. Abrahamson seconded the motion. The motion passed unanimously.

Rodger Miller and C. B. Haas discussed the critical shortage of speech pathologists and asked the Board to consider making an exception to the Early Retirement Policy DBJA and allow the hiring of Liz Douthit for one more year and also to delay payment on her early retirement benefit for one year. Board members preferred to give this item some thought before reaching a decision and therefore the item will be considered at the next special meeting.

Other

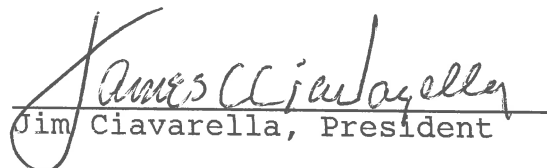
President Ciavarella and Ron Steiner recognized Kathryn Preston for her achievement in an Essay Contest sponsored by the Theodore Roosevelt Memorial Foundation.

Johnson mentioned that the Board needs to discuss possible times for a Board Orientation Meeting.

At 9:17 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

July 19, 1990, 7:00 A.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on July 19, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Don Staudinger, Diana Hunke and Earl Abrahamson. Administrators present were Rodger Miller, Ron Steiner, Arlo Howe, Marv Knoll, Louis Braun and LeRoy Boespflug. Others present were Becky Meduna, Kim Kuhn, Sue Kolling, Carole Miller, Fern Pokorny, Nicci Clark, Bobbi Miller, Tom Ackerman, KQCD TV, and Mike Dougherty, Dickinson Press. In the absence of C. B. Haas, Rodger Miller recorded minutes for this meeting.

President Ciavarella called the meeting to order.

Public Participation

There were no requests to address the board.

Superintendency

The conclusion of the search process was a visitation to the City of New Town by Board members Nancy Johnson and Diana Hunke. Johnson and Hunke reported that everyone they talked to in the community and school district indicated strong support for Rollie Morud in his tenure as Superintendent at New Town. This was especially evident in the areas of finance and public relations. Abrahamson stated that he talked to New Town residents who reported many strengths concerning Mr. Morud. Ciavarella summarized the strengths Mr. Morud possessed during the entire search process. Johnson moved to offer a contract to Mr. Rollie Morud for the Superintendency of Dickinson Public School District. Hunke seconded the motion. A short discussion followed and the motion passed by a unanimous vote.

There was discussion of a draft contract concerning the term of employment, compensation, vacation, professional growth and benefits. A motion was made by Staudinger to offer Mr. Morud a contract for three years with an annual salary of \$60,000.00 and to include all the provisions of the draft contract. The motion was seconded by Johnson. The motion passed unanimously.

A motion was made by Johnson to have a ten minute recess to allow Mr. Ciavarella to contact Mr. Morud concerning the proposed contract. Hunke seconded the motion. The motion passed unanimously.

President Ciavarella reconvened the meeting at 8:05 a.m.

Ciavarella reported that Mr. Morud indicated three areas of interest to him in the proposed contract, which he declined as offered. The areas of concern are:

1. Allowance for relocation - The Dickinson School District shall compensate the Morud's for moving expenses not to exceed \$2500.00.
2. The terms of the contract - Mr. Morud would either accept a three year contract that would allow the salary to be negotiated annually or a two year contract at \$60,000., as specified in the draft contract.
3. Vacation - change vacation pay from three weeks to four weeks per year.

Staudinger moved that Rollie Morud be offered a two year contract in the amount of \$60,000 per year, that Item #5 be changed to allow four weeks vacation and that an addendum be added to allow up to \$2500.00 moving expenses (based on actual invoices). The motion was seconded by Abrahamson. The motion passed unanimously.

Mr. Morud's starting date will be August 6, 1990. Mr. Haas is to send a contract to Mr. Morud and a copy to all board members.

Administrative Assistant for Curriculum/Instruction/Personnel- After discussion regarding this position, Staudinger moved to wait for Superintendent Morud to assume his duties to make a recommendation on this position and that Mr. Haas have the flexibility to get the necessary help from elementary principals to start school. The motion was seconded by Johnson. The motion passed unanimously.

Other

President Ciavarella read a letter of request by Fern Pokorny to approve one year's leave of absence. The present school board policy does not cover this type of request and Board members expressed concern as to how this leave of absence would affect a replacement for Mrs. Pokorny. Staudinger moved to deny Mrs. Pokorny's request. The motion was seconded by Abrahamson. The motion passed unanimously.

The Board also considered a waiver of the district's retirement policy to fill one speech pathology position. Mrs. Liz Douthit will agree to accept a teaching contract providing the retirement agreement with the district be delayed until July 1991. Mrs. Johnson moved to waive retirement policy DBJA, to contract with Mrs. Douthit for the 1990-1991 school year and that the retirement agreement not take effect until July 20, 1991. The motion was seconded by

Hunke. The motion passed unanimously. Abrahamson indicated that Mrs. Douthit should be thanked for her willingness to accept a teaching contract on behalf of the children and patrons of the district.

The Board discussed a date for an orientation meeting with Mr. Morud. Mr. Haas is to check with Board members for a date during the second week in August.

The meeting was adjourned at 8:30 A.M.



