

The Dickinson Public School Board met in regular session on January 28, 1993 at the Central Administration Office. Board members present were: Earl Abrahamson, Don Staudinger, Nancy Johnson and Jim Ciavarella. Diane Melbye arrived at 7:40 P.M. Administrators present were: Superintendent Dr. Rollie Morud, C. B. Haas, LeRoy Boespflug, Bruce Jessen, Rodger Miller, Lois Myran, Arlo Howe, Vince Reep, Ron Steiner and Jim Gentile. Others present were: Milo Andersen, Joelle Fruh, Olivia Wellenstein, Karen Thompson, Marilyn Kleingartner, Joel Braaten, Arnie Binek, Jim Steckler, Fern Pokorny, Bobbi Miller, Cindy Haught, Leon Kleingartner, Susan Mack, Dave Michaelson and Cary Shimek-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

Staudinger moved to add "Physical Education Requirement for High School Graduation" to the Agenda. Abrahamson seconded the motion. The motion passed unanimously.

There were 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 December 15, 1993; bills, financial reports, the resignation of Carla Jirges and the new hire of Terri Wark; be approved. Abrahamson seconded the motion. The motion passed unanimously.

NEA Learning Lab Report - Beverly Johnson

Beverly Johnson, representing the National Education Association and consultant to the twenty nation-wide learning labs, outlined the school restructuring goals. The process by which these goals are realized is the focus of the learning lab activity. Ms. Johnson described some of the changes that will likely occur in structure and organization, teaching and learning, curriculum and assessment and accountability.

Superintendent's Report

Dr. Morud reported on the following items:

- a. Collaborative Bargaining Seminar - The seminar is scheduled in Bismarck on February 17 and 18, 1993. Following a brief discussion, Board consensus was in favor of assembling a team to attend the seminar.
- b. Early Dismissal - DHS - February 17, 1993 - Dr. Morud outlined the purpose of the early dismissal, if it were to be approved, but indicated he had reservations about recommending it. Following discussion and comments concerning previous in-service early dismissals, Johnson moved to authorize an early dismissal at Dickinson High School on February 17, 1993. Abrahamson seconded the motion. The motion passed unanimously.

Melbye arrived at the meeting and informed the Board that the Girls' Volleyball Team won their first match.

Student/Staff Recognitions

Dr. Morud recognized the following:

- a. Geography Bee winners -

Jefferson

Courtney Hess - 6th Grade - Deb Greenup, Instructor
Jason Skjervem - 6th Grade - Deb Greenup, Instructor
Luke Splichal - 5th Grade - Peg Manns, Instructor

Lincoln

Justin Dewey - 6th Grade - Bertha Ellenbecker, Instructor
DeAnna Kadrmas-6th Grade-Bertha Ellenbecker, Instructor
Brandon Rodacker-6th Grade-Carol Pritchard, Instructor

Berg

Ryan Schiff - 6th Grade - Rick Kovash, Instructor
Jeff Seibel - 5th Grade - Janet Bauer, Instructor
Charles Schoeder-5th Grade-Johanne Vinson, Instructor

Heart River

Jennifer Dockter-5th Grade - Kristi Jerome, Instructor
Sara Galster - 6th Grade - Sam Fisher, Instructor

b. Coalition for Homeless Logo Competition

Lindsay Bogner, 6th Grader at Jefferson, won a \$50 Savings Bond and an art award for drawing the logo. Her teacher is Sue Jacobsen

c. Dickinson teachers recognized in "Who's Who Among America's Teachers, 1992

James Becker, Gifted & Talented, Berg Elementary
Jane Cornell, Grade 4, Roosevelt Elementary
Jeff Vranna, Music, Dickinson High School

Mission & Goals Committee Report

Dr. Morud reported that the committee has met twice. The committee is in the process of creating dialogue with the district's various publics before finalizing the mission and goals statements.

Budgeting Process - Discussion

Dr. Morud outlined the process and detailed the critical decisions timeline for developing the budget. Board consensus was in favor of the calendar as presented.

1993-1994 BUDGET DEVELOPMENT CALENDAR

- January 13, 1993 Budget Meeting at Roosevelt Elementary*
- January 14 Budget Meeting at Hagen with Hagen & Berg Staff*
- January 20 Budget meetings at High School*
- January 27 Budget meeting at Heart River Elementary*
- January 28 Regular January Board Meeting- General discussion of the process and time-line*
- February 3 Administrative Cabinet Meeting- First full cabinet discussion on specific reductions*
- February 3 Budget meeting at Lincoln Elementary*
- February 4 Budget meeting at Jefferson Elementary*
- February 16 Regular February Board Meeting*
- February 17 Administrative Cabinet Meeting 1:30-5:00 P.M. Budget Reductions, Administrative agreement on total reduction recommendation detailed, e.g. \$XXX in certified staff, \$XXX in non-certified staff, \$XXX in supplies, equipment and misc.*
- February 18 All School's PAC Meeting - Board Meeting
Site: To be announced
Time: 7 P.M.
The agenda will include full description of the financial challenge and some discussion regarding areas of contemplated change.*
- February 23 Budget update meeting at DHS - 7:45 A.M.*
Budget update meeting at Roosevelt - 3:45 P.M.**

February 24 *Budget update meeting at Heart River - 3:45 P.M.**

February 25 *Budget update meeting at Hagen - 3:45 P.M.**

March 8 *Administrative Cabinet Meeting - 1:30 P.M. Final determination of reductions to be recommended*

March 9 *Special Board Meeting: First Budget Meeting. Board may or may not take action on some non-certified staff and program reductions.*

March 16 *Regular March Board Meeting. The Board will be asked to indicate a specific number of certified positions to be eliminated (RIF). Board may or may not take action on some non-certified staff and program reductions.*

April 6 *Administrative Cabinet Meeting - 1:30 P.M. Determine the specific individual staff to be recommended to the School Board for non-renewal.*

April 8 *Special Board Meeting - 12 Noon. The administration will recommend specific staff members to be issued letters of contemplated non-renewal.*

April 13 *Hearing date for non-renewal*

April 20 *Regular April Board Meeting*

May 1 *Deadline for non-renewal notices*

TBA *Second Budget Meeting*

**Staff are invited to attend any or all of the budget update meetings.*

***The number of certified staff named at the April 8 Board meeting may be less but not more than the number authorized March 16. This could occur if revenue information justifies less non-renewals. It is possible that the legislative session will be completed by this time.*

Legislative Issues

Dr. Morud reported on two legislative issues.

- a. Open Enrollment - HB1438
- b. Education Support Per Pupil - SB2432 is the single most important piece of legislation being considered this year. The positive potential financial impact on the district is significant.

Board Policy

Abrahamson reported on the work of the Board Policy Committee responsible for reviewing and revising the Reduction in Staff Policy. Abrahamson recommended first reading approval. Following a brief discussion concerning the mechanics of implementing the policy provisions and the effective date of the policy, Abrahamson moved to give the policy first reading approval. Melbye seconded the motion. The motion passed unanimously. Board consensus was to study the question of implementation date prior to second reading and adoption of the policy at the regular meeting in February. The debate focused on whether the policy should be implemented upon adoption or postponed until July 1, 1993. Past practices of the Board would indicate it should be implemented upon adoption. The possibility of litigation may dictate that it not be implemented until a new fiscal year, July 1, 1993.

Physical Education Requirement for H.S. Graduation

Staudinger introduced the topic and recommended that the requirement be reduced to one instead of two. One credit is the state requirement. Members of the physical education teaching staff made comments defending the two credit requirement. Staudinger moved to reduce the physical education requirement at Dickinson High School from two to one. Abrahamson seconded the motion. The motion failed by a two to three vote. Staudinger, aye; Abrahamson, aye; Johnson, nay; Melbye, nay; Ciavarella, nay.

At 9:02, Johnson moved to adjourn the meeting. Melbye seconded the motion. The motion passed unanimously.



James C. Ciavarella, President



C. B. Haas, Business Manager

REDUCTION IN STAFF

The School Board shall have the sole right to determine the necessity for and scope of reduction-in-force for reasons including, but not limited to, lack of funds, uncertainty of funds, declining enrollment, or other reasons of necessity. The Board's objective, if faced with the need to implement the reduction-in-force policy, will be to reduce staff in a manner which has the least detrimental effect on children.

For the purposes of this policy, the teaching, special services and administrative staff shall be grouped into the following pools:

- (a) Kindergarten through Grade Six
- (b) Grades Seven and Eight
- (c) Grades Nine through Twelve
- (d) Special Services - which shall include Counselors, Librarians, LD, DD, Physically Handicapped, Vision Impaired, Hearing Impaired, Speech, ED, Chapter I, Preschool Program, Gifted Program
- (e) Administrators

Within these pools, the person with the least number of years of continuous district service will be released first, provided there are persons within the district in the appropriate pool who are qualified and certified to replace and perform the duties of the released person. If two or more persons have the same number of years of experience within the district, the superintendent or his/her designee will determine which person will be recommended for release based on:

- (a) Academic preparation - major or minor field
- (b) Evidence of professional growth - graduate course work

Dickinson Public
School District #1

POLICY ADOPTED: 2-16-93
(With implementation effective July 1, 1993)
POLICY AMENDED:

Descriptor Code: DBH

- (c) Training, education or evidence of abilities and/or talents to meet special educational needs or requirements of the school district
- (d) Extra-curricular assignments
- (e) Other criteria to be specified at the time.

Prior to the implementation of this policy, all certified personnel will be given the opportunity to declare, in writing, their membership in any of the five pools, providing that they are fully qualified and certified for each pool selected. The staff member must agree to an in-service educational plan if employed in a pool other than the one of current assignment. The plan will require administrative approval.

The administration has the responsibility of assigning and re-assigning staff to teaching, special services and extra-curricular positions within the terms of this policy. Years of administrative service within the district will count toward the total years of continuous district service. Part-time contracts will be converted to full-time equivalents in the following manner:

- a. Contracts of 50% or more time for a full school term will be considered one full year.
- b. Full-time equivalents for all other part-time contracts will be calculated by adding fractional years.

Recently hired employees (those with 0-3 years experience in the district) will be considered to have the same amount of seniority (1 year).

Dickinson Public
School District #1

POLICY ADOPTED: 2-16-93
(With implementation effective July 1, 1993)
POLICY AMENDED:

Teachers hired under Cooperative Educational Services agreements, in accordance with NDCC 15-27.7, shall have seniority rights for the portion of their contract held by the Dickinson Public School but not for the portion of their contract time spent in the school purchasing the educational services from Dickinson.

Certified instructional personnel, who are non-renewed under the provisions of this policy, shall be placed on a recall list for two contract years from May 1 of the year of their non-renewal notice and will be notified of all vacancies as they occur. They shall have employment rights, in order of seniority, for any teaching positions available in the district for which they are certified and qualified or for which they have become certified and are qualified. Separated personnel are required to notify the superintendent of their interest in re-employment and current address by May 1 of each year during their recall eligibility.

Future re-employment rights will be forfeited when a person declines a position as outlined in the above paragraph.

Separated personnel returning to re-employment from the recall list will have all previous accumulated benefits reinstated and will be placed on the salary schedule at a level commensurate with their experience.

Any contemplated change in this policy will require that a study committee evaluate the contemplated change and make recommendations directly to the Board prior to Board action. The study committee shall consist of three teachers appointed by the DEA, three administrators appointed by the superintendent, and one Board member appointed by the Board.

Dickinson Public
School District #1

POLICY ADOPTED: 2-16-93
(With implementation effective July 1, 1993)
POLICY AMENDED:

MEMORANDUM OF UNDERSTANDING

DICKINSON PUBLIC SCHOOL DISTRICT NO. 1 ("SCHOOL")
AND
DICKINSON HOCKEY CLUB, INC. ("DHC, INC.")

Background: For the past several years, DHC, Inc. has been sponsoring a hockey program for the children of this community which has been independent of the school system. This program has become an integral part of the community. It is also recognized by the students as a major extra-curricular activity notwithstanding that it has not been a part of the school curriculum.

DHC, Inc. has requested that School include the hockey program in its extra-curricular activities students. School understands and recognizes the reasonableness of their request, but is limited as to these activities by the unavailability of resources for another athletic activity.

DHC, Inc. recognizing the financial considerations of hockey as a part of its extra-curricular athletic program, and that School will not be responsible for any of the direct expense of the program.

With this background, the parties enter into the following:

AGREEMENT

1. Dickinson Public School District will include in its high school extra-curricular activities a junior varsity/varsity hockey program for high school students beginning in 1993-1994 in accordance with the rules and regulations of the North Dakota School Activities Association and that the School shall maintain full control of the program as with any other extra-curricular activity currently sponsored by the School.

2. In consideration of the foregoing, DHC, Inc. will pay for all of the expenses incurred by School in the maintenance of the Hockey Program which shall include but not be limited to:

- a. The ice and building rental;
- b. Coach's compensation;
- c. Uniforms;
- d. Equipment;
- e. Officials;
- f. Transportation;
- g. Substitute teachers compensation;
- h. Miscellaneous administrative expenses;

As a condition to insure financial responsibility, on or before August 1, 1993, DHC, Inc. shall deposit the sum of Ten Thousand Dollars in a School Account, which will be used by School to fund said Hockey Program. At any such time, the balance of the account drops below Two Thousand Dollars, School shall notify DHC, Inc. and within fifteen (15) days, DHC, Inc. shall deposit an additional Three Thousand Dollars into the account. It is understood that by August 1 of each succeeding year of this agreement, DHC, Inc. will bring the balance of said account up to Ten Thousand Dollars. For any major purchases by School of services or equipment, School shall consult with DHC, Inc. School shall provide DHC, Inc. with a monthly accounting of expenditures.

3. The term of this agreement is through the school 1996-1997 year or as earlier terminated by the parties or by a party as herein provided.

4. This agreement and or program may be terminated by either party by giving notice in writing on or before August 15 of any year. All equipment purchased by DHC, Inc. will be retained by the DHC, Inc. if the program is terminated.

5. The agreement and/or program may be terminated by the School at any time by failure of DHC, Inc. to comply with any provision in this Memorandum of Understanding.

6. All income to the program from admissions, season tickets, sponsorships, contributions, shall be used by DHC, Inc. to fund the program. DHC, Inc. shall be responsible for the gate admissions. School participation fees collected for hockey will become income used by the Hockey Program. Expenditure records from the hockey program shall be kept by the Activities Office and be available for review by DHC, Inc. If at the end of each season, there is a surplus in this account, such surplus shall be refunded to DHC, Inc., or if there is a deficit in this account, such deficit shall be made up by DHC, Inc.

7. At the conclusion of each hockey season, and within sixty (60) days thereafter, each party shall submit a written report to the other outlining the program from their perspective and to include therein respective concerns as well as recommended changes in the program.

8. In order to have effective communication, each party to this memorandum must designate an official spokesperson. The School spokesperson will be the Athletic Director. The DHC spokesperson will be designated by the club with notification given to School.

DATED at Dickinson, North Dakota, this 16th day of February, 1993.

DICKINSON PUBLIC SCHOOL DISTRICT NO. 1

DICKINSON HOCKEY CLUB, INC.