C. B. Haas, Business Manager



Jim Ciavarella, President

Dickinson Public Schools
Regular Meeting

August 21, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on August 21, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Earl Abrahamson, Don Staudinger and Diana Hunke. Administrators present were Superintendent Dr. Rollie Morud, C. B. Haas, Rodger Miller, Ron Steiner, Jim Gentile, Buster Langowski, Louie Braun, Clarence Corneil, Vince Reep, Marv Knoll, Arlo Howe and Bruce Jessen. Others present were Tammy Swift, Bismarck Tribune; Mike Dougherty, Dickinson Press; Doug Jaeger, Rick zumBrunnen, Fern Pokorny and Bobbie Miller.

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 items added to the agenda and no requests to remove items from the consent agenda.

Consent Agenda

Johnson moved that the consent agenda, consisting of the minutes from the annual meeting on July 17, 1990; minutes from the special meeting on July 19, 1990; bills, financial reports and the new hires of Phyllis Dvorak, Susan Larsen and Gail Krush be approved. Hunke seconded the motion. The motion passed unanimously.

Superintendent's Report

Superintendent Dr. Morud discussed the following with the Board.

- a. Administrative Assistant for Curriculum/Instruction/Personnel - Dr. Morud prefers to delay this decision to allow time for him to better appraise potential budget implications, the political climate in the district, personnel talent and job personality issues and the job description itself. Dr. Morud indicated that he prefers to open the position and fill it on a one-year temporary basis. Board consensus was generally in favor of this approach to filling the vacancy.
- b. Current Stress Points in the District - Dr. Morud stated that he has sensed definite stress in the areas of transportation and assignment of elementary students to buildings. Dr. Morud indicated that he will utilize a marketing concept in attempting to improve both areas. Patron input

and suggestions will be sought as a basis for improving both processes.

- c. Tuition Waivers - Dr. Morud informed the Board of a tuition waiver request by a family on the very north edge of the district. This request is a continuation of a request approved last year and therefore will be approved. Tuition waiver requests in the future will be made a part of the consent agenda.
- d. Good Neighbor Policy - Dr. Morud stated that it is his intention to work closely with other school districts and the business community to assure the Dickinson District is viewed as a "Good Neighbor."
- e. Employee Appreciation Fund - Dr. Morud informed the Board that he intends to establish an employee appreciation fund to be used for various activities and individual recognitions throughout the year. This would be budgeted in the General Fund.
- f. Elementary Enrollment - Dr. Morud presented a current status of elementary enrollments and stated that the placement of children in elementary schools is a critical issue as perceived by parents. The Board will be informed of final enrollment figures.
- g. Certified Staff In-Service - Dr. Morud outlined briefly the in-service schedule and invited the Board to attend any part or all of the in-service activities.
- h. Learning Lab Proposal - The proposal has been submitted and the District supports the concept set forth in the proposal.
- i. School Psychologist Position - The position has not been filled and is not likely to be filled. Funds for the position will be used to contract for consultative and intervention services.
- j. Board Member/Superintendent Dialogue - Dr. Morud indicated that he would attempt to meet individually with Board Members between meetings and that he would appreciate it if Board Members would take the initiative and contact him whenever possible for informal visits.

Annual Financial Report

Business Manager C. B. Haas reviewed the report and drew specific attention to the various fund balances and average per pupil costs. Staudinger moved that the Annual Financial Report for FY '90, July 1, 1989 - June 30, 1990, be

approved. Hunke seconded the motion. The motion passed unanimously.

Real Estate Purchase - Bus Shop Property

Dr. Morud recommended that the Board authorize the Administration to negotiate with Glacier Park Company for the purchase of this property up to an amount equal to the appraised value. Hunke moved that the Administration be authorized to pursue negotiations for the purchase of the bus shop property (approximatley 1.62 acres) in an amount up to the appraised value. Johnson seconded the motion. The motion passed unanimously.

Hagen Building Project

Dr. Morud introduced Rick zumBrunnen, architect for the project, who presented an update on the preliminary drawings and outlined a possible schedule for completion of the project. He also presented the following preliminary cost estimates.

General Contractor	\$294,000.00
Mechanical	79,000.00
Electrical	51,000.00
Elevators	38,000.00
Soil Borings	1,200.00
	<u>\$463,200.00</u>

Tentative construction schedule

Drawings & Specifications Complete	- December 1990
Bid Opening & Awarding	- February 1991
Begin Construction	- Spring 1991
Occupancy	- Fall 1991

(Complete except for elevators which would be delivered and installed in mid-winter of the 1991-1992 school year)

Dr. Morud explained to the Board that he needs some time to put a finance package together which would not involve any general fund money or borrowing. A public awareness program also needs to be designed and implemented with regard to the project. The item will be placed on the October or November Board agenda with specific information presented on a finance package and public awareness plan.

Elementary Athletics

President Ciavarella called on Louie Braun to report to the Board on his contacts with the Parks and Recreation Department. Doug Jaeger, representing Parks & Recreation, explained how they would manage the program if it were turned over to them. He indicated that they were interested in assuming responsibility for the program but that the current timing is not conducive for them to do so this fall. Dr. Morud and Mr. Braun asked the Board to consider the 1990-1991 school year a transitional year and that the program be

turned over to the Parks & Recreation Department in 1991-1992. Staudinger moved that the Dickinson Public School sponsor the program for one more year with a participation fee of \$10.00 and, that if the program operates at a deficit during 1990-1991, the district General Fund be used to make up the difference. Abrahamson seconded the motion. The motion passed unanimously. Board consensus was that the 1990-1991 school year be considered a transition year and that discussions continue with the Parks & Recreation Department to effect a smooth transition of the program to Parks & Recreation in 1991-1992.