By: James C. Crayella

By: Michael Johnson

DICKINSON PUBLIC SCHOOLS

1993-1994 School Calendar

July 1993

November 1993 (21)

	1	2	3	4	5
	8	9	10	H	12
	15	16	17	18	19
	22	23	24	H	
	29	30			

March 1994 (21)

		1	2		
	7	8	9	10	11
	14	15	16	17	18
	21	22	23	24	25
	28	29	30	31	

August 1993 (2)

30	31				

December 1993 (16)

			1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22		

April 1994 (20)

					H
		5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29

September 1993 (21)

			1	2	3
		7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	

January 1994 (20)

	3	4	5	6	7
	10	11	12	13	14
	I	18	19	20	21
	24	25	26	27	28
	31				

May 1994 (18)

		2	3	4	5	6
		9	10	11	12	13
		16	17	18	19	20
		23	24	25		

October 1993 (21)

					1
	4	5	6	7	8
	11	12	13	C	C
	18	19	20	21	22
	25	26	27	28	29

February 1994 (20)

		1	2	3	4
	7	8	9	10	11
	14	15	16	17	18
	21	22	23	24	25
	28				

June 1994

First Day of School	August 30*
Labor Day	September 6
NDEA	October 14 & 15
Veteran's Day	November 11
Thanksgiving Break	November 25 & 26
Last Day/Christmas Break	December 22*
Return/Christmas Break	January 3
January In-Service	January 17
WDA	March 3 & 4
Good Friday	April 1
Easter Monday	April 4
Last Day of School	May 25
Graduation	May 25

Early Dismissal 8-30-93, 12-22-93

Storm Days - March 3 & 4

Grading Periods:

I.	August 30 - November 1	(43)
II.	November 2 - January 14	(44)
III.	January 18 - March 22	(44)
IV.	March 23 - May 25	(44)
	Face to face	(175)

Conferences:

Fall	November 3, 4, 5
Spring	March 23, 24, 25

Conference pattern - early dismissal (1:30 p.m.)
Wednesday and Thursday, plus all day Friday.

DICKINSON PUBLIC SCHOOLS

1994-1995 School Calendar

July 1994

November 1994 (21)

		1	2	3	4
	7	8	9	10	H
	14	15	16	17	18
	21	22	23	H	
	28	29	30		

March 1995 (21)

			1		
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	31

August 1994 (3)

29	30	31			

December 1994 (16)

				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	

April 1995 (19)

	3	4	5	6	7
	10	11	12	13	H
		18	19	20	21
	24	25	26	27	28

September 1994 (21)

				1	2
		6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30

January 1995 (20)

		3	4	5	6
	9	10	11	12	13
	I	17	18	19	20
	23	24	25	26	27
	30	31			

May 1995 (18)

	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24		

October 1994 (21)

	3	4	5	6	7
	10	11	12	13	14
	17	18	19	C	C
	24	25	26	27	28
	31				

February 1995 (20)

			1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28			

June 1995

- | | |
|--------------------------|------------------|
| First Day of School | August 29* |
| Labor Day | September 5 |
| NDEA | October 20 & 21 |
| Veteran's Day | November 11 |
| Thanksgiving Break | November 24 & 25 |
| Last Day/Christmas Break | December 22* |
| Return/Christmas Break | January 3 |
| January In-Service | January 16 |
| WDA | March 2 & 3 |
| Good Friday | April 14 |
| Easter Monday | April 17 |
| Last Day of School | May 24 |
| Graduation | May 24 |

Early Dismissal 8-29-94, 12-22-94

Storm Days - March 2 & 3

Grading Periods:

- | | | |
|------|-------------------------|-------|
| I. | August 29 - October 31 | (43) |
| II. | November 1 - January 13 | (44) |
| III. | January 17 - March 21 | (44) |
| IV. | March 22 - May 24 | (44) |
| | Face to face | (175) |

Conferences:

- | | |
|--------|------------------|
| Fall | November 2, 3, 4 |
| Spring | March 29, 30, 31 |

Conference pattern - early dismissal (1:30 p.m.)
Wednesday and Thursday, plus all day Friday.



Dickinson Education Association

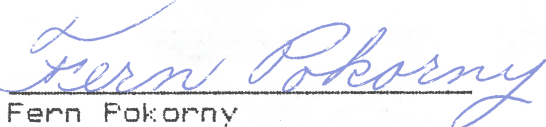
Dickinson, North Dakota 58601

Pursuant to Section 15-38.1-10 of the North Dakota Century Code, the Dickinson Education Association, herein called the Association, hereby determines that the following grouping of jobs or positions within the Dickinson School District, herein called the District, constitutes an appropriate negotiation unit:


All certificated personnel employed, or to be employed, in positions requiring a certificate issued pursuant to Chapter 15-36 of the North Dakota Century Code, by the Board, except administrators and substitute teachers.

The Association requests the District to accept such appropriate bargaining unit.

February 15, 1993



Fern Pokorny
Association President



Dawn Sipma
Association Secretary

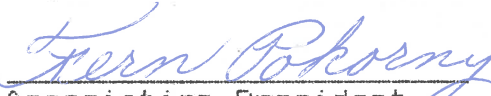


Dickinson Education Association

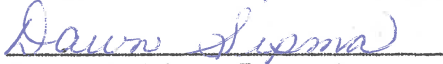
Dickinson, North Dakota 58601

Pursuant to Section II of the North Dakota Century Code 15-38.1, the Dickinson Education Association, hereinafter referred to as the Association, hereby requests that the Dickinson School Board, hereinafter referred to as the Board, recognizes the Association as the exclusive representative of all certificated personnel employed, or to be employed, by the Board (except administrators) for the purpose of negotiating matters relating to terms and conditions of employment and employer-employee relations, including but not limited to salary, hours, and other terms and conditions of employment. Evidence that the Association does represent the majority of certificated personnel included in the appropriate negotiating unit is attached in the form of petition.

February 15, 1993



Association President
Fern Fokorny



Association Secretary
Dawn Sipma

Dickinson Public Schools
Regular Meeting

February 16, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on February 16, 1993 at the Central Administration Office. Board members present were: Don Staudinger, Earl Abrahamson, Nancy Johnson, Diane Melbye and Jim Ciavarella. Administrators present were: C. B. Haas, Arlo Howe, Jim Gentile, Vince Reep, Lois Myran, Betty Neigum, Marv Knoll, Bruce Jessen, LeRoy Boespflug and Clarence Corneil. Others present were: Doug Fleming-Learning Lab Consultant, Cary Shimek-Press, Jim Steckler, Sharon Geyer, Fern Pokorny, Ann Hinrichs, Jim Miller, Sid Culver, Joel Braaten, M. L. Weirich, Bob Stefonowicz and Arnie Binek.

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.

There were 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 January 28, 1993; bills, financial reports and the resignations of C. B. Haas, Irma Hood and Neysa Morrison; be approved. Melbye seconded the motion. The motion passed unanimously.

Outcome Based Education

President Ciavarella called on Marcia L. Weirich, who had arranged to speak to the Board. Ms. Weirich was not in attendance at the time so the Board proceeded to the next agenda item.

Learning Lab Update - Doug Fleming

Betty Neigum introduced Doug Fleming, an independent consultant contracted by the National Center of Innovation, who shared with the Board four of the thirteen principles regarding systemic change in schools. The principles have evolved from the experiences of the NEA Learning Laboratories Initiative.

Superintendent's Report

In Superintendent Morud's absence, C. B. Haas announced and reminded the public of the open panel discussion to be held on March 11, 1993 at the Hagen Junior High Lunch Room. Topics the panel will address are:

America 2000
Outcome Based Education
Total Quality Management

Student/Staff Recognitions

President Ciavarella recognized the following:

a. Geography Bee Winners - Roosevelt

Jim Kadrmas, 6th Grade - Pat Riddle, Instructor
Marisa Riesinger, 6th Grade - Kayleen Wardner, Instructor
Jessica Sticka, 6th Grade - Pat Riddle, Instructor

b. The Dickinson High School Speech Team took first place at the Bismarck State College speech tournament. Contributing to the first place trophy were: Keith Gendreau, Torry Miller, Matt Kolling, Gail Thuner, Linda Hunke, Rachel Weir, Kris Jackson, Monica Howell and Steph Binger. The team is coached by Ed Sahlstrom, DHS English instructor.

- c. Dawn Miller, senior at DHS, has been selected as one of the Elks Teens of the Month for January.

Arlo Howe added the following:

- d. Pat Blake is the recipient of the Golden Apple Award. The award is given by the KX Network to recognize an outstanding educator.
- e. Linda Hunke and Carlton Larson have been named National Merit Scholar finalists at Dickinson High School for the 1992-1993 school year.

School Calendars

President Ciavarella presented school calendars for 1993-1994 and 1994-1995. C. B. Haas reviewed the process by which the calendars were developed. Johnson moved to approve the school calendars for 1993-1994 and 1994-1995 as presented. Abrahamson seconded the motion. The motion passed unanimously. The calendars are attached as a part of these minutes.

High School Extra-Curricular Agreements

Marv Knoll presented a Memo of Understanding between the school district and the Dickinson Hockey Club, Inc. for the joint sponsorship of JV Hockey through the 1996-1997 school year. He also reviewed the application for cooperative sponsorship of hockey between Trinity High School and Dickinson High School.

Johnson moved to approve the Memo of Understanding as presented, between the Dickinson Public School District and the Dickinson Hockey Club, Inc. Staudinger seconded the motion. The motion passed unanimously. A copy is attached to these minutes.

Staudinger moved to approve the cooperative sponsorship of hockey between DHS and Trinity for a period of three years. Johnson seconded the motion. The motion passed unanimously.

Board Policy

Abrahamson moved to give policy DBH, Reduction-in-Staff, second reading approval and adopt the policy effective July 1, 1993. Melbye seconded the motion. The motion passed unanimously.

Abrahamson commended those who worked on the committee charged with revising the Reduction-in-Staff Policy for their efforts and a task well done. Members of the committee were:

Earl Abrahamson, Chairperson
C. B. Haas
Arlo Howe
Joel Braaten
Vince Reep
Barb Nelson
Fern Pokorny

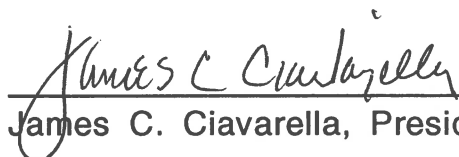
Melbye moved to suspend the rules and return in the agenda to the item, "Outcome Based Education". Johnson seconded the motion. The motion passed unanimously.

Outcome Based Education

President Ciavarella introduced Marcia Weirich to the Board. Ms. Weirich delivered a prepared statement concerning Outcome Based Education and Total Quality Management in the district's schools. There were no comments or questions by Board members following the presentation. Ms. Weirich asked how she might question the Board members individually and collectively regarding these topics. President

Ciavarella responded that the appropriate time and place for this dialogue would be at the Panel Discussion scheduled for March 11, 1993 at Hagen Junior High School. Ms. Weirich thanked the Board members for their time.

At 8:20 P.M., Melbye moved to adjourn the meeting. Abrahamson seconded the motion. The motion passed unanimously.


James C. Ciavarella, President


C. B. Haas, Business Manager

Dickinson Public Schools
Regular Meeting

March 16, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on March 16, 1993 at the Central Administration Office. Board members present were: Earl Abrahamson, Nancy Johnson, Don Staudinger, Jim Ciavarella and Diane Melbye. Administrators present were: Superintendent Dr. Rollie Morud, C. B. Haas, Vince Reep, Arlo Howe, Marv Knoll, Ron Steiner, LeRoy Boespflug, Betty Neigum, Lois Myran, Clarence Corneil, Louis Braun and Rodger Miller. Others present were: Cary Shimek-Press, Kris Fehr-Bismarck Tribune, Linda Howard-KLTC, Laurae Dykema, Julianne Weir, Jeff Vranna, Bobbi Miller, Mitzi Swensen, Jim Geyer, Jim Becker, Bob Stefanowicz, Sandy Ficek, Linda Meyer, Amy Sullivan, Megan Gardner, Tim Wegner, Sonita Wegner, Marty Odermann-Gardner, Larry Gardner, Lee Leiss-KDIX Radio, Joel Duttenhefer, Pat Bieber-Duttenhefer, Ann Hinrichs, Joelle Fruh, Phil Moormann and Jim Steckler.

President Ciavarella called the meeting to order.

Public Participation

Brad Fong addressed the Board concerning the LEAP program. Mr. Fong indicated that the parents of students in the LEAP program have organized a LEAP Activity Fund for the purpose of either retention or enhancement of the program.

Additional Agenda Items/Removal of Items From Consent Agenda

There were no items added to the agenda.

There were 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 February 16, 1993; minutes of the special

meeting held on February 18, 1993; minutes of the special meeting held on March 9, 1993; bills, financial reports; the resignations of Caroline Connell and Lydia Frank; five days additional emergency leave for Meroe Haug and fifteen days additional emergency leave for Sharon A. Hansen be approved. Melbye seconded the motion. The motion passed unanimously.

CAPE Committee Report

Laurae Dykema and Julianne Weir presented an update on the Community Arts Planning in Education Committee's work. The report included the progress that has been made in the last two years and the areas still needing attention and emphasis.

Superintendent's Report

Business Manager's position - Dr. Morud informed the Board that he will be listing the position within the district and on a state-wide basis. The position will be listed requiring candidates to have an educational background. Suggestions and ideas from Board members are welcome.

Student/Staff Recognitions

Dr. Morud recognized the spelling bee winners at Lincoln Elementary. They are:

Lindsey Koppinger-Grade 5, Julie Fadden, Instructor
Jessica Twogood-Grade 5, Marie Brost, Instructor
Josh Gengler-Grade 6, Carol Pritchard, Instructor

President Ciavarella presented Dr. Morud with a "School Bell Award" in recognition of his receiving the 1993 North Dakota Superintendent of the Year Award.

Cooperative Athletic Sponsorships

Marv Knoll presented the applications for two cooperative athletic sponsorships and briefly outlined the background for each application.

Abrahamson moved to approve a gymnastics cooperative athletic sponsorship with Trinity High School for three years beginning in the Fall of 1993. Melbye seconded the motion. The motion passed unanimously.

Abrahamson moved to approve a gymnastics cooperative athletic sponsorship with Billings County for three years beginning in the Fall of 1993. Melbye seconded the motion. The motion passed unanimously.

Fuel Bid

The following bids for fuel were received:

Farmers Union Oil Company of Dickinson

#1 diesel at pump - \$.025/gallon below posted cash price.
#2 diesel at pump - \$.025/gallon below posted cash price.
All diesel delivered - \$.03/gallon below posted cash price.
Unleaded gasoline - \$.04/gallon below posted cash price.

Messer's I-94 Sinclair of Dickinson

#1 diesel at pump - \$.02/gallon below posted cash price.
#2 diesel at pump - \$.02/gallon below posted cash price.
All diesel delivered - \$.02/gallon below posted cash price.
Unleaded gasoline - \$.06/gallon below posted cash price.

West Dakota Oil, Inc. of Dickinson

#1 diesel at pump - \$.025/gallon below posted cash price.
#2 diesel at pump - \$.02/gallon below posted cash price.
All diesel delivered - \$.025/gallon below posted cash price.
Unleaded gasoline - \$.045/gallon below posted cash price.

Johnson moved to accept the bid of Farmers Union Oil Company for all diesel purchases at prices bid and to accept the bid of Messer's I-94 Sinclair for all gasoline purchases at the price bid. Abrahamson seconded the motion. The motion passed unanimously. Accepted prices are:

#1 diesel - \$.025/gallon below posted cash price.
#2 diesel - \$.025/gallon below posted cash price.
Diesel delivered - \$.03/gallon below posted cash price.
Unleaded Gasoline - \$.06/gallon below posted cash price.

DEA Negotiations Petition

Petitions have been submitted with 73.66% of certified staff signatures for the purpose of recognizing an appropriate negotiating unit and a representative organization. Copies of the petition statements are attached to these minutes.

Johnson moved that, pursuant to the provisions of Section 15-38.1-10 of the North Dakota Century Code, the School Board of the Dickinson Public School District #1 recognizes all certified personnel employed, or to be employed, by the Board in positions requiring a certificate issued pursuant to Chapter 15-36-01 of the North Dakota Century Code, except administrators and substitute teachers, as an appropriate negotiating unit for the purpose of 1993-1994 negotiations. Melbye seconded the motion. The motion passed unanimously.

Johnson moved that, pursuant to the provisions of Section 15-38.1-11 of the North Dakota Century Code, the School Board of Dickinson Public School District #1 recognizes the Dickinson Education Association as the exclusive representative of the appropriate negotiating unit for the purpose of 1993-1994 negotiations. Melbye seconded the motion. The motion passed by a four to one vote. Ciavarella, aye; Johnson, aye, Staudinger, aye; Melbye, aye; Abrahamson, Nay.

Energy Impact Grant

Dr. Morud requested approval of a grant application for an addition to Lincoln Elementary which would house a library, computer lab, counseling areas and be a replacement for the portable classroom currently in use there.

Melbye moved to approve a grant application to the Energy Impact Office for a \$275,000 addition to Lincoln Elementary. Abrahamson seconded the motion. The motion passed unanimously.

Budget: 1993-1994

Dr. Morud briefly reviewed the budgetary information presented at the March 9, 1993 special meeting. South Heart is not likely to continue with the Cooperative Educational Services Agreement with Dickinson next year. This may necessitate additional non-renewal contemplations.

The staff reductions recommended are outlined below.

<u>FTE</u>	<u>\$ Savings</u>	<u>Description</u>
Tier 1:		
	\$30,251	Chapter One inclusion at Jefferson Elem
1.0	\$50,000	Administrative Position CAO
.6	\$13,800	Elementary Art-educational leave advantage
.5	\$ 7,000	Pre-school Handicapped position
1.0	\$23,000	Physical Education at DHS (credit change)
.5	\$11,500	One Kindergarten section
1.0	\$23,000	Industrial Arts at Hagen
.5	\$11,500	Vocal Music (lack of enrollment)
.5	\$ 9,432	LEAP Program reduction
1.0	\$ 8,668	Heart River classroom aide
.5	\$ 5,000	Hearing Impaired aide
Tier 2:		
1.0	\$23,000	Grade One position (declining enrollment)
1.0	\$23,000	Grade Two position (declining enrollment)
.5	\$ 9,432	LEAP Program reduction
5.0	\$35,000	General Classroom Aides-One per elem. bldg.

President Ciavarella suggested two additional meetings for the purpose of budget deliberations.

Friday - April 2, 1993 at 7:00 P.M.

Thursday - April 8, 1993 at 7:00 A.M.

Board consensus was in favor of these two special meeting dates.

Dr. Morud informed the Board that one of the recommended reductions was contingent on the Board taking action to reduce the physical education requirement at DHS from two credits to one credit. Administratively, Dr. Morud recommended the Board take this action. Johnson moved to reduce the physical education credit requirement at Dickinson High School from two credits to one credit. Abrahamson seconded the motion. The motion passed unanimously.

Annual School Board Election

Abrahamson moved that the Annual Election be scheduled on June 1, 1993, with the same precinct boundaries as previous elections, with polling places at Jefferson, Lincoln and Heart River Elementary Schools and Gladstone City Hall, and the polls be opened at 9:00 A.M. and closed at 7:00 P.M. Staudinger seconded the motion. The motion passed unanimously.

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 District shall vote at the Gladstone City Hall.

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

The June 1, 1993 election establishes the following deadlines:

Candidate filing deadline -----	April 29, 1993
Ballots printed -----	May 12, 1993
Official Notice of Election (Dickinson Press)---	May 18, 1993
Election -----	June 1, 1993
Canvas Election Returns -----	June 4, 1993
(Must be done within 3 days of the election)	
Notification of Election Results -----	June 14, 1993
(Must be done with 10 days of election)	

Superintendent's Evaluation

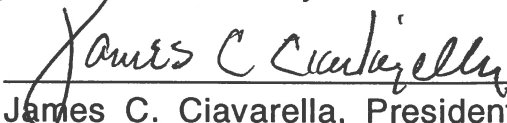
President Ciavarella reviewed and summarized a composite evaluation of Superintendent Dr. Morud. The composite is based on individual evaluations submitted by Board members. Copies of the individual evaluations will be placed in Dr. Morud's personnel file.

The composite evaluation was very complimentary. President Ciavarella concluded by recommending continued employment for Dr. Morud.

At 8:35 P.M., Johnson moved to adjourn the meeting. Abrahamson seconded the motion. The motion passed, unanimously.



C. B. Haas, Business Manager



James C. Ciavarella, President

Dickinson Public Schools
Special Meeting

April 2, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on April 2, 1993 at the Central Administration Office. Board members present were: Nancy Johnson, Jim Ciavarella, Earl Abrahamson, Diane Melbye and Don Staudinger. Administrators present were: Superintendent Dr. Rollie Morud, C. B. Haas, Vince Reep, Bruce Jessen, Arlo Howe, Rodger Miller, LeRoy Boespflug, Marv Knoll, Louis Braun and Lois Myran. Others present were: Deb Kantrud-Press, Linda Kjerstad, and Kris Fehr-Tribune.

President Ciavarella called the meeting to order.

1993-1994 Budget

President Ciavarella introduced the topic and asked Dr. Morud to lead the discussion.

Dr. Morud outlined the total financial situation and concluded to the Board that the amount of reduction required is \$222,000.00. By making the shift from local funds to Chapter I funds at Jefferson, not filling the position of Administrative Assistant for Curriculum and Personnel, and not filling the elementary art teacher's position, expenditures for 1993-1994 will be reduced by \$94,051.00. This will reduce personnel cuts to \$127,949.00.

Dr. Morud recommended that decisions regarding classified reductions be postponed until late in the year because there are no legal dates under which these reductions have to be made.

Dr. Morud reviewed enrollment projections for 1993-1994 in detail. Projections show a decline in kindergarten and grade one which could result in decreased sections. Grade two could also be reduced by one section and not increase class size.

A discussion ensued concerning how administrative portfolios would be distributed without filling the Administrative Assistant for

Curriculum and Personnel position. Dr. Morud indicated that it could be manageable for one year but eventually the position would need to be filled.

Dr. Morud recommended that the following reductions be considered by the Board:

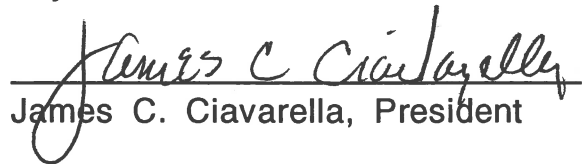
- .1 FTE Vocational Agriculture - lack of enrollment - DHS
- .5 FTE Physical Education - lack of enrollment - DHS
- .5 FTE Business Education - lack of enrollment - DHS
- .5 FTE Vocal Music - lack of enrollment - DHS & Hagen
- 1.0 FTE Industrial Arts - financial - Hagen
- .5 FTE LEAP Program - financial - Elementary
- .5 FTE Pre-School Handicapped - financial - Pre-School
- 1.0 FTE Grade One - lack of enrollment - Elementary
- .5 FTE Kindergarten - lack of enrollment - Elementary
- 1.0 FTE Grade Two - financial - Elementary

Abrahamson moved to direct the Administration to implement the reduction-in-force policy for the positions outlined by Dr. Morud and bring forth specific recommendations at the special meeting at 7:00 A.M. on Thursday, April 8, 1993. Staudinger seconded the motion. The motion passed unanimously.

At 8:30 P.M., Melbye moved to adjourn the meeting. Johnson seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager


James C. Ciavarella, President

Dickinson Public Schools
Special Meeting

April 8, 1993; 7:00 A.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on April 8, 1993 at the Central Administration Office. Board members present were: Don Staudinger, Nancy Johnson, Earl Abrahamson, Jim Ciavarella and Diane Melbye. Administrators present were: Superintendent Dr. Rollie Morud and C. B. Haas. Others present were: Linda Howard-KLTC Radio, Deb Kantrud-Dickinson Press, Joel Braaten, Dave Paulson, Bobbi Miller and Fern Pokorny.

President Ciavarella called the meeting to order.

1993-1994 Budget - Reduction Recommendations

President Ciavarella reviewed the motion concerning the budget which was made at the special meeting on April 2, 1993. This Board action required the administration to recommend specific personnel reductions. President Ciavarella asked Dr. Morud for his recommendations.

Dr. Morud recommended the following reductions in staff:

Dr. Morud recommended a contemplated partial reduction in time of Sharon M. Hansen due to a lack of funds resulting from the termination of the Cooperative Services Agreement with South Heart, with a special meeting to consider this recommended action scheduled at 6:30 P.M. on April 13, 1993. Johnson moved that a special meeting of the Board be held at the Board Room, Central Administrative Office, on April 13, 1993, beginning at 6:30 P.M., at which time the Board will discuss and act upon the contemplated reduction in time of the current teaching contract of Sharon M. Hansen for the reasons set forth by Superintendent Morud and that the business manager send the teacher a letter to that effect, including the specified reasons. Melbye seconded the motion. Upon a roll call vote, the motion passed unanimously.

Dr Morud recommended a contemplated nonrenewal of Susan Stoltz's contract due to a lack of funds resulting from the termination of the

Cooperative Services Agreement with South Heart, with a special meeting to consider this recommended action scheduled at 7:00 P.M. on April 13, 1993. Staudinger moved that a special meeting of the Board be held at the Board Room, Central Administrative Office, on April 13, 1993, beginning at 7:00 P.M., at which time the Board will discuss and act upon the contemplated nonrenewal of the current teaching contract of Susan Stoltz for the reasons set forth by Superintendent Morud and that the business manager send the teacher a letter to that effect, including the specified reasons. Abrahamson seconded the motion. Upon a roll call vote, the motion passed unanimously.

Dr. Morud recommended a contemplated nonrenewal of Kelly Kussy's contract because of program curtailment due to lack of enrollment and due to lack of funds, with a special meeting to consider this recommended action scheduled at 7:30 P.M. on April 13, 1993. Melbye moved that a special meeting of the Board be held at the Board Room, Central Administrative Office, on April 13, 1993, beginning at 7:30 P.M., at which time the Board will discuss and act upon the contemplated nonrenewal of the current teaching contract of Kelly Kussy for the reasons set forth by Superintendent Morud and that the business manager send the teacher a letter to that effect, including the specified reasons. Johnson seconded the motion. Upon a roll call vote, the motion passed unanimously.

Dr. Morud recommended a contemplated reduction in time of Richard Jambor's contract resulting from program curtailment due to lack of enrollment in Technology Education and due to lack of funds, with a special meeting to consider this recommended action scheduled at 8:00 P.M. on April 13, 1993. Abrahamson moved that a special meeting of the Board be held at the Board Room, Central Administrative Office, on April 13, 1993, beginning at 8:00 P.M., at which time the Board will discuss and act upon the contemplated reduction in time of the current teaching contract of Richard Jambor for the reasons set forth by Superintendent Morud and that the business manager send the teacher a letter to that effect, including the specified reasons. Staudinger seconded the motion. Upon a roll call vote, the motion passed unanimously.

Dr. Morud recommended a contemplated nonrenewal of Annette Kadrmas' contract due to program curtailment and lack of funds, with a

special meeting to consider this recommended action scheduled at 8:30 P.M. on April 13, 1993. Johnson moved that a special meeting of the Board be held at the Board Room, Central Administrative Office, on April 13, 1993, beginning at 8:30 P.M., at which time the Board will discuss and act upon the contemplated nonrenewal of the current teaching contract of Annette Kadrmas for the reasons set forth by Superintendent Morud and that the business manager send the teacher a letter to that effect, including the specified reasons. Staudinger seconded the motion. Upon a roll call vote, the motion passed unanimously.

Dr. Morud recommended a contemplated nonrenewal of Dakota Seymanski's contract due to program curtailment and lack of funds, with a special meeting to consider this recommended action scheduled at 9:00 P.M. on April 13, 1993. Staudinger moved that a special meeting of the Board be held at the Board Room, Central Administrative Office, on April 13, 1993, beginning at 9:00 P.M., at which time the Board will discuss and act upon the contemplated nonrenewal of the current teaching contract of Dakota Seymanski for the reasons set forth by Superintendent Morud and that the business manager send the teacher a letter to that effect, including the specified reasons. Abrahamson seconded the motion. Upon a roll call vote, the motion passed unanimously.

Dr. Morud recommended a contemplated nonrenewal of Scott Miller's contract due to program curtailment and lack of funds, with a special meeting to consider the recommended action scheduled at 9:30 P.M. on April 13, 1993. Melbye moved that a special meeting of the Board be held at the Board Room, Central Administrative Office, on April 13, 1993, beginning at 9:30 P.M., at which time the Board will discuss and act upon the contemplated nonrenewal of the current teaching contract of Scott Miller for the reasons set forth by Superintendent Morud and that the business manager send the teacher a letter to that effect, including the specified reasons. Abrahamson seconded the motion. Upon a roll call vote, the motion passed unanimously.

Dr. Morud recommended a contemplated nonrenewal of Kay Moody's contract due to program curtailment and lack of funds, with a special meeting to consider this recommended action scheduled at 10:00 P.M. on April 13, 1993. Abrahamson moved that a special meeting of the Board be

held at the Board Room, Central Administrative Office, on April 13, 1993, beginning at 10:00 P.M., at which time the Board will discuss and act upon the contemplated nonrenewal of the current teaching contract of Kay Moody for the reasons set forth by Superintendent Morud and that the business manager send the teacher a letter to that effect, including the specified reasons. Staudinger seconded the motion. Upon a roll call vote, the motion passed unanimously.

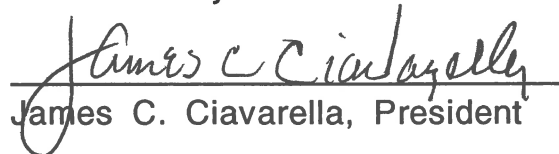
Dr. Morud recommended a contemplated nonrenewal of Jan Lindsey's contract due to program curtailment and lack of funds, with a special meeting to consider this recommended action scheduled at 10:30 P.M. on April 13, 1993. Johnson moved that a special meeting of the Board be held at the Board Room, Central Administrative Office, on April 13, 1993, beginning at 10:30 P.M., at which time the Board will discuss and act upon the contemplated nonrenewal of the current teaching contract of Jan Lindsey for the reasons set forth by Superintendent Morud and that the business manager send the teacher a letter to that effect, including the specified reasons. Abrahamson seconded the motion. Upon a roll call vote, the motion passed unanimously.

Dr. Morud reviewed the most recent developments in the legislature with regard to elementary and secondary education funding.

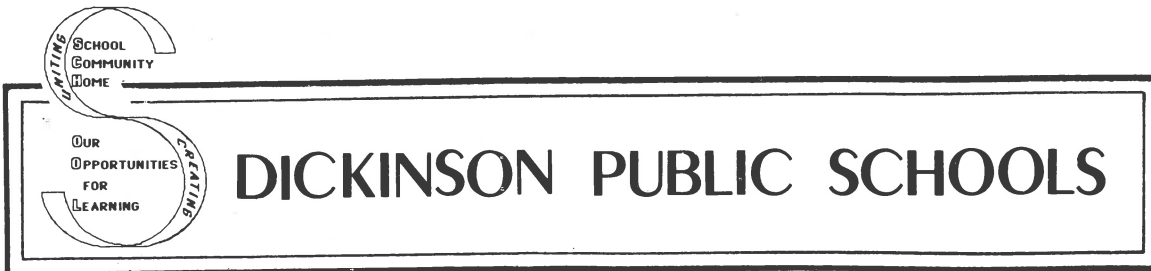
At 7:45 A.M., Melbye moved to adjourn the meeting. Abrahamson seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager



James C. Ciavarella, President



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

April 8, 1993

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

Ms. Sharon M. Hansen
HC1 Box 39
Dunn Center ND 58626

Dear Ms. Hansen:

You are hereby advised that the school board of Dickinson Public School District #1 has voted to contemplate a partial reduction in your contract for the coming school year for the following reasons:

1. Lack of funds due to the termination of the Cooperative Services Agreement with South Heart.

A special meeting for the purpose of considering and acting upon this contemplated nonrenewal will be held on April 13, 1993, at 6:30 o'clock p.m. at the Board Room, Central Administration Office, at which time the board will discuss and determine whether or not the administrator has, in fact, substantiated the reasons with written or oral evidence presented at the meeting. You will be given an opportunity to present witnesses and evidence to refute the reasons for the contemplated nonrenewal if you so desire. All witnesses will be subject to questioning for the purpose of clarification.