Flex-Comp Plan

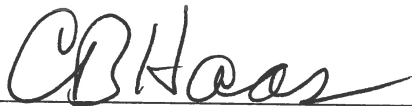
Dr. Morud reviewed the process used in interviewing three firms to arrive at a recommendation as to whom the Board should contract with for plan implementation and administration. Dr. Morud recommended that the Board contract with Vanderscoff Enterprises, Inc. for the Section 125 Flex-Comp Plan design, implementation and administration. Johnson moved that the Board proceed and contract with Vanderscoff Enterprises, Inc. for the design, implementation and administration of the District's Section 125 Flex-Comp Plan. Abrahamson seconded the motion. The motion passed unanimously.

Board Orientation Meeting

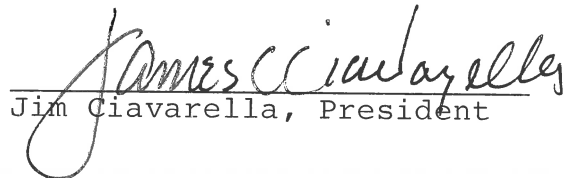
It was mutually agreed that the Board Orientation Meeting would be scheduled at 7:30 P.M. on September 11, 1990, in the Board Room. Dr. Morud and President Ciavarella will plan the agenda.

Other

At 8:36 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

September 11, 1990 7:30 P.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on September 11, 1990 in the Board Room at the Central Administrative office. Board members present were Jim Ciavarella, Nancy Johnson, Earl Abrahamson, Diana Hunke and Don Staudinger. Administrators present were Superintendent Dr. Rollie Morud, C. B. Haas, Rodger Miller, LeRoy Boespflug, Jim Gentile, Marv Knoll, Clarence Corneil, Louie Braun, Arlo Howe, Ron Steiner, Vince Reep and Ted Renner. Mike Dougherty, Dickinson Press, was also present.

President Ciavarella called the meeting to order.

Board Orientation

President Ciavarella reported on his trip to the National Association of School Board's Journal Leadership Seminar in New Orleans. As a part of this report, President Ciavarella outlined a model for the development of an educational atmosphere which would produce an ideally educated child.

Dr. Morud explained the activities that would take place to begin implementing the model. Board members and administrators were divided into three groups to discuss and identify: Short range issues - 12-18 months

Long range issues - 18 months - 5 years.

The third group was involved in conversation which would allow Board members and administrators to get to know each other better. All groups rotated through all activities.

The suggestions for short and long range goals will be summarized and then prioritized through another process.

At 9:40 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

October 16, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on October 16, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Diana Hunke, Earl Abrahamson, Don Staudinger and Nancy Johnson. Administrators present were Superintendent Dr. Rollie Morud, C. B. Haas, Vince Reep, Clarence Corneil, LeRoy Boespflug, Buster Langowski, Ron Steiner, Betty Neigum and Bruce Jessen. Others present were Sherry Heaton, Milo Smith, Dennis Lardy, Gene Brose, Monique Bares, Judy Dahl, Neomi Ruggles, Nola Schulz, Cheryl Madler, Tricia Borseth, Kim Chandler, Fern Pokorny, and Mike Dougherty of the Dickinson Press.

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 items added to the agenda and no requests to remove any items from the consent agenda.

Consent Agenda

Johnson moved that the consent agenda, consisting of the minutes from the regular meeting held on September 19, 1990; bills; financial reports; the resignation of Josie Heiser; and the new hires of Carla Jirges, Ginger Miller, Kathy Jesch, Diane Erickson, Tina Oesterich, Beth Selle, Dorothy Johnson, Bev Heinsen and Gayle Heinsen be approved. Hunke seconded the motion. The motion passed unanimously.

Superintendent's Report

Superintendent Dr. Morud reported on the following items:

- I. School Facility at Gladstone - Dr. Morud, LeRoy Boespflug and C.B. Haas met with Dawn Carpenter, Lynn Krank and Doug Canode of the Gladstone Community to begin discussions on cooperative use of the school facility in Gladstone. Main points in the discussion related to the gym and kindergarten room as the sections of the building the community is interested in using, costs to keep the facility open, supervision and scheduling of the building, liability insurance and summer care of the grounds. Dr. Morud recommended that the Board cooperate in this situation and develop a memorandum of understanding with the City of Gladstone for use of the facility. Staudinger moved that the Board authorize the Superintendent to enter into a memorandum of understanding with

the City of Gladstone for use of the school facility in Gladstone. Johnson seconded the motion. The motion passed unanimously.