You are also advised that the meeting will be an executive session unless you and the board agree to admit the public. You are further advised that you have the right to be represented at the meeting by any two representatives of your choosing. Your spouse or one other family member may be present if you so desire and, if you so request at the meeting, a continuance will be granted for a period of time not to exceed seven days.

If, as a result of the meeting, the board determines that your contract for the coming year will not be renewed, you will be so advised in writing of that fact by May 1, 1993.

Very truly yours,

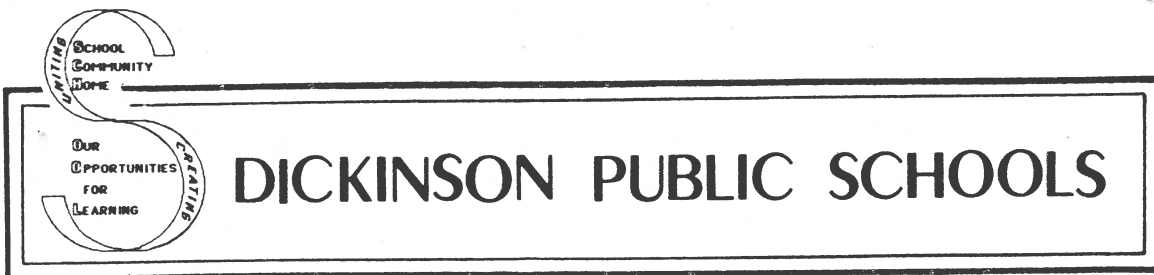
C. B. Haas, Business Manager
Dickinson Public School Board

I acknowledge receipt of the original of the above letter this 8th day of April, 1993.

Sharon M. Hansen

"Learning Today for Tomorrow"

EXHIBIT I



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

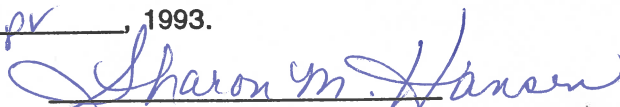
TO: C. B. Haas, Business Manager
Dickinson Public School District #1
PO Box 1057
Dickinson ND 58601

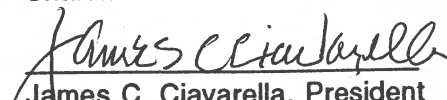
The undersigned parties hereby agree to a reduction-in-force of the current teaching contract of Sharon M. Hansen as a teacher in the Dickinson Public School District/South Heart Public School District, effective at the conclusion of the current school year, subject to the following conditions:

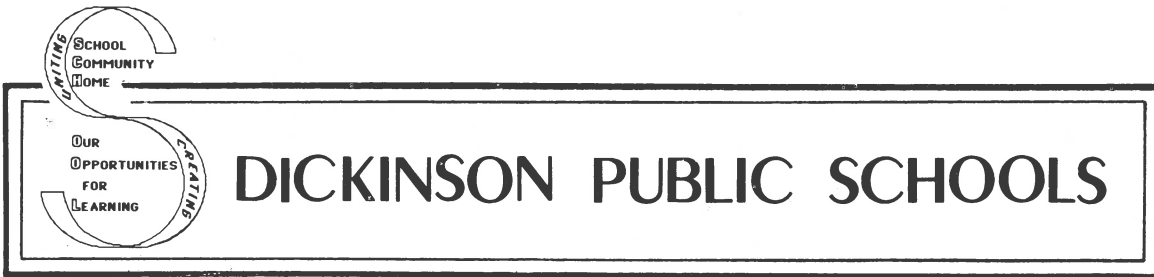
- (1) The teacher will be offered a part-time contract of 60% of a full-time position for the coming school year with salary and fringe benefits as provided in the applicable negotiated agreement, prorated accordingly;
- (2) Should the needs and requirements of the district allow the reinstatement of the position, the same rights to that position to which the teacher would otherwise be entitled shall be granted the teacher under the reemployment rights of the district the same as if the teacher had been renewed; and
- (3) It is mutually acknowledged that this consent to nonrenewal has been offered by the teacher and accepted by the school district in lieu of a staff reduction nonrenewal proceeding.

The parties acknowledge that this nonrenewal consent is subject to approval by the school board, that said approval will constitute a decision to nonrenew, and that all fringe benefits in excess of those above will terminate on the effective date of the nonrenewal. The parties further acknowledge that this consent to nonrenewal, if approved, constitutes a voluntary and knowing waiver by the teacher of the right to that statutory nonrenewal hearing before the school board and the right to written notice of the determination not to renew the contract, both of which are provided for in Section 15-47-38 of the North Dakota Century Code, as amended.

Dated at Dickinson, this 13th day of Apr, 1993.


Sharon M. Hansen


James C. Ciavarella, President
Dickinson Public School Board



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

April 8, 1993

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

Ms. Susan Stoltz
19 4th Street SE
Dickinson ND 58601

Dear Ms. Stoltz:

You are hereby advised that the school board of Dickinson Public School District #1 has voted to contemplate not renewing your contract for the coming school year for the following reasons:

1. Lack of funds due to the termination of the Cooperative Services Agreement with South Heart.

A special meeting for the purpose of considering and acting upon this contemplated nonrenewal will be held on April 13, 1993, at 7:00 o'clock p.m. at the Board Room, Central Administration Office, at which time the board will discuss and determine whether or not the administrator has, in fact, substantiated the reasons with written or oral evidence presented at the meeting. You will be given an opportunity to present witnesses and evidence to refute the reasons for the contemplated nonrenewal if you so desire. All witnesses will be subject to questioning for the purpose of clarification.

You are also advised that the meeting will be an executive session unless you and the board agree to admit the public. You are further advised that you have the right to be represented at the meeting by any two representatives of your choosing. Your spouse or one other family member may be present if you so desire and, if you so request at the meeting, a continuance will be granted for a period of time not to exceed seven days.

If, as a result of the meeting, the board determines that your contract for the coming year will not be renewed, you will be so advised in writing of that fact by May 1, 1993.

Sincerely,

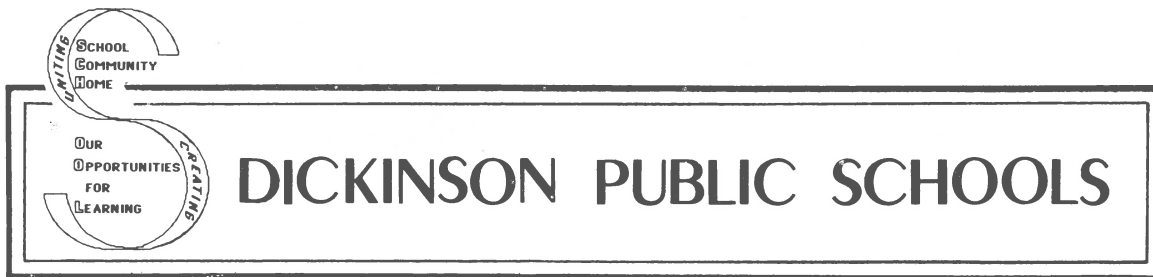
C. B. Haas, Business Manager
Dickinson Public School Board

I acknowledge receipt of the original of the above letter this 8th day of April, 1993.

Susan Stoltz

"Learning Today for Tomorrow"

EXHIBIT I



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

TO: C. B. Haas, Business Manager
Dickinson Public School District #1
PO Box 1057
Dickinson ND 58601

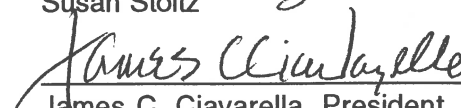
The undersigned parties hereby agree to a reduction-in-force nonrenewal of the current teaching contract of Susan Stoltz as a teacher in the Dickinson Public School District/South Heart Public School, effective at the conclusion of the current school year, subject to the following conditions:

- (1) Any reemployment rights to which the teacher would otherwise be entitled shall be granted, the same as if the teacher had been nonrenewed.
- (2) The teacher will be allowed to continue in the existing group health insurance coverage(s) to the extent required by COBRA regulations. The Dickinson Public School District will continue to pay that portion of the premium currently paid by the district until September 30, 1993. following which the teacher will be solely responsible for all premium payments unless the teacher is reemployed by the Dickinson Public School District; and
- (3) The parties mutually acknowledge that this consent to nonrenewal has been offered by the teacher and accepted by the school district in lieu of a staff reduction nonrenewal proceeding for purposes of unemployment compensation.

The parties acknowledge that this nonrenewal consent is subject to approval by the school board, that said approval will constitute a decision to nonrenew, and that all fringe benefits, except those set forth above, will terminate on the effective date of the nonrenewal. The parties further acknowledge that this consent to nonrenewal, if approved, constitutes a voluntary and knowing waiver by the teacher of the right to that statutory nonrenewal hearing before the school board and the right to written notice of the determination not to renew the contract, both of which are provided in Section 15-47-38 of the North Dakota Century Code, as amended.

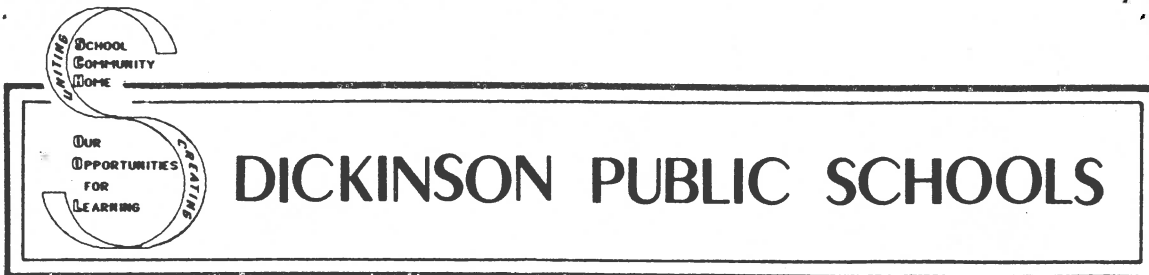
Dated this 13th day of April, 1993.


Susan Stoltz


James C. Ciavarella, President
Dickinson Public School Board

"Learning Today for Tomorrow"

EXHIBIT II



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

April 8, 1993

Ms. Kelly Kussy
PO Box 1382
Dickinson ND 58602-1382

Dear Ms. Kussy:

You are hereby advised that the school board of Dickinson Public School District #1 has voted to contemplate not renewing your contract for the coming year for the following reasons:

1. Program curtailment due to lack of enrollment
2. Lack of funds.

An executive session meeting for the purpose of discussing the reasons for your contemplated nonrenewal will be held on April 13, 1993, at 7:30 o'clock p.m. at the Board Room, Central Administrative Office, pursuant to the provisions of Section 15-47-27.1 of the North Dakota Century Code, as amended.

If, as the result of the meeting, the board determines that your contract for the coming year will not be renewed, you will be so advised in writing of that fact no earlier than April 15 and no later than May 1, 1993.

Sincerely,

C. B. Haas, Business Manager
Dickinson Public School Board

I acknowledge receipt of the original of the above letter this _____ day of _____, 1993.

Kelly Kussy

Ms Kussy refused to acknowledge receipt of this letter. The original and letter to waive a meeting were mailed to Ms Kussy by certified mail. Rollie Morud

Learning Today for Tomorrow

EXHIBIT I

PS Form 3811, Dec. 1990

SENDER: Complete items 1, 2, 3, and 4.
Add your address in the "RETURN TO" space
on reverse.

(CONSULT POSTMASTER FOR FEES)

1. The following service is requested (check one).
- Show to whom and date delivered — \$
 - Show to whom, date, and address of delivery.. — \$
2. **RESTRICTED DELIVERY** — \$
(The restricted delivery fee is charged in addition to the return receipt fee.)

TOTAL \$ _____

3. ARTICLE ADDRESSED TO:

Kelly Kussy
PO Box 1382
Diekinson ND 58602

4. TYPE OF SERVICE: ARTICLE NUMBER

REGISTERED INSURED *P014558344*

CERTIFIED COD

EXPRESS MAIL

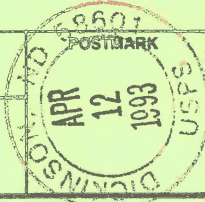
(Always obtain signature of addressee or agent)

I have received the article described above.

SIGNATURE Addressee Authorized agent

5. DATE OF DELIVERY

7 Kelly Kussy
4-12-93

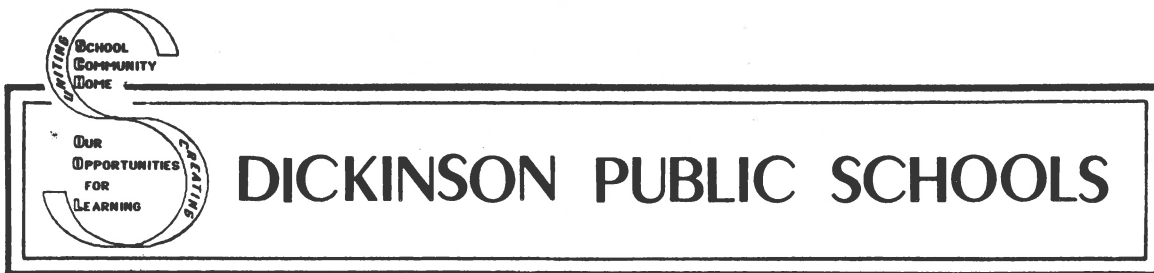


6. ADDRESSEE'S ADDRESS (Only if requested)

7. UNABLE TO DELIVER BECAUSE:

7a. EMPLOYEE'S INITIALS
DC

RETURN RECEIPT, REGISTERED, INSURED AND CERTIFIED MAIL



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

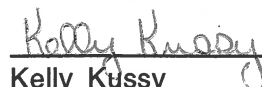
TO: C. B. Haas, Business Manager
Dickinson Public School District #1
PO Box 1057
Dickinson ND 58601

The undersigned parties hereby agree to a reduction-in-force nonrenewal of the current teaching contract of Kelly Kussy as a teacher in the Dickinson Public School District, effective at the conclusion of the current school year, subject to the following conditions:

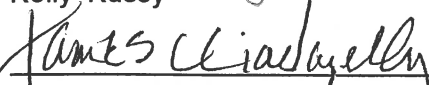
- (1) Any reemployment rights to which the teacher would otherwise be entitled shall be granted, the same as if the teacher had been non-renewed.
- (2) The teacher will be allowed to continue in the existing group health insurance coverage(s) to the extent required by COBRA regulations. The Dickinson Public School District will continue to pay that portion of the premium currently paid by the district until September 30, 1993. following which the teacher will be solely responsible for all premium payments unless the teacher is reemployed by the Dickinson Public School District. In addition, the Dickinson Public School District will continue to pay long-term disability insurance and term life insurance until August 31, 1993; and
- (3) The parties mutually acknowledge that this consent to nonrenewal has been offered by the teacher and accepted by the school district in lieu of a staff reduction nonrenewal proceeding for purposes of unemployment compensation.

The parties acknowledge that this nonrenewal consent is subject to approval by the school board, that said approval will constitute a decision to nonrenew, and that all fringe benefits, except those set forth above, will terminate on the effective date of the nonrenewal. The parties further acknowledge that this consent to nonrenewal, if approved, constitutes a voluntary and knowing waiver by the teacher of the right to that statutory nonrenewal hearing before the school board and the right to written notice of the determination not to renew the contract, both of which are provided in Section 15-47-38 of the North Dakota Century Code, as amended.

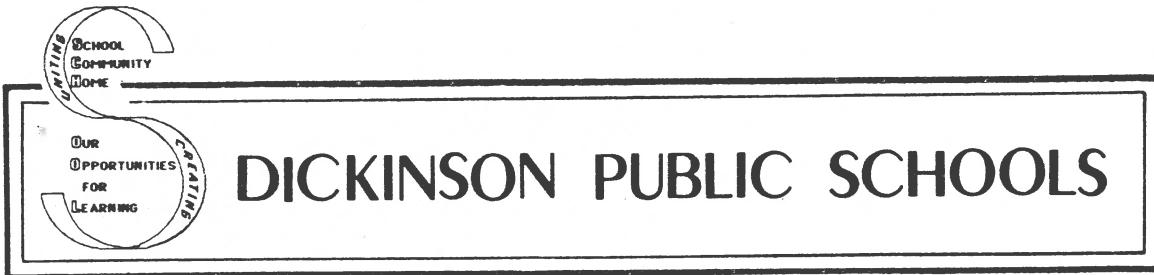
Dated this 13 day of April, 1993.



Kelly Kussy



James C. Ciavarella, President
Dickinson Public School Board



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

April 8, 1993

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

Mr. Richard Jambor
HCO3 Box 9
Killdeer ND 58640

Dear Mr. Jambor:

You are hereby advised that the school board of Dickinson Public School District #1 has voted to contemplate not renewing your contract for the coming school year for the following reasons:

1. Program curtailment due to lack of enrollment in Technology Education
2. Lack of funds

A special meeting for the purpose of considering and acting upon this contemplated nonrenewal will be held on April 13, 1993, at 8:00 o'clock p.m. at the Board Room, Central Administration Office, at which time the board will discuss and determine whether or not the administrator has, in fact, substantiated the reasons with written or oral evidence presented at the meeting. You will be given an opportunity to present witnesses and evidence to refute the reasons for the contemplated nonrenewal if you so desire. All witnesses will be subject to questioning for the purpose of clarification.

You are also advised that the meeting will be an executive session unless you and the board agree to admit the public. You are further advised that you have the right to be represented at the meeting by any two representatives of your choosing. Your spouse or one other family member may be present if you so desire and, if you so request at the meeting, a continuance will be granted for a period of time not to exceed seven days.

If, as a result of the meeting, the board determines that your contract for the coming year will not be renewed, you will be so advised in writing of that fact by May 1, 1993.

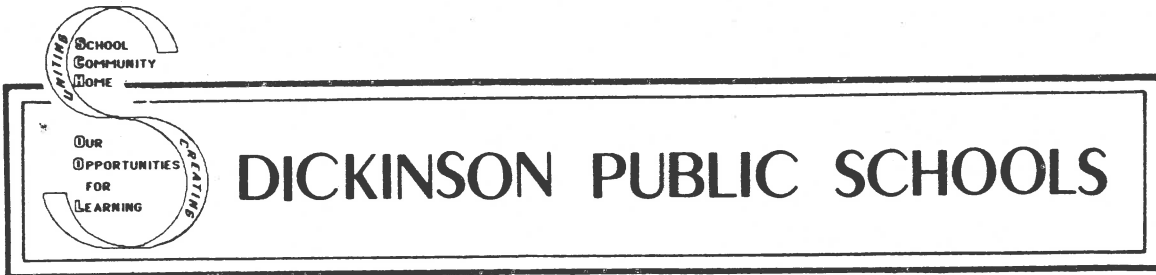
Sincerely,

C. B. Haas, Business Manager
Dickinson Public School Board

I acknowledge receipt of the original of the above letter this 8th day of April, 1993.

Richard Jambor

"Learning Today for Tomorrow"



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

April 8, 1993

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

Ms. Annette Kadrmas
1252 West High Street
Dickinson ND 58601

Dear Ms. Kadrmas:

You are hereby advised that the school board of Dickinson Public School District #1 has voted to contemplate not renewing your contract for the coming school year for the following reasons:

1. Program curtailment
2. Lack of funds

A special meeting for the purpose of considering and acting upon this contemplated nonrenewal will be held on April 13, 1993, at 8:30 o'clock p.m. at the Board Room, Central Administration Office, at which time the board will discuss and determine whether or not the administrator has, in fact, substantiated the reasons with written or oral evidence presented at the meeting. You will be given an opportunity to present witnesses and evidence to refute the reasons for the contemplated nonrenewal if you so desire. All witnesses will be subject to questioning for the purpose of clarification.

You are also advised that the meeting will be an executive session unless you and the board agree to admit the public. You are further advised that you have the right to be represented at the meeting by any two representatives of your choosing. Your spouse or one other family member may be present if you so desire and, if you so request at the meeting, a continuance will be granted for a period of time not to exceed seven days.

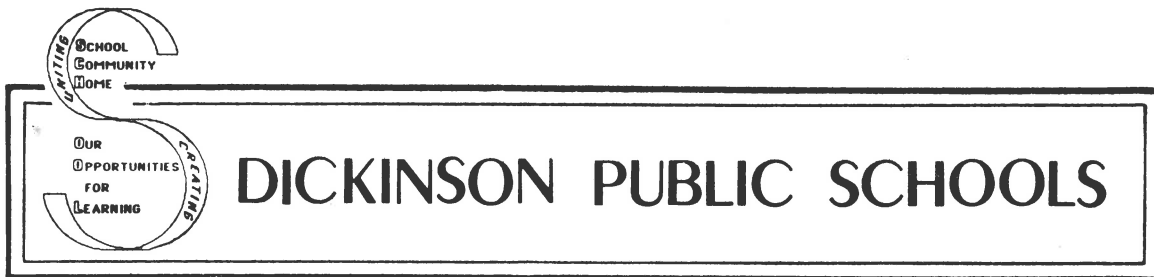
If, as a result of the meeting, the board determines that your contract for the coming year will not be renewed, you will be so advised in writing of that fact by May 1, 1993.

Sincerely,

C. B. Haas, Business Manager
Dickinson Public School Board

I acknowledge receipt of the original of the above letter this 8th day of April, 1993.

Annette Kadrmas



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

TO: C. B. Haas, Business Manager
Dickinson Public School District #1
PO Box 1057
Dickinson ND 58601

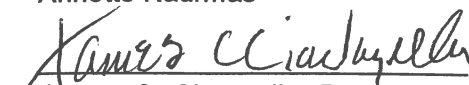
The undersigned parties hereby agree to a reduction-in-force nonrenewal of the current teaching contract of Annette Kadrmias as a teacher in the Dickinson Public School District, effective at the conclusion of the current school year, subject to the following conditions:

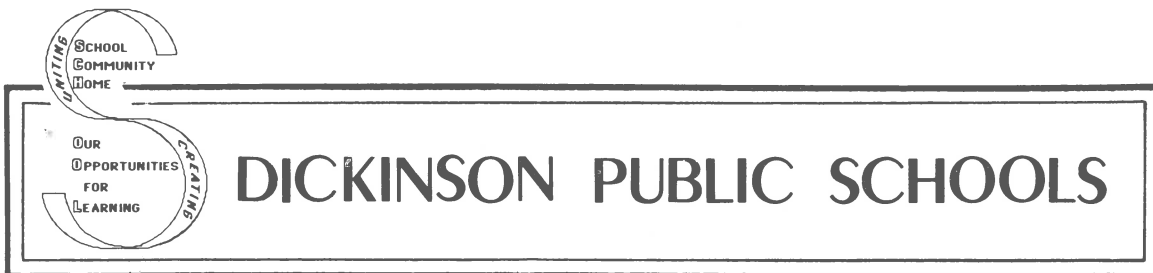
- (1) Any reemployment rights to which the teacher would otherwise be entitled shall be granted, the same as if the teacher had been non-renewed.
- (2) The teacher will be allowed to continue in the existing group health insurance coverage(s) to the extent required by COBRA regulations. The Dickinson Public School District will continue to pay that portion of the premium currently paid by the district until September 30, 1993. following which the teacher will be solely responsible for all premium payments unless the teacher is reemployed by the Dickinson Public School District. In addition, the Dickinson Public School District will continue to pay long-term disability insurance and term life insurance until August 31, 1993; and
- (3) The parties mutually acknowledge that this consent to nonrenewal has been offered by the teacher and accepted by the school district in lieu of a staff reduction nonrenewal proceeding for purposes of unemployment compensation.

The parties acknowledge that this nonrenewal consent is subject to approval by the school board, that said approval will constitute a decision to nonrenew, and that all fringe benefits, except those set forth above, will terminate on the effective date of the nonrenewal. The parties further acknowledge that this consent to nonrenewal, if approved, constitutes a voluntary and knowing waiver by the teacher of the right to that statutory nonrenewal hearing before the school board and the right to written notice of the determination not to renew the contract, both of which are provided in Section 15-47-38 of the North Dakota Century Code, as amended.

Dated this 15 day of April, 1993.


Annette Kadrmias


James C. Ciavarella, President
Dickinson Public School Board



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

April 8, 1993

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

Ms. Dakota Seymanski
764 5th Ave SW
Dickinson ND 58601

Dear Ms. Seymanski:

You are hereby advised that the school board of Dickinson Public School District #1 has voted to contemplate not renewing your contract for the coming school year for the following reasons:

1. Program curtailment
2. Lack of funds

A special meeting for the purpose of considering and acting upon this contemplated nonrenewal will be held on April 13, 1993, at 9:00 o'clock p.m. at the Board Room, Central Administration Office, at which time the board will discuss and determine whether or not the administrator has, in fact, substantiated the reasons with written or oral evidence presented at the meeting. You will be given an opportunity to present witnesses and evidence to refute the reasons for the contemplated nonrenewal if you so desire. All witnesses will be subject to questioning for the purpose of clarification.

You are also advised that the meeting will be an executive session unless you and the board agree to admit the public. You are further advised that you have the right to be represented at the meeting by any two representatives of your choosing. Your spouse or one other family member may be present if you so desire and, if you so request at the meeting, a continuance will be granted for a period of time not to exceed seven days.

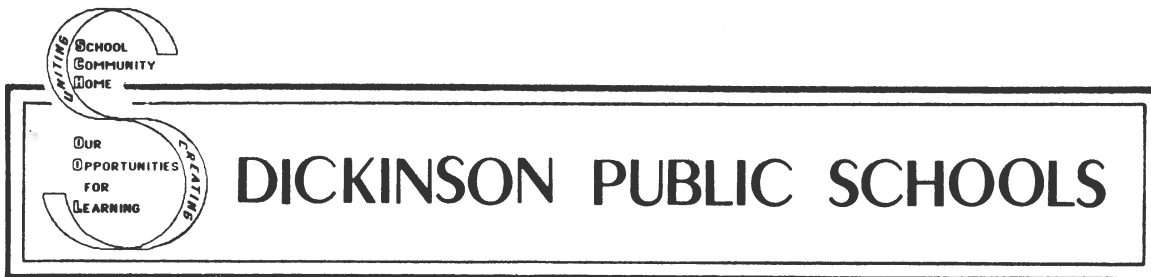
If, as a result of the meeting, the board determines that your contract for the coming year will not be renewed, you will be so advised in writing of that fact by May 1, 1993.

Sincerely,

C. B. Haas, Business Manager
Dickinson Public School Board

I acknowledge receipt of the original of the above letter this 9 day of April, 1993.

Dakota Seymanski



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

TO: C. B. Haas, Business Manager
Dickinson Public School District #1
PO Box 1057
Dickinson ND 58601

The undersigned parties hereby agree to a reduction-in-force nonrenewal of the current teaching contract of Dakota Seymanski as a teacher in the Dickinson Public School District, effective at the conclusion of the current school year, subject to the following conditions:

- (1) Any reemployment rights to which the teacher would otherwise be entitled shall be granted, the same as if the teacher had been non-renewed.
- (2) The teacher will be allowed to continue in the existing group health insurance coverage(s) to the extent required by COBRA regulations. The Dickinson Public School District will continue to pay that portion of the premium currently paid by the district until September 30, 1993. Following which the teacher will be solely responsible for all premium payments unless the teacher is reemployed by the Dickinson Public School District. In addition, the Dickinson Public School District will continue to pay long-term disability insurance and term life insurance until August 31, 1993; and
- (3) The parties mutually acknowledge that this consent to nonrenewal has been offered by the teacher and accepted by the school district in lieu of a staff reduction nonrenewal proceeding for purposes of unemployment compensation.

The parties acknowledge that this nonrenewal consent is subject to approval by the school board, that said approval will constitute a decision to nonrenew, and that all fringe benefits, except those set forth above, will terminate on the effective date of the nonrenewal. The parties further acknowledge that this consent to nonrenewal, if approved, constitutes a voluntary and knowing waiver by the teacher of the right to that statutory nonrenewal hearing before the school board and the right to written notice of the determination not to renew the contract, both of which are provided in Section 15-47-38 of the North Dakota Century Code, as amended.

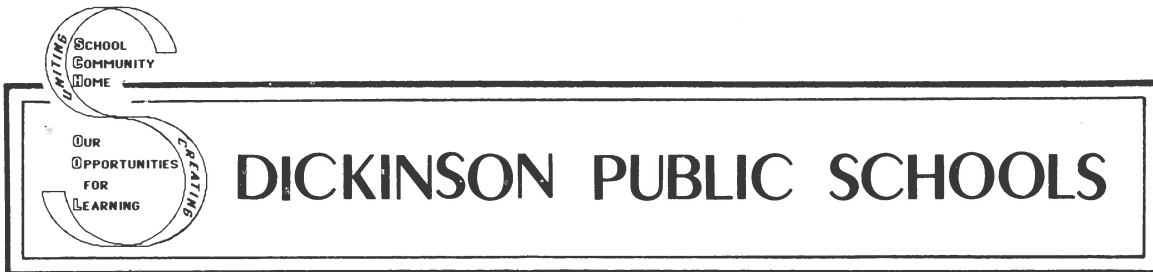
Dated this 13 day of April, 1993.


Dakota Seymanski


James C. Ciavarella, President
Dickinson Public School Board

"Learning Today for Tomorrow"

EXHIBIT II



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

April 8, 1993

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

Mr. Scott Miller
1266 Gum Avenue
Dickinson ND 58601

Dear Mr. Miller:

You are hereby advised that the school board of Dickinson Public School District #1 has voted to contemplate not renewing your contract for the coming school year for the following reasons:

1. Program curtailment
2. Lack of funds

A special meeting for the purpose of considering and acting upon this contemplated nonrenewal will be held on April 13, 1993, at 9:30 o'clock p.m. at the Board Room, Central Administration Office, at which time the board will discuss and determine whether or not the administrator has, in fact, substantiated the reasons with written or oral evidence presented at the meeting. You will be given an opportunity to present witnesses and evidence to refute the reasons for the contemplated nonrenewal if you so desire. All witnesses will be subject to questioning for the purpose of clarification.

You are also advised that the meeting will be an executive session unless you and the board agree to admit the public. You are further advised that you have the right to be represented at the meeting by any two representatives of your choosing. Your spouse or one other family member may be present if you so desire and, if you so request at the meeting, a continuance will be granted for a period of time not to exceed seven days.