- II. Building Security at DHS - A problem has arisen with regard to building security at Dickinson High School. The problem has been resolved by re-keying several outside entrances. The students involved have been disciplined.
- III. Legislative Meeting - A legislative meeting has been scheduled by the North Dakota Council of School Administrators and the North Dakota School Boards Association on November 27 in Dickinson. Board members interested in attending are requested to let Business Manager C. B. Haas know.
- IV. School Law Seminar - A school law seminar is scheduled on November 7, 1990. Board members interested in attending are asked to let Business Manager C. B. Haas know.
- V. Employee Recognition/Appreciation for Holidays - Dr. Morud asked Board members to give him their suggestions on what the Board should do during the holidays this year to demonstrate it's appreciation for District employees.
- VI. Whittle Communication Education Network - This is a news service (along with some selected advertising) that is offered at no charge to schools. Dr. Morud asked Board members to review the program as a basis for deciding if the District should or should not subscribe to the service.
- VII. Classified Employee Survey - Thirty responses have been returned on the classified staff in-service needs survey. The information will be used as a basis for developing appropriate in-service activities for various employee groups.

Annual Audit Report

Gene Brose and Dennis Lardy presented and reviewed the Annual Audit Report. Johnson moved that the Auditors' Report for the year ending June 30, 1990 be approved. Hunke seconded the motion. The motion passed unanimously. Dr. Morud informed the Board that the recommendations included in the management letter will be implemented.

Student/Staff Recognitions

Dr. Morud recognized the Dickinson High School Midget Marching Band for receiving first place in the Dickinson State University Homecoming marching band competition. Abrahamson moved that the Board recognize the accomplishments

of Jeff Vranna, band conductor, and the students participating in the Dickinson High School marching band. Johnson seconded the motion. The motion passed unanimously.

Short and Long-Range Issues

Dr. Morud reviewed the identified short term issues and indicated to the Board that the three receiving the highest priority for immediate attention were:

1. Classified Salary and Benefit Package;
2. Seven-period day at Dickinson High School and possibly at Hagen Junior High;
3. Re-evaluate the RIF Policy and the District's Early Retirement Policy.

Board member Johnson identified "Legislative Issues" as a fourth short-term issue requiring immediate attention. Hunke moved to adopt these four short-term issues as Board priorities and to instruct the administration to begin developing an action plan for the study of each issue. Abrahamson seconded the motion. The motion passed unanimously. Dr. Morud informed the Board that, in the identification of long-term issues, there was not as clear a delineation. The issues tend to overlap and more discussion needs to take place before a final designation of pertinent issues takes place.

Board Policies

The following Board policies were presented for review, discussion, modification and adoption.

- DABO - Drug Free Workplace
- DADF - Alcohol and Drug Abuse Policy - Employee
- FHCF - Drug Use/Abuse

Due to the complicated nature of these policies and their interrelationships with several other policies, President Ciavarella established a committee to study the policies and make recommendations to the Board at the November regular meeting. The committee will consist of Board member volunteers Abrahamson and Hunke, and administrators Dr. Morud, C. B. Haas and Clarence Corneil.

Elementary Accreditation Report

Clarence Corneil presented the accreditation report for each of the five elementary schools in the District. Staudinger moved that the reports be approved. Johnson seconded the motion. The motion passed unanimously.

Standardized Test Results

Ron Steiner explained the state-wide testing program and informed the Board that we are now Spring testing instead of Fall testing and using the Comprehensive Test of Basic Skills instead of the Iowa Test of Basic Skills. Dr. Morud reviewed

the norming procedures for the CTBS and indicated that when state-wide results are available the issue may be placed on a future agenda. Dr. Morud also informed the Board that a test consultant will spend some time with District personnel to assist them in interpreting test results.

Building Visitations

Board member Hunke inquired of Dr. Morud, what procedure should be followed when a Board member wishes to visit a school in the District. Dr. Morud indicated that the school administration greatly appreciates being asked about the procedure. A general discussion ensued with the following points being emphasized:

- a. Pre-announced visits are more appropriate than un-announced;
- b. Notify principal or secretary when you are in a building;
- c. Faculty lounge or workroom is an excellent place to visit with teachers;
- d. Make an attempt to visit with classified staff;
- e. Principals will be glad to give tours;
- f. Classroom visitations
 - (1) If one is visited, try to visit all;
 - (2) Many staff will invite Board members into their room.

The following visitation schedule was agreed to (visitations to take place prior to the November meeting):

Berg Elementary	-	Hunke
Heart River Elementary	-	Ciavarella
Jefferson Elementary	-	Abrahamson
Lincoln Elementary	-	Johnson
Roosevelt Elementary	-	Staudinger

Superintendent Dr. Morud will develop a visitation schedule for the balance of the year.

Health Insurance Seminar

A Health and Benefits Conference is scheduled in Bismarck on November 14, 1990. The conference is sponsored by the North Dakota School Boards Association, the North Dakota Council of School Administrators and the North Dakota Education Association. Board members Hunke and Johnson expressed an interest in attending. Superintendent Dr. Morud, C. B. Haas and a representative of the Dickinson Education Association will also attend.

At 8:50 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

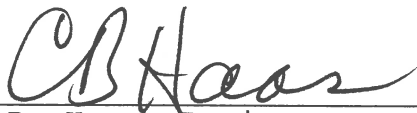
November 13, 1990, 7:00 P.M.
Interstate Inn, Conf. Room

The Dickinson Public School Board met in a special workshop session on November 13, 1990 in a Conference Room at the Interstate Inn. Board members present were: Jim Ciavarella, Diana Hunke, Earl Abrahamson, Don Staudinger and Nancy Johnson. All employee groups were represented at the meeting.


President Ciavarella called the meeting to order.

Following a welcome and introductory remarks by President Ciavarella, the workshop session was turned over to Superintendent Dr. Rollie Morud and Betty Neigum. The purpose of the workshop was to improve communications throughout the district and to continue the process of developing a vision of the district's goals and priorities for the future.

At 9:00 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

November 20, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on November 20, 1990, in the Board Room at the Central Administrative Office. Board members present were: Jim Ciavarella, Nancy Johnson, Earl Abrahamson, Don Staudinger and Diana Hunke. Administrators present were: Superintendent Dr. Rollie Morud, C. B. Haas, Jim Gentile, Vince Reep, Betty Neigum, Louie Braun, Ron Steiner, Arlo Howe, LeRoy Boespflug, Buster Langowski and Clarence Corneil. Others present were: Mike Dougherty-Press, Fern Pokorny, Bobbi Miller, Del Quigley, Andy Pokorny, Trina Gardner, Jami Calavera, Tarine Dachtler, Rick zumBrunnen, Daryl Dachtler, Deb Calavera, Bob Chambers, Tom Heisler, Paul Bazzano, James Peters, Jim Steckler, Rich Wardner and Hank Pankratz.

President Ciavarella called the meeting to order.

Public Participation

The following persons addressed the Board concerning the contemplated closing of the noon hour at Hagen Junior High School:

Jami Calavera, Student
Tarina Dachtler, Student
Trina Gardner, Student
Andy Pokorny, Student
Del Quigley, Hagen Junior High Staff Member

Additional Agenda Items/Removal of Items From Consent Agenda

There were no items added to the agenda and no requests to remove any items from the consent agenda.

Consent Agenda

Johnson moved that the consent agenda, consisting of the minutes of the regular meeting held on October 16, 1990; minutes from the special meeting held on November 13, 1990; bills; financial reports; and the new hires of Ruth McCabe, Marilyn Kessel and Vicki Siefken be approved. Hunke seconded the motion. The motion passed unanimously.

Superintendent's Report

Superintendent Dr. Morud reported on the following items:

- I. Asbestos Abatement Proposals - It may be necessary to call a special Board meeting in early December to consider and act on proposals for the removal of asbestos at the Berg boiler room during Christmas break.

- II. Political Leave - Dr. Morud recommended that the Board approve Rich Wardner's request for political leave beginning January 7, 1991 and ending on or about April 15, 1991. Johnson moved that the leave be granted in accordance with Dr. Morud's recommendation. Hunke seconded the motion. The motion passed unanimously.
- III. Superintendent's Classified Council - Beginning in January 1991, Dr. Morud intends to have monthly meetings with a classified employee council. The council will include representatives from all employee groups within the classified category.

Hagen Noon Hour

President Ciavarella introduced Police Chief Paul Bazzano, who addressed the Board concerning the problems created by the open noon hour at Hagen Junior High School. Hagen principal, Ron Steiner, made a presentation to the Board which included the results of parent and faculty surveys, along with possible alternatives for closing the noon hour. Following a lengthy discussion by Board members, Dr. Morud recommended that the noon hour be closed and that the Board direct the administration to collaboratively develop a plan for the closure to be effective January 3, 1991. Hunke moved that the administration be directed to close the noon hour at Hagen Junior High School effective January 3, 1991, and that the plan for closure be developed collaboratively with parents, students, faculty, Board members and the administration. Staudinger seconded the motion. The motion passed unanimously. Abrahamson was appointed to serve on the committee.

President Ciavarella called for a motion to recess at 8:20 P.M. Johnson moved that a ten-minute recess be declared. Hunke seconded the motion. The motion passed unanimously.

At 8:36 P.M., President Ciavarella reconvened the meeting.

Hagen Building Project

Dr. Morud reviewed this project and informed the Board that, due to delays in preparing a finance plan without a bond issue or lease purchase financing, the earliest date bids could be let is June, 1991. The finance package is contingent, to some extent, on the availability of funds from the State Energy Impact Office. With this revised construction schedule, it will be necessary to consider the following issues:

- a. The Federal Disabilities Act - The specifications of this act are strict, must be adhered to and may add costs to the project.

- b. Architect's Fees - As the amount of time between planning and construction is lengthened, the contract with the architect will necessarily require some modification.
- c. Occupancy - Under this revised construction schedule, the Fall of '92 is the earliest the facility could be occupied. This will create space problems at Hagen during the 1991-1992 school year.
- d. Facility Design - The design committee should meet to re-think the over-all design of the addition. Particular emphasis needs to be given to the food service and multi-purpose room facilities. No board action was taken at this time.

Liability Insurance

Renewal quotes for the District's General Liability, Automobile & Garage and Inland Marine insurance premiums were as follows:

<u>Insurance</u>	<u>Renewal Quotes</u>	
	<u>Dakota Fire</u>	<u>NDIRF</u>
General Liability	\$ 9187	\$ 7526
Automobile & Garage	7612	7181
Inland Marine	<u>1050</u>	716
	\$ 17,849	\$ 15,423

Both companies now provide coverage on an "occurrence" basis.