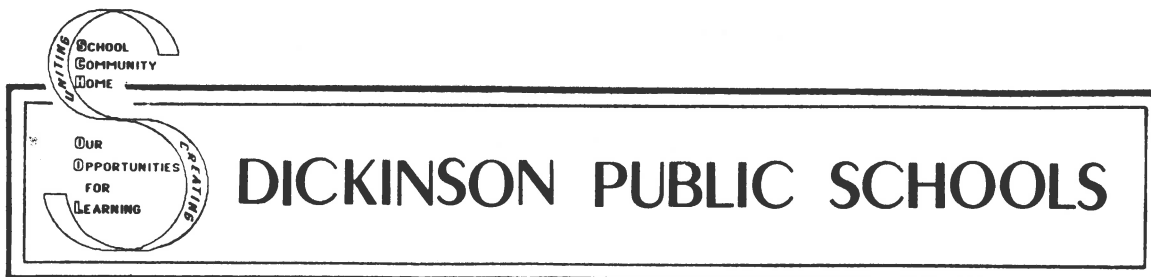
If, as a result of the meeting, the board determines that your contract for the coming year will not be renewed, you will be so advised in writing of that fact by May 1, 1993.

Sincerely,

C. B. Haas, Business Manager
Dickinson Public School Board

I acknowledge receipt of the original of the above letter this 8 day of April, 1993.

Scott Miller



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

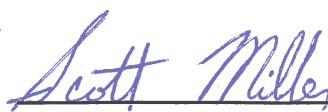
TO: C. B. Haas, Business Manager
Dickinson Public School District #1
PO Box 1057
Dickinson ND 58601

The undersigned parties hereby agree to a reduction-in-force nonrenewal of the current teaching contract of Scott Miller as a teacher in the Dickinson Public School District, effective at the conclusion of the current school year, subject to the following conditions:

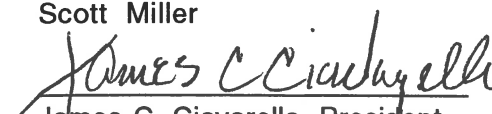
- (1) Any reemployment rights to which the teacher would otherwise be entitled shall be granted, the same as if the teacher had been non-renewed.
- (2) The teacher will be allowed to continue in the existing group health insurance coverage(s) to the extent required by COBRA regulations. The Dickinson Public School District will continue to pay that portion of the premium currently paid by the district until September 30, 1993. following which the teacher will be solely responsible for all premium payments unless the teacher is reemployed by the Dickinson Public School District. In addition, the Dickinson Public School District will continue to pay long-term disability insurance and term life insurance until August 31, 1993; and
- (3) The parties mutually acknowledge that this consent to nonrenewal has been offered by the teacher and accepted by the school district in lieu of a staff reduction nonrenewal proceeding for purposes of unemployment compensation.

The parties acknowledge that this nonrenewal consent is subject to approval by the school board, that said approval will constitute a decision to nonrenew, and that all fringe benefits, except those set forth above, will terminate on the effective date of the nonrenewal. The parties further acknowledge that this consent to nonrenewal, if approved, constitutes a voluntary and knowing waiver by the teacher of the right to that statutory nonrenewal hearing before the school board and the right to written notice of the determination not to renew the contract, both of which are provided in Section 15-47-38 of the North Dakota Century Code, as amended.

Dated this 13 day of April, 1993.



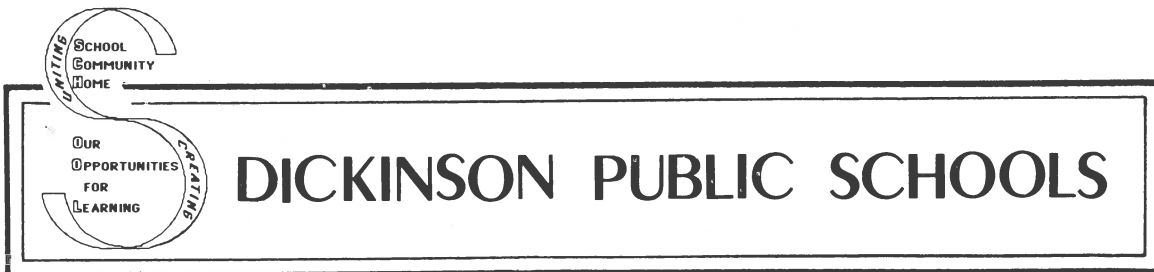
Scott Miller



James C. Ciavarella, President
Dickinson Public School Board

"Learning Today for Tomorrow"

EXHIBIT II



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

April 8, 1993

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

Ms. Kay Moody
1156 21st Street West #203
Dickinson ND 58601

Dear Ms. Moody:

You are hereby advised that the school board of Dickinson Public School District #1 has voted to contemplate not renewing your contract for the coming school year for the following reasons:

1. Program curtailment
2. Lack of funds

A special meeting for the purpose of considering and acting upon this contemplated nonrenewal will be held on April 13, 1993, at 10:00 o'clock p.m. at the Board Room, Central Administration Office, at which time the board will discuss and determine whether or not the administrator has, in fact, substantiated the reasons with written or oral evidence presented at the meeting. You will be given an opportunity to present witnesses and evidence to refute the reasons for the contemplated nonrenewal if you so desire. All witnesses will be subject to questioning for the purpose of clarification.

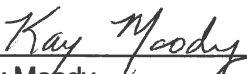
You are also advised that the meeting will be an executive session unless you and the board agree to admit the public. You are further advised that you have the right to be represented at the meeting by any two representatives of your choosing. Your spouse or one other family member may be present if you so desire and, if you so request at the meeting, a continuance will be granted for a period of time not to exceed seven days.

If, as a result of the meeting, the board determines that your contract for the coming year will not be renewed, you will be so advised in writing of that fact by May 1, 1993.

Sincerely,

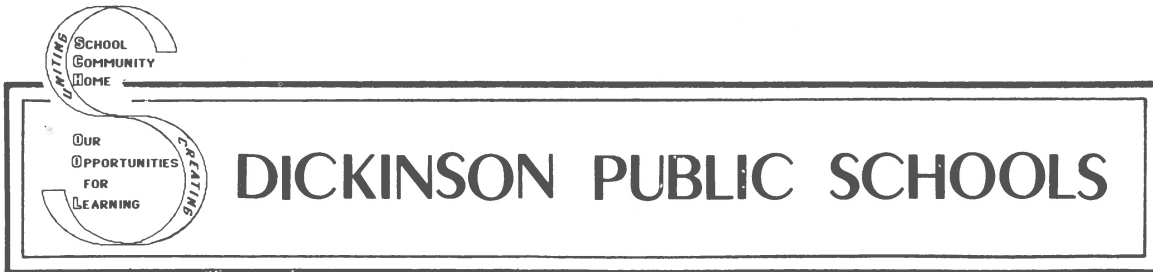

C. B. Haas, Business Manager
Dickinson Public School Board

I acknowledge receipt of the original of the above letter this 8th day of April, 1993.


Kay Moody

"Learning Today for Tomorrow"

EXHIBIT I



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

TO: C. B. Haas, Business Manager
Dickinson Public School District #1
PO Box 1057
Dickinson ND 58601

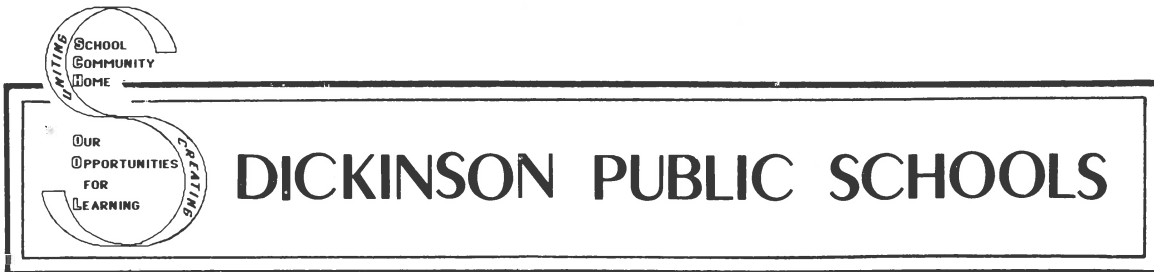
The undersigned parties hereby agree to a reduction-in-force nonrenewal of the current teaching contract of Kay Moody as a teacher in the Dickinson Public School District, effective at the conclusion of the current school year, subject to the following conditions:

- (1) Any reemployment rights to which the teacher would otherwise be entitled shall be granted, the same as if the teacher had been nonrenewed.
- (2) The teacher will be allowed to continue in the existing group health insurance coverage(s) to the extent required by COBRA regulations. The Dickinson Public School District will continue to pay that portion of the premium currently paid by the district until September 30, 1993. following which the teacher will be solely responsible for all premium payments unless the teacher is reemployed by the Dickinson Public School District; and
- (3) The parties mutually acknowledge that this consent to nonrenewal has been offered by the teacher and accepted by the school district in lieu of a staff reduction nonrenewal proceeding for purposes of unemployment compensation.

The parties acknowledge that this nonrenewal consent is subject to approval by the school board, that said approval will constitute a decision to nonrenew, and that all fringe benefits, except those set forth above, will terminate on the effective date of the nonrenewal. The parties further acknowledge that this consent to nonrenewal, if approved, constitutes a voluntary and knowing waiver by the teacher of the right to that statutory nonrenewal hearing before the school board and the right to written notice of the determination not to renew the contract, both of which are provided in Section 15-47-38 of the North Dakota Century Code, as amended.

Dated this 8th day of April, 1993.

Kay Moody
Kay Moody
James C. Ciavarella
James C. Ciavarella, President
Dickinson Public School Board



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

April 8, 1993

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

Ms. Jan Lindsey
859 Dell Avenue
Dickinson ND 58601

Dear Ms. Lindsey:

You are hereby advised that the school board of Dickinson Public School District #1 has voted to contemplate not renewing your contract for the coming school year for the following reasons:

1. Program curtailment
2. Lack of funds

A special meeting for the purpose of considering and acting upon this contemplated nonrenewal will be held on April 13, 1993, at 10:30 o'clock p.m. at the Board Room, Central Administration Office, at which time the board will discuss and determine whether or not the administrator has, in fact, substantiated the reasons with written or oral evidence presented at the meeting. You will be given an opportunity to present witnesses and evidence to refute the reasons for the contemplated nonrenewal if you so desire. All witnesses will be subject to questioning for the purpose of clarification.

You are also advised that the meeting will be an executive session unless you and the board agree to admit the public. You are further advised that you have the right to be represented at the meeting by any two representatives of your choosing. Your spouse or one other family member may be present if you so desire and, if you so request at the meeting, a continuance will be granted for a period of time not to exceed seven days.

If, as a result of the meeting, the board determines that your contract for the coming year will not be renewed, you will be so advised in writing of that fact by May 1, 1993.

Sincerely,

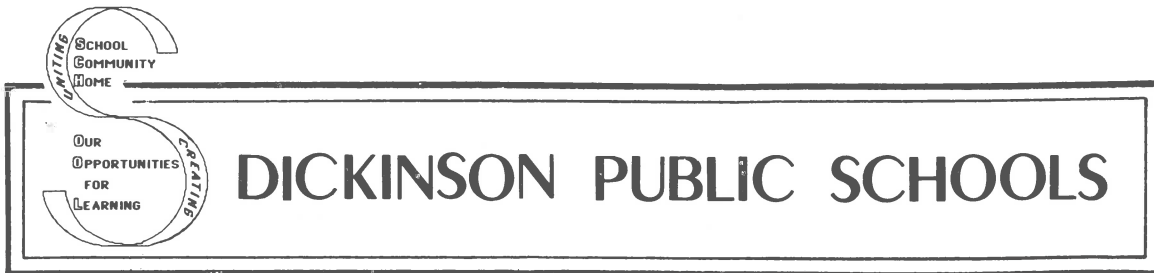
C. B. Haas, Business Manager
Dickinson Public School Board

I acknowledge receipt of the original of the above letter this 8th day of April, 1993.

Jan Lindsey

"Learning Today for Tomorrow"

EXHIBIT I



Dr. Rollie Morud, Superintendent

Central Administration Office
C. B. Haas, Business Manager
Voc Ed/Adult Ed Director

P. O. Box 1057
Dickinson, N. D. 58602-1057
Phone: (701)225-1550
FAX: (701) 225-1331

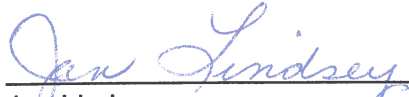
TO: C. B. Haas, Business Manager
Dickinson Public School District #1
PO Box 1057
Dickinson ND 58601

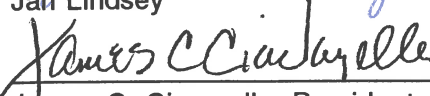
The undersigned parties hereby agree to a reduction-in-force nonrenewal of the current teaching contract of Jan Lindsey as a teacher in the Dickinson Public School District, effective at the conclusion of the current school year, subject to the following conditions:

- (1) Any reemployment rights to which the teacher would otherwise be entitled shall be granted, the same as if the teacher had been nonrenewed.
- (2) The teacher will be allowed to continue in the existing group health insurance coverage(s) to the extent required by COBRA regulations. The Dickinson Public School District will continue to pay that portion of the premium currently paid by the district until September 30, 1993. following which the teacher will be solely responsible for all premium payments unless the teacher is reemployed by the Dickinson Public School District; and
- (3) The parties mutually acknowledge that this consent to nonrenewal has been offered by the teacher and accepted by the school district in lieu of a staff reduction nonrenewal proceeding for purposes of unemployment compensation.

The parties acknowledge that this nonrenewal consent is subject to approval by the school board, that said approval will constitute a decision to nonrenew, and that all fringe benefits, except those set forth above, will terminate on the effective date of the nonrenewal. The parties further acknowledge that this consent to nonrenewal, if approved, constitutes a voluntary and knowing waiver by the teacher of the right to that statutory nonrenewal hearing before the school board and the right to written notice of the determination not to renew the contract, both of which are provided in Section 15-47-38 of the North Dakota Century Code, as amended.

Dated this 8th day of April, 1993.



Jan Lindsey


James C. Ciavarella, President
Dickinson Public School Board

Dickinson Public Schools
Special Meeting

April 13, 1993; 6:30 P.M.
Board Room, Central Office

The Dickinson Public School Board met in special session on April 13, 1993, at the Central Administration Office. Board members present were: Jim Ciavarella, Earl Abrahamson, Diane Melbye, Don Staudinger and Nancy Johnson. Administrators present were: Superintendent Dr. Rollie Morud, C. B. Haas and Arlo Howe. Others present were: Deb Kantrud-Dickinson Press; Richard Jambor, Fern Pokorny, David Paulson, Bob Stefonowicz and Marlin Hinrichs.

President Ciavarella called the meeting to order.

Contemplated Non-Renewal Hearings/Executive Sessions

Dr. Morud informed the Board that Sharon M. Hansen had signed an agreement to reduction in force reduced time contract and recommended that the Board approve the agreement.

Staudinger moved to accept the agreement for a reduced time contract nonrenewal for Sharon M. Hansen.

Abrahamson seconded the motion. Upon a roll call vote, the motion passed unanimously.

Exhibits attached for Sharon M. Hansen are:

Exhibit I - Notification of Contemplated Partial Reduction in Contract.

Exhibit II - Signed Consent to a reduced time contract and waiver of right to statutory nonrenewal hearing.

President Ciavarella announced that the hearing for Sharon M. Hansen was canceled.

Dr. Morud informed the Board that Susan Stoltz had signed an agreement to a reduction in force nonrenewal and recommended that the Board approve of this agreement.