Dr. Morud recommended that the Board accept the quote of the North Dakota Insurance Reserve Fund in the amount of \$15,423. Staudinger moved to accept the NDIRF quote of \$15,423 for General Liability insurance, Automobile & Garage insurance and Inland Marine coverage for a period of one year. Johnson seconded the motion. The motion passed unanimously.

Student/Staff Recognitions

Dr. Morud recognized the following:

- a. Dickinson Public Schools ACE Program for its responsiveness to the training needs of the former employees of the Royal Oak Plant. Individuals involved in this effort were: C. B. Haas, Jim Gentile, Bev Heinsen, Milo Anderson, Lois Rolla, Lee Aljets-Lemen and Margaret Olheiser.
- b. Dickinson High School Football Team for exemplary conduct on out-of-town trips and the DHS Coaching Staff for efficient organization and management of

the team. Specific commendation was extended by the Super 8 Motel in Devils Lake.

- c. Certificates of Merit given by the ND High School Coaches Association to the following Dickinson Public School coaches:

Kent VanElls- 50 victories in gymnastics
 Allen Koppinger - 100 victories in boys'
 basketball
 Hank Pankratz - 75 victories in wrestling and
 100 victories in girls' track.

Board Policies

Abrahamson presented policies related to drugs and alcohol which had been reviewed by a committee of Board members and administrators. Abrahamson reviewed the changes made in these policies and the rationale for each change. Policies presented were:

DABD - Drug-Free Workplace
 DADF - Alcohol and Drug Abuse Policy - Employee
 DBFD/DCDA - Positive Discipline
 FHCF - Drug Use/Abuse

Following discussion and some modification by the Board, Hunke moved that policies DABD, DADF, DBFD/DCDA and FHCF receive first reading approval as amended. Abrahamson seconded the motion. The motion passed unanimously.

Short-Range Issues - Action Plans

Dr. Morud outlined an action plan for each of four identified short-range issues. They are:

- a. Classified Employee Salary and Benefit Package
 The process for dealing with this should be for the Board and administration to meet and confer with representatives of the classified employee group to identify specific concerns in salary, fringe benefits and work schedule. The process should take place during the time frame of March through May. A Board member should be appointed now for planning purposes. Staudinger volunteered to represent the Board in addressing this issue.
- b. Seven-Period Day - Dr. Morud recommended that the Board formally request negotiations with the Dickinson Education Association to discuss Article V, Part B, School Day, of the negotiated agreement for the purpose of facilitating a seven period-day at DHS. Dr. Morud further recommended that the Board declare their intentions in this matter:

1. Increased opportunities for students;
2. More comprehensive preparation for college bound students;
3. More access to the elective program for all students;
4. It is not the intent of the Board to reduce staff by this action.

Board consensus was in unanimous support of these goals. Abrahamson moved that a meeting be scheduled in December to discuss the negotiated agreement, specifically Article V, Part B, School Day. Johnson seconded the motion. The motion passed unanimously. Hunke and Ciavarella will represent the Board in these discussions.

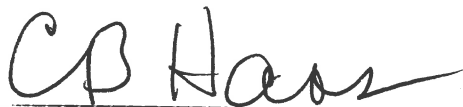
- c. Reduction in Force Policy - The committee outlined in the current policy should be activated to review the policy and make recommendations to the Board. The committee should perform its work between April and June of 1991. A revised policy, if it is amended, would be effective July 1, 1991.
- d. Early Retirement Policy - Dr. Morud recommended that the Board schedule a special meeting for the purpose of reviewing this policy. The special meeting agenda would include such topics as:
 1. Individual testimony for or against the current policy;
 2. Samples of early retirement policies from other schools;
 3. Financial information on impact of current policy;
 4. Other pertinent items.

Board consensus was in favor of this recommendation and a special meeting was scheduled for December 11, 1990 at 7:00 P.M.

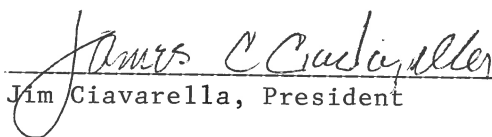
Interactive TV Consortium

Dr. Morud asked the Board to authorize him to involve the Dickinson School District in a cooperative distance learning project with other schools in the area. The Dickinson District is currently a member of the Southwest Interactive Television Consortium. Board consensus was in favor of this authorization providing that, in Dr. Morud's judgment, it will prove beneficial to our students as well as those of other participating schools.

At 9:55 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

December 4, 1990, 12:00 Noon
Board Room, Central Office

The Dickinson Public School Board met in special session on December 4, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Diana Hunke, Nancy Johnson and Don Staudinger. Earl Abrahamson was absent. Administrators present were Superintendent Dr. Rollie Morud, C. B. Haas and LeRoy Boespflug. Others present were Mike Dougherty of the Dickinson Press, and Milo Smith, KQCD-TV.

President Ciavarella called the meeting to order.

Asbestos Proposals

President Ciavarella introduced the topic and asked LeRoy Boespflug to explain the proposals in detail. Mr. Boespflug presented the following asbestos removal and re-insulation proposals:

Asbestos removal at Berg Boiler Room:

Weatherman, Minot, ND	\$ 15,050.00
Metro Electric, Bismarck, ND	11,678.00
Tooz Construction, Dickinson, ND	11,312.00

Re-insulation at Berg Boiler Room:

Weatherman, Minot, ND	\$ 13,525.00
Quality Air & Insulation, Dickinson	6,210.00
Miller Insulation, Dickinson, ND	4,664.00

Mr. Boespflug informed the Board that these proposals do not include disposal costs at the landfill. It is estimated that these costs will be an additional \$1500-\$2000.

Johnson moved that the proposal submitted by Tooz Construction for asbestos removal in the amount of \$11,312.00 and the proposal submitted by Miller Insulation for re-insulation in the amount of \$4,664.00 be accepted. Hunke seconded the motion. The motion passed unanimously.

President Ciavarella asked if there were any announcements.

Dr. Morud mentioned the following:

1. The Transportation Committee is meeting to formulate recommendations for possible changes in 1991-1992.

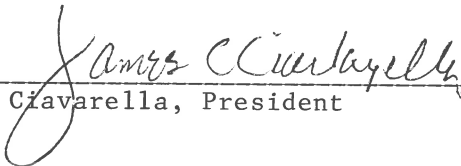
2. Dr. Morud is working with legislators in preparation for the 1991 Legislative Assembly. A meeting with local legislators will be scheduled in December.
3. A meeting of the I-94 ITV Cluster is scheduled on January 9, 1991 at 7:30 - 9:30 P.M. at the Central Office. On January 8, 1991, a tour is scheduled for staff and Board members to view the ITV system in the Beulah/Hazen area.

President Ciavarella announced that a resignation has created a vacancy on the Stark County Reorganization Board. Ciavarella asked that Board members give this some consideration and present him with names of candidates who could be appointed to this Board.

At 12:22, 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

December 11, 1990, 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on December 11, 1990, in the Board Room at the Central Administrative Office. Board members present were Jim Ciavarella, Nancy Johnson, Diana Hunke, Earl Abrahamson and Don Staudinger. Administrators present were Superintendent Dr. Rollie Morud, C. B. Haas, LeRoy Boespflug, Marv Knoll, Clarence Corneil and Betty Neigum. Others present were: Mike Dougherty-Press, Milo Smith-KQCD-TV, Fern Pokorny, James Peters, Frank T. Lewis, Charles Finck, Joan Patterson Walton, Jerry Schwartz, Cleo Kulish, Bertha Ellenbecker, Fern Jespersion, Norman Jespersion, Arnie Binek, Rex Cook, Mil Jenkinson, and C. E. Jenkinson.

President Ciavarella called the meeting to order.

Early Retirement

President Ciavarella introduced the topic and explained the Board's purpose in reviewing the Early Retirement Policy.

Dr. Morud outlined the framework within which the meeting would be conducted. He indicated that the Board's options in reviewing the policy were:

- a. Rescind the policy;
- b. Leave the policy as it is with the exception of changing wording to make it compatible with state law;
- c. Revise the policy - Dr. Morud recommended that, if the Board revises the policy, it should be made effective July 1, 1991.

President Ciavarella called for individual comments and testimony regarding the current policy.

Dr. Morud - Presented comparisons with other districts' policies in North Dakota.

C. B. Haas - Presented financial information on the cumulative costs or savings to the district since the policy's inception.

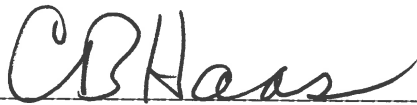
Others who addressed the Board were:

Joan Patterson Walton
Jim Peters
Jerry Schwartz

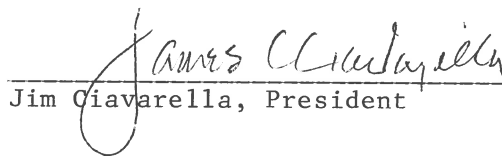
Norm Jespersen
Rex Cook
Frank Lewis
Mil Jenkinson
Bertha Ellenbecker
Charlie Finck

Dr. Morud recommended that the Board members consider the testimony presented and be prepared to discuss the issue at the December 18, 1990 regular meeting.

At 8:22 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

Dickinson Public Schools
Regular Meeting

December 18, 1990, 7:20 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on December 18, 1990, in the Board Room at the Central Administrative Office. Board members present were: Jim Ciavarella, Diana Hunke, Nancy Johnson, Earl Abrahamson and Don Staudinger. Administrators present were: Superintendent Dr. Rollie Morud, C. B. Haas, Ron Steiner, Bruce Jessen, LeRoy Boespflug, Arlo Howe, Rodger Miller and Louie Braun. Others present were: Milo Smith-KOCD, Mike Dougherty-Dickinson Press, Fern Pokorny, Andy Pokorny, Cindy Haught, Susan Mack, Leon Kleingartner and Richard Rykowsky.

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 items added to the agenda and no requests to remove any items from the consent agenda.

Consent Agenda

Johnson moved that the consent agenda, consisting of the minutes of the regular meeting held November 20, 1990; minutes of the special meeting held December 4, 1990; minutes of the special meeting held December 11, 1990; bills, financial reports; the new hire of Bob Bren and the request for three and one-half additional days of emergency leave for Barb Indvik to be approved. Hunke seconded the motion. The motion passed unanimously.