Abrahamson moved to accept the agreement to reduction in force-nonrenewal for Susan Stoltz.

Johnson seconded the motion. Upon a roll call vote, the motion passed unanimously.

Exhibits attached for Susan Stoltz are:

- Exhibit I - Notification of contemplated nonrenewal
- Exhibit II - Signed consent to nonrenewal and waiver of right to statutory nonrenewal hearing.

President Ciavarella announced that the hearing for Susan Stoltz was canceled.

Dr. Morud informed the Board that Kelly Kussy had signed an agreement to a reduction in force nonrenewal and recommended that the Board approve of this agreement.

Johnson moved to accept the agreement to reduction in force-nonrenewal for Kelly Kussy.

Melbye seconded the motion. Upon a roll call vote, the motion passed unanimously.

Exhibits attached for Kelly Kussy are:

- Exhibit I - Notification of contemplated nonrenewal
- Exhibit II - Return receipt of notification
- Exhibit III - Signed consent to nonrenewal and waiver of right to statutory nonrenewal hearing

President Ciavarella announced that the hearing for Kelly Kussy was canceled.

Dr. Morud informed the Board that Annette Kadrmas had signed an agreement to a reduction in force nonrenewal and recommended that the Board approve of this agreement.

Abrahamson moved to accept the agreement to reduction in force-nonrenewal for Annette Kadrmas.

Staudinger seconded the motion. Upon a roll call vote, the motion passed unanimously.

Exhibits attached for Annette Kadrmas are:

- Exhibit I - Notification of contemplated nonrenewal
- Exhibit II - Signed consent to nonrenewal and waiver of right to statutory nonrenewal hearing.

President Ciavarella announced that the hearing for Annette Kadrmas was canceled.

Dr. Morud informed the Board that Dakota Seymanski had signed an agreement to a reduction in force nonrenewal and recommended that the Board approve of this agreement.

Melbye moved to accept the agreement to reduction in force-nonrenewal for Dakota Seymanski.

Abrahamson seconded the motion. Upon a roll call vote, the motion passed unanimously.

Exhibits attached for Dakota Seymanski are:

Exhibit I - Notification of contemplated nonrenewal
Exhibit II - Signed consent to nonrenewal and waiver of right
to statutory nonrenewal hearing.

President Ciavarella announced that the hearing for Dakota Seymanski was canceled.

Dr. Morud informed the Board that Scott Miller had signed an agreement to a reduction in force nonrenewal and recommended that the Board approve of this agreement.

Staudinger moved to accept the agreement to reduction in force-nonrenewal for Scott Miller.

Johnson seconded the motion. Upon a roll call vote, the motion passed unanimously.

Exhibits attached for Scott Miller are:

Exhibit I - Notification of contemplated nonrenewal
Exhibit II - Signed consent to nonrenewal and waiver of right
to statutory nonrenewal hearing.

President Ciavarella announced that the hearing for Scott Miller was canceled.

Dr. Morud informed the Board that Kay Moody had signed an agreement to a reduction in force nonrenewal and recommended that the Board approve of this agreement.

Johnson moved to accept the agreement to reduction in force-nonrenewal for Kay Moody.

Abrahamson seconded the motion. Upon a roll call vote, the motion passed unanimously.

Exhibits attached for Kay Moody are:

- Exhibit I - Notification of contemplated nonrenewal
- Exhibit II - Signed consent to nonrenewal and waiver of right to statutory nonrenewal hearing.

President Ciavarella announced that the hearing for Kay Moody was canceled.

Dr. Morud informed the Board that Jan Lindsey had signed an agreement to a reduction in force nonrenewal and recommended that the Board approve of this agreement.

Abrahamson moved to accept the agreement to reduction in force-nonrenewal for Jan Lindsey.

Staudinger seconded the motion. Upon a roll call vote, the motion passed unanimously.

Exhibits attached for Jan Lindsey are:

- Exhibit I - Notification of contemplated nonrenewal
- Exhibit II - Signed consent to nonrenewal and waiver of right to statutory nonrenewal hearing.

President Ciavarella announced that the hearing for Jan Lindsey was canceled.

President Ciavarella began the contemplated nonrenewal hearing for Richard Jambor. President Ciavarella asked Mr. Jambor if he was prepared to begin earlier than the scheduled time, if his representatives were

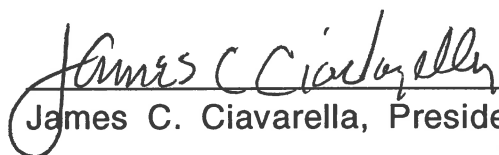
present and if he desired an open session. Mr. Jambor responded, "Yes" to all three questions. Staudinger moved to hold Mr. Jambor's hearing in open session. Melbye seconded the motion. The motion passed by a four to one vote. Abrahamson, aye; Ciavarella, aye; Johnson, nay; Melbye, aye; Staudinger, aye. President Ciavarella asked Mr. Jambor to designate his representatives. Mr. Jambor designated David Paulson and Fern Pokorny. President Ciavarella designated Superintendent Dr. Rollie Morud and C. B. Haas as the district's representatives. President Ciavarella continued:

"This meeting is being held pursuant to the provisions of Section 15-47-38 of the North Dakota Century Code and is for the purpose of discussing and acting upon the contemplated reduction in time of Richard Jambor's current contract."

President Ciavarella asked Dr. Morud if he had any additional information pertaining to the contemplated reduction in time for Mr. Jambor. Dr. Morud indicated that the administration would like to withdraw the recommendation for a reduction in time of Richard Jambor's contract. Dr. Morud recommended that the Board dismiss the nonrenewal proceedings for Richard Jambor. Melbye moved that, upon the recommendation of Superintendent Dr. Rollie Morud, the nonrenewal reduction in time proceedings for Richard Jambor be dismissed. Abrahamson seconded the motion. Upon a roll call vote, the motion passed unanimously.

At 7:12 P.M., Johnson moved to adjourn the meeting. Melbye seconded the motion. Upon a roll call vote, the motion passed unanimously.


C. B. Haas, Business Manager


James C. Ciavarella, President

Dickinson Public Schools
Regular Meeting

April 20, 1993; 8:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on April 20, 1993 at the Central Administration Office. Board members present were: Jim Ciavarella, Earl Abrahamson, Nancy Johnson and Diane Melbye. Don Staudinger was absent. Administrators present were: Superintendent Dr. Rollie Morud, C. B. Haas, Jim Gentile, Marv Knoll, Vince Reep, Lois Myran, Betty Neigum, LeRoy Boespflug, Louis Braun and Rodger Miller. Others present were: Lee Leiss-KDIX, Cary Shimek-Dickinson Press, Linda Howard-KLTC, Fern Pokorny, Bobbi Miller, Joel Braaten and Leanne Smutzler.

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.

Ciavarella requested that the personnel item relating to the Home Economics Department at DHS be removed from the Consent Agenda.

Consent Agenda

Johnson moved that the Consent Agenda, consisting of the minutes of the regular meeting held on March 16, 1993; minutes of the special meeting held on April 2, 1993; minutes of the special meeting held on April 8, 1993; minutes of the special meeting held on April 13, 1993; bills; financial reports and the resignations of Jim Glasser and W. Patrick Blake from coaching positions be approved. Melbye seconded the motion. The motion passed unanimously.

Home Economics Department Staffing Requirements

President Ciavarella suggested that this item be placed on the Consent Agenda for the regular Board meeting in May. Board consensus was in agreement with this suggestion.

Superintendent's Report

Dr. Morud reported on the following topics.

1. Community/School Revitalization Project - The project will be funded for another three years. Emphasis will be on programming for high school graduates (70%) who will be employed in careers not requiring a baccalaureate degree.

2. Work calendars for classified employees will be presented for approval at the May meeting. Handbooks for individual schools will also be presented in May or June with approval requested the following meeting.

3. The administration will begin to work on assigning certified staff positions during the month of May. Staff assignments for classified staff will be administratively addressed in late May and June.

4. A legislative report meeting has been scheduled on Thursday, April 22, 1993 at DSU. The meeting is sponsored by NDSBA and NDCSA. On May 7 from 3:30 to 5:30 P.M. at the Elks, there will be a recognition and appreciation reception for employees of the district.

5. The week of May 19, 1993 has been designated as Secretaries' Week. Special events will be scheduled throughout the week to express thanks and appreciation to this special group of employees.

Student/Staff Recognitions

Dr. Morud recognized the following:

- a. Spelling Bee: County Winner - Jimmy Krueger, Roosevelt, Grade 5; Julia Ewoniuk, Instructor.

b. State Geography Bee: DeAnna Kadrmass, Lincoln, Grade 6; Bertha Ellenbecker, Instructor. DeAnna qualified to compete in the State Geography Bee.

c. Prairie Public Television "Cool Teacher" Award: Upon nomination by her students, Susan Biesiot has received this award. PPTV will be at Roosevelt on May 13 to film a short production of Sue and her students.

d. Gymnastics:

All-State Recognition: Jackie Sticka

All-Region: Mary Burns, Tara Lefor, Lindsey Volesky and Jackie Sticka.

e. Volleyball: North Dakota All-Star Team and All-WDA: Nancy Schobinger.

f. Basketball: All-WDA and All-State, Second Team: Wade Christianson.

g. Troll Book Club, "If I Were President" Contest:

Roosevelt: Amy Hecker was named winner. She is in Grade 5 and her teacher is Julia Ewoniuk. Amy's response, along with her name, grade and school name will appear in a special book, which will be mailed directly to President Clinton at the White House.

h. Invent America Contest at Heart River:

Grade 1: First Place: Angela Jorde, Ashley Hanel, Cody Martin. Second Place: Kyle Dobitz, Chris Aasen, Haley Fuentes. Third Place: Lacey Locket, Wendy Jorde, Lucas Walth.

Grade 2: First Place: Weston Hecker, Jenna Kruger, Chris Johnson. Second Place: Nicole Steinbach, Shannon Zuelke, Emily Clow. Third Place: Joshua Jorde, Tanner Samuelson, Tyler Bartholomew, Amanda Bentz.

Grade 3: First Place: Lacey Weber, Katy Shirey. Second Place: Brittany Bruntmyer, Amra Carter. Third Place: Ryan Burke, Sarah Becker.

Grade 4: First Place: Ray Dobitz, Jessica Hanel. Second Place: Miranda Helfrich, Casey Nichols. Third Place: Melissa Heinert, Sayde Pacht.

Grade 5: First Place: Nichole Anderson. Second Place: Josh Benz. Third Place: Sheldon Erickson.

Grade 6: First Place: Nikki Slater, Tracy Kuntz. Second Place: Cody Fuentes.

Kindergarten: First Place: Brent Nelson, RaeAnn Galbreath. Second Place: Brant Melzer, Sonya Hecker. Third Place: Tarin Leach.

The following are grade champion winners at each grade level:

<u>Grade 1:</u> Cody Martin	<u>Grade 2:</u> Weston Hecker
<u>Grade 3:</u> Katy Shirey	<u>Grade 4:</u> Jessica Hanel
<u>Grade 5:</u> Nicole Andersen	<u>Grade 6:</u> Tracy Kuntz
<u>Kindergarten:</u> Brent Nelson	

i. Department of Public Instruction Accreditation

Dickinson High School and Hagen Junior High have both received "Accreditation with Commendation" for the 1992-1993 school year.

Summer School - 1993 Status Report

Jim Gentile outlined the courses being offered at DHS this summer. He indicated that the minimum enrollment per class is eight. Betty Neigum informed the Board that there would also be a wide variety of classes offered for all grade levels.

Extra-Curricular Committee Report

Dr. Morud recommended that no action be taken on this item and that it be tabled until it is apparent that negotiations can be brought to a conclusion. Johnson moved to table the item of business. Abrahamson seconded the motion. The motion passed unanimously.

Extra-Curricular Participation Fees

Due to reduced subsidies to activities at Hagen Junior High and Dickinson High School, the following participation fees are proposed:

Hagen:

Current: \$20.00/individual/activity
Maximum per individual - \$50.00
Maximum per family - \$100.00

Proposed: \$25.00/individual/activity
Maximum per individual - \$62.50
Maximum per family - \$125.00

DHS:

Current: \$30.00/individual/activity
Maximum per individual - \$75.00
Maximum per family - \$125.00

Proposed: \$40.00/individual/activity
Maximum per individual - \$100.00
Maximum per family - \$200.00

Dr. Morud recommended Board approval of the increases. Melbye moved to approve the increased participation fee schedule as proposed. Abrahamson seconded the motion. The motion passed unanimously.

Johnson announced a collaborative bargaining work session scheduled on April 26, 1993. She also indicated that there is some very productive activity taking place in the schools in connection with the Learning Lab.

Melbye complimented those responsible for a well-planned and executed Junior/Senior Banquet.

At 8:43 P.M., Melbye moved to adjourn the meeting. Johnson seconded the motion. The motion passed unanimously.


James C. Ciavarella, President


C.B. Haas, Business Manager

April 30, 1993

1993-1994 Mill Levy Projections

Total = **General** **Special** **Building** **Bonded**
 Fund + **Asbestos +** **Assessment +** **Fund +** **Indebtedness**

1992-1993

226.85 = 193.12 + 6.09 + 2.39 + 10.00 + 15.25
(mills)

1993-1994

226.85 = 197.92 + 4.74 + 2.39 + 10.00 + 11.80
(mills)

Dickinson Public Schools
Regular Meeting

May 17, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on May 17, 1993 at the Central Administration Office. Board members present were: Jim Ciavarella, Earl Abrahamson, Nancy Johnson, Don Staudinger and Diane Melbye. Administrators present were: Superintendent Dr. Rollie Morud, C. B. Haas, Betty Neigum and Vince Reep. Others present were: Kris Fehr-Bismarck Tribune, Cary Shimek-Dickinson Press, Fern Pokorny and Joel Braaten.

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.

There were 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 April 20, 1993; bills, financial reports and four and one-half days additional emergency leave for Bonnie Kostelecky be approved. Melbye seconded the motion. The motion passed unanimously.

Superintendent's Report

Dr. Morud reported on the following topic:

1. Food Service Program - During 1993-1994, there will be more group purchases made and standard menus will be established for all schools. All schools in the district, except Hagen Junior High, will likely finish in the black this year.

Student/Staff Recognitions

Dr. Morud recognized the following:

1. Hagen Technology Education Program:

The Technology Education program at Hagen Junior High School recently took part in a Vocational Education Week promotion which placed second in nationwide competition. The National Association of Vocational-Technical Education Communicators announced the prestigious award at its 20th annual conference in Denver, Colorado, April 21-24. The association presented communications awards in 18 categories. This year's contest drew hundreds of entries from across the United States. Many people in the district were involved in the implementation of this program, but special recognition goes to Erv Van Veldhuizen.

2. On April 4, 5 and 6, four members of the DHS Drafting VICA Chapter competed in the State Architectural & Technical Drafting competition in Wahpeton. They were accompanied by Wayne Hledik, drafting instructor. Students attending were: Doug Dahmus, Jason Rambousek, Pete Lardy and John Fields. The drafting test consisted of three hours of drafting on a board and three hours on the computer.

Results of the competition:

In Architectural, John Fields took first place, Doug Dahmus took fourth place and Jason Rambousek placed fifth.

Pete Lardy Placed fourth in Technical Drafting.

The students also took the Comprehensive Multiple Choice written test. John Fields placed first in this test.

John Fields won a \$500 scholarship from Wahpeton and an Autocad Version #12 software from Autodesk. The software has a retail value of \$3000 and will remain at Dickinson High School.

The first place winner will also represent the State of North Dakota at the National Competition, which will be held this year in Louisville, Kentucky on June 21-27. Mr. Hledik will accompany John to this national competition.