Superintendent's Report

Superintendent Dr. Morud reported on the following items:

- I. Classified Employees - Dr. Morud requested that two Board members be named to work with him in reviewing the possibility of increasing the hourly rates of classified employees this fiscal year. President Ciavarella appointed himself and Don Staudinger to this committee.
- II. Head Start Program - The administration is currently engaged in discussions with Alice League of the Community Action Program for the purpose of working cooperatively in implementing the Head

Start Program. Topics which are under discussion and of primary concern to the District are the space needs of the program and the instructional component. Dr. Morud asked for two Board members to be appointed to work with the administration in formulating a recommendation for the Board to consider. The recommendation will be presented at the regular January meeting. President Ciavarella appointed Johnson and Hunke to assist in this task.

- III. Flexible Benefits Plan - The net social security savings to the District resulting from the implementation of the plan will be approximately \$2500.00 this fiscal year. Dr. Morud recommended to the Board that \$1250.00 be allocated to the Wellness Committee and \$1250.00 to the Superintendent's Other Expense, an account from which employee recognition activities are funded. Hunke moved to approve the Superintendent's recommendation. Staudinger seconded the motion. The motion passed unanimously.

Student/Staff Recognitions

Dr. Morud recognized the following students and staff:

- a. DHS student, Dustin Mitzel, was elected President of the North Dakota High School Student Council.
- b. All-State Football, First Team:
Chad Groll
Tim Jacobsen
Donovan Knoté
- c. Student Congress - Earned the Team Scholar Award from the NDHSAA with a team GPA of 3.71.
- d. All WDA in Cross Country:
Kirsten Hestdalen
Becki Wells
- e. All WDA in Football:
Chad Groll
Dave Silkey
Donovan Knoté
Tim Jacobsen
- f. Girls' Basketball Team - Earned the Team Scholar

Award. The twelve varsity players had a 3.63 GPA. Six of the twelve team members maintained a 4.0 GPA.

g. Other Team Honors:

Football - WDA Co-Champions
Girls' Cross Country-Third in State
Boys' Cross Country - Fifth in State

h. Jeff Vranna and Jerry Schneider, for their part in the Veterans' Day observances on November 10, 1990.

Hagen Noon Hour Follow-Up Report

Abrahamson reported on the recommendations formulated by the committee composed of parents, students, faculty, Board members and administrators. Abrahamson told the Board that the committee completed its work in two meetings. He expressed the Board's appreciation for the cooperative and productive attitude of the committee members. Abrahamson indicated that the committee would be retained as a resource group for subsequent evaluation of the plan developed for closing the Hagen noon hour.

DHS Physical Education Requirement

Sue Mack, Dickinson High School Physical Education instructor, made a presentation to the Board outlining a philosophical rationale for the two-credit physical education requirement. Based on this rationale, the staff at Dickinson High School recommends that the Board continue to require two credits in physical education for graduation. The Board did not take any action.

Board Policies

Abrahamson moved that the following policies receive second reading approval and be adopted and/or amended:

DABD - Drug-Free Workplace
DADF - Alcohol and Drug Abuse Policy-Employee
DBFD/DCDA - Positive Discipline
FHCF - Drug Use/Abuse (student) with attachment FHCF-E.

Hunke seconded the motion. The motion passed unanimously.

President Ciavarella appointed Board members Abrahamson and Hunke to the Early Retirement Policy Study Committee. They will work with Superintendent Dr. Morud and Business Manager Haas to accomplish the following objectives:

- a. Review the testimony presented at the December 11, 1990 Board meeting.
- b. Prepare recommendations on this policy for the Board's consideration.
- c. Present recommendations at a regular Board meeting sometime between January, 1991 and May, 1991.


Other

President Ciavarella announced that, "Channel I, Educational Network" will be placed on the January regular meeting agenda. At that time the Board will render a decision as to whether or not the Network should be implemented in the Dickinson School District.

Board members Staudinger and Hunke complimented Superintendent Dr. Morud on an excellent presentation to area legislators. Other Board members unanimously concurred.

All Board members extended a Merry Christmas and wishes for a happy holiday to everyone.

At 8:26 P.M., Johnson moved that the meeting be adjourned. Hunke seconded the motion. The motion passed unanimously.


James Ciavarella, President


C. B. Haas, Business Manager

Dickinson Public Schools
Special Meeting

December 18, 1990, 5:00 P.M.
Board Room, Central Office

The Dickinson Public Schools met in special session on December 18, 1990 at the Dickinson Elks Club. Board members present were Jim Ciavarella, Earl Abrahamson, Don Staudinger, Nancy Johnson and Diana Hunke. Administrators present were Superintendent Dr. Rollie Morud, C. B. Haas and Bruce Jessen. Others present were Rich Wardner, Bill Goetz, Ray David, Frank Wald and Clarence Martin.

President Ciavarella called the meeting to order.

Legislative Issues

The purpose of the meeting was to review legislative issues with area legislators in preparation for the 1991 legislative session. Area legislators in attendance were Clarence Martin, Frank Wald, Bill Goetz, Ray David and Rich Wardner.

Dr. Morud presented the information and responded to questions by legislators.

President Ciavarella expressed the Board's appreciation for everyone's attendance.

At 7:10 P.M., Johnson moved that the meeting be adjourned. Hunke seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager


James Ciavarella, President