3. Arbor Day Poster Contest:

Tanya Pesheck, a fifth grade student in Mrs. Vinson's classroom at Berg Elementary, was the STATE winner in the 1993 Arbor Day Poster Contest. The contest was open to all fifth grade students in North Dakota. Tanya will receive special recognition during the Arbor Day festivities held at the Prairie Outpost Park on May 15.

4. Berg Elementary Invent America Winners:

Grade 1:

1E & K

Grand Champion	Matthew Ehli-Numbered Legos
1st Place	Whitney Bauer-Hat-n'-Mittens
2nd Place	Steven Adams-Milk Spout
3rd Place	Jennica Kilwein-Bright Pencil

Grade 2:

Grand Champion

2B

1st Place

2nd Place

3rd Place

Tyson Bolinski-Leaf-less Rake 2B

Chris Urban-Knork

Jeremy Heidt-Pull Apart Hockey Stick

Terry Steffes-Tooth Ex 2000

2C

1st Place

2nd Place

3rd Place

Brittany Gustafson-Animal Wonder Ear

Lindsey O'Neil-Lantern Holder

Dustin Logan-Doggy Petter

Grade 3:

Grand Champion

3F

1st Place

2nd Place

3rd Place

Dustin Booke-Floating Eyes 3F

Ginny Rolla-Sponge Belt

Ryan Lack-Mop-n-Glo

Brad Binder-Bizy Board

3H

1st Place

2nd Place

3rd Place

Shailoh Kovash-Flip-n-Scrub

Mitch Gross-Amazing Bolt

Christina DiMeo-Elastic Hair

Grade 4:

Grand Champion

4L

1st Place

2nd Place

3rd Place

Jessica Binstock-TV Detector 4L

Adam Owen-Automatic Backboard Lifter

Quinn Culver-Port-a-Pop

Lisa Miller-Central Car Vac

4K

1st Place

2nd Place

3rd Place

Erika Bjornson-Hose Time (water conserver)

Eric Aho-Sticky Mit

Erin Pearson-Carry All Bear Bag

Grade 5:

Grand Champion	Tanya Pesheck-Doggie Bowl
<u>5B</u>	
1st Place	Audrey Bieber-Poppy Pad
2nd Place	Kristen Meduna-Double Dog Walker
3rd Place	Kari Gustafson-House Finder

<u>5V</u>	
1st Place	Charmaine Hibl-Night Gown
2nd Place	Kristina Steinback-VCR Eraser
3rd Place	Ashley Kadrmas-Glasses Finder

Grade 6:

Grand Champion	Tarin Dorval-Remote Pager
<u>6K</u>	
1st Place	Aaron Kropp-Stir-O-Matic Wok
2nd Place	Kristina Kadrmas-Stove Saver
3rd Place	Josh Kadrmas-Reach-Out Wheelchair

<u>6F</u>	
1st Place	Amanda Urban-Wiper Scraper
2nd Place	Tess Hansen-Cat Saver
3rd Place	Ryan Miller-Portable Dog House

5. Shannon and Jay Wanner currently won the Chrysler/AAA trouble shooting contest in Fargo on May 6. They each received either a \$3000 scholarship to Universal Technical Institute in Phoenix, Arizona or a \$3000 scholarship to American Diesel and Automotive College in Denver, Colorado. They also received other contest prizes.

On June 12 they will be attending the national contest in Washington, D.C.

6. Distinguished Student Award - Megan Gardner recently received this award given by the North Dakota High School Activities Association.

Budget Update: 1993-1994

Dr. Morud reviewed the changes that have occurred in the revenue and expenditures resulting from Board budget decisions, 1993 legislative action and the Supreme Court decisions with regard to negotiations for 1991-1992. Variables still affecting the budget are the results of the biennial census and the amount the district will receive per pupil in tuition apportionment.

A special board meeting is scheduled on June 4 at 12:00 noon to canvass the election and address budget considerations.

Classified Work Calendars

Dr. Morud reviewed classified employee work calendars for 1993-1994. A separate calendar was presented for nine, ten and twelve-month employees. Melbye moved to approve the work calendars as presented. Staudinger seconded the motion. The motion passed unanimously. Copies of the work calendars are attached to these minutes.

Elementary Handbooks: 1993-1994

Betty Neigum reviewed the changes in the handbook for 1993-1994. Although handbook contents are the same for all schools, each school will have its own cover. The handbooks will be placed on a future agenda for Board action.

DHS Asbestos Removal Quotes

C. B. Haas presented the following quotes for asbestos removal at Dickinson High School:

Area	Fettig Abatement Co. Killdeer	Tooz Construction Dickinson	Weatherman, Inc. Minot
Boiler Room, Receiving Room, Kitchen, Mechanical & Storage Rooms	\$ 39,500.	\$ 31,840.	\$ 33,760.
700 Pod Mechanical Room	4,000.	3,900.	4,930.
Art Room, Mechanical	1,500.	1,800.	2,020.
Mechanical Room East of Teachers' Lounge, Drama Room, Chiller Room on Upper Deck	7,500.	6,100.	7,533.
Mechanical Area below Library	19,500.	18,800.	25,380.
Mechanical Room in Girls' Locker Room Area	9,500.	10,600.	14,437.
Laundry Room & Stage	<u>750.</u>	<u>500.</u>	<u>300.</u>
Sub Totals	\$82,250.00	\$73,540.00	\$88,360.00
Cooling Tower	<u>No Quote</u>	<u>4,970.</u>	<u>5,175.</u>
TOTAL	\$82,250.00	\$78,510.00	\$93,535.00

Abrahamson moved to accept the quote of Tooz Construction in the amount of \$78,510.00. Johnson seconded the motion. The motion passed unanimously.

Other

Dr. Morud requested a continuation of the Superintendent's Report. President Ciavarella granted the request.


Superintendent's Report, continued

Dr. Morud informed the Board that Arlo Howe submitted a letter of resignation effective at the end of the current contract year. Staudinger moved to accept the letter of resignation for Arlo Howe. Abrahamson seconded the motion. The motion passed unanimously.

At 7:40 P.M., Melbye moved to adjourn the meeting. Johnson seconded the motion. The motion passed unanimously.



C. B. Haas, Business Manager



James C. Ciavarella, President

Dickinson Public Schools
Special Meeting

June 4, 1993; 12:00 Noon
Board Room, Central Office

The Dickinson Public School Board met in special session on June 4, 1993 at the Central Administration Office. Board members present were: Jim Ciavarella, Don Staudinger, Diane Melbye and Nancy Johnson. Earl Abrahamson was absent. Administrators present were: Superintendent Dr. Rollie Morud and C. B. Haas. Others present were: Kris Fehr-Bismarck Tribune, Sue Beisiot, Fern Pokorny, Eileen Johnson and Linda Howard-KLTC Radio.

President Ciavarella called the meeting to order.

Canvass Election

C. B. Haas presented the following election results:

<u>Name</u>	<u>H.River</u>	<u>Lincoln</u>	<u>Jefferson</u>	<u>Gladstone</u>	<u>TOTAL</u>
Nancy Johnson	8	28	43	4	83
Earl Abrahamson	7	28	48	1	84
Norbert Dumbleby	0	1	5	0	6
Julius Kuntz	0	1	0	0	1
Marlin Hinrichs	0	0	1	0	1
George Dynes	0	0	1	0	1

Publishing Minutes:

Yes	11	25	32	3	71
No	0	6	23	1	30

Total number of voters - 102

Staudinger moved to accept the election results as reported and recognize that Nancy Johnson and Earl Abrahamson have been re-elected to three-year terms on the Dickinson School Board of Education. Melbye seconded the motion. The motion passed unanimously

1993-1994 Budget

Dr. Morud reported on the progress in developing the 1993-1994 budget. A summary of the budget changes since the March 3, 1993 meeting is attached to these minutes. No action was taken at this time.

Dr. Morud also reported that the DEA had appointed Fern Pokorny, Jack Carlson and Jim Miller to represent the DEA in negotiations for 1992-1993.

President Ciavarella appointed Staudinger and Abrahamson as Board negotiators. Staudinger will act as chief negotiator for the Board.

Dr. Morud also reported that the high school principal's position has been advertised and that he is organizing a committee to assist in the selection process. The recommendation as to which applicant to hire will be made by the Superintendent. Board consensus was to follow the procedure outlined by Dr. Morud. Melbye and Johnson were appointed to represent the Board on the High School Principal Search & Screen Committee.

President Ciavarella requested all Board Members to review the budget document in preparation for the Annual Meeting in July.

At 12:50, Melbye moved to adjourn the meeting. Johnson seconded the motion. The motion passed unanimously.



C.B. Haas, Business Manager



James C. Ciavarella, President

June 4, 1993

Budget Changes Following:

- a. Board Budget Meetings
- b. Conclusion of the 1993 Legislative Session
- c. Supreme Court Decision - Negotiations

REVENUE: Projected as of March 3, 1993		\$11,140,349.
Property Taxes	-	32,946.
Asbestos	-	22,693.
Tuition, Regular Education	+	5,000.
Cooperative Educational Services Agreement	-	39,943.
Foundation Aid	+	30,585.
Tuition Apportionment	-	19,350.
Vocational Education-Federal Funding	-	375.
Foundation Aid - Summer School (includes Driver Ed.)	+	1,090.
		\$11,061,717.

EXPENDITURES: Projected as of March 3, 1993		\$11,451,900.
Asbestos	-	22,766.
Cooperative Educational Services Agreement	-	39,943.
Census	-	6,000.
Parent/Student Travel	-	10,000.
Guidance Supplies	+	240.
Chapter I (Seymanski)	-	21,255.
Pre-School (Lindsey)	-	12,110.
Berg-Phy. Ed. (Moody)	-	9,266.
Hagen-Phy. Ed. (Miller)	-	25,885.
Vocational Education - Federal	-	375.
DHS-Language Arts (Kadrmas)	-	7,481.
DHS-Social Studies (Kussy)	-	17,905.
Long-Term Disability Insurance	+	1,249.
Elementary Art (Wheeler)	-	16,712.
Chapter I - No Local Funding	-	30,255.
Administrative Assist. (Curriculum & Personnel)	-	57,660.
Classified Health Insurance	-	12,460.
Certified Health Insurance	+	75,000.
.6 DHS Science, .5 DHS Home Ec., .6 DHS Spanish, .4 Hagen Art	+	52,500.
.5 Hearing Impaired Aide	-	5,000.
General Classroom Aide-Heart River (\$6405 Salary & Fringe)	-	8,000.
		\$11,277,816.

Dickinson Public Schools
Regular Meeting

June 15, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board met in regular session on June 15, 1993 at the Central Administration Office. Board members present were: Don Staudinger, Nancy Johnson, Diane Melbye and Earl Abrahamson. Jim Ciavarella was absent. Administrators present were: Superintendent Dr. Rollie Morud, C. B. Haas, Jim Gentile, Marv Knoll, Ron Steiner, Vince Reep, Bruce Jessen and LeRoy Boespflug. Others present were: Cary Shimek-Dickinson Press, Kris Fehr-Bismarck Tribune, Lee Leiss-KDIX Radio, Fern Pokorny, Julia Ewoniuk, Donna Wolf, Klayton Oltmanns-KQCD TV, Deb Conlon and Jim Steckler.

Vice President Don Staudinger 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 items added to the agenda.

There were 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 May 17, 1993; minutes of the special meeting held on June 4, 1993; bills; financial reports; the resignations of Bette Howard and Paul Wingenbach; a full-time (+.5 FTE) contract for Shelley Friedt; and the hires of Rich Wardner as head basketball coach at Dickinson High School; John Barbier as Assistant Basketball coach at Dickinson High School and Karen Heidt as the Superintendent's secretary be approved. Melbye seconded the motion. The motion passed unanimously.

Student/Staff Recognitions

Dr. Morud recognized the following:

Dickinson High School Team Scholar Awards:

Speech - 3.72
Girls' Volleyball - 3.58
Boys' Golf - 3.24
Girls' Tennis - 3.21

Superintendent's Report

Dr. Morud reported on the following two appointments by Governor Schafer:

Ted Renner - ND Council on Vocational Education
Rollie Morud - ND Council on the Arts

School Handbooks

Ron Steiner reviewed the changes in the Junior High Student Handbook. Jim Gentile reviewed the changes in the Dickinson High School Student and Faculty Handbooks. Board action will be taken on these handbooks during the Annual Meeting in July.

Johnson moved that the 1993-1994 Elementary Handbooks, which were presented at the May meeting, be approved. Abrahamson seconded the motion. The motion passed unanimously.

Administrative Organization

Dr. Morud presented a plan for the administrative organization for 1993-1994. The plan included the distribution of administrative portfolios and organization of classified personnel at the Central Administration Office. A copy of the plan is attached to these minutes. Action on related portions of the plan will be taken at the Annual Meeting

in July.

Classified and Administrative Salaries: '93-'94

Dr. Morud reviewed and recommended approval of both the administrative and classified salary packages for 1993-1994.

The essential components of the classified package are:

1. Continue with the implementation of the package adopted July 1, 1992.
2. Extend the implementation for three more years. This would mean that the package would be fully implemented in the 1995-1996 school year.

The essential components of the administrative benefit package are attached to these minutes.

Melbye moved to approve the classified and administrative salary and benefit packages as presented by Dr. Morud. Johnson seconded the motion. The motion passed unanimously.

Roosevelt Time Study

Vince Reep explained the Roosevelt proposal. Essentially, the plan is to lengthen the school day at Roosevelt enough to be able to bank adequate time so four days during the school year could be used exclusively for staff planning without the presence of students. Mr. Reep requested the Board's consideration of this proposal and asked for specific action on it at the July Board Meeting. Board consensus was to consider the proposal at the Annual Meeting in July.

School Calendar

Dr. Morud called attention to the fact that there will be no district-wide in-service day prior to the starting of school. Individual buildings will schedule a one-half day meeting some time in August. Other in-

Dr. Morud also suggested that further study be done with regard to the date for graduation in the Spring of '94. Parent and student surveys will be conducted to determine preferences on the graduation date. Board consensus was in favor of this approach.

Teacher Negotiations: 1992-1993

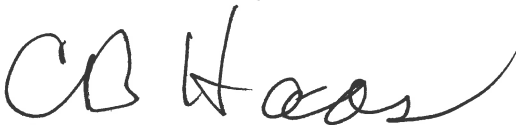
Vice President Staudinger reported the following:

- a. Staudinger and Abrahamson have been appointed as the Board's representatives for negotiations.
- b. The Board negotiators are waiting for a response from the DEA as to when they want the first meeting.
- c. When '92-'93 negotiations are complete, the Board needs to address '93-'94 negotiations also.

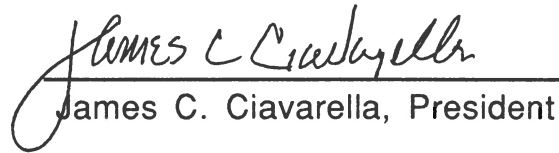
Annual Meeting Date

Johnson moved to set the Annual Meeting date on July 20, 1993 at 7:00 P.M. Melbye seconded the motion. The motion passed unanimously.

At 8:20 P.M., Johnson moved to adjourn the meeting. Abrahamson seconded the motion. The motion passed unanimously.



C.B. Haas, Business Manager


James C. Ciavarella, President

COMMITTEE LIST 93-94

1. Technology

Administrative Portfolio: Vince Reep

1993-1994 Goals

- A. Establish elementary computer lab curriculum
- B. Recommend appropriate grade level for keyboarding
- C. Oversee technology developments at Lincoln (lab & cabling)
- D. Review Chapter II Grant Goals

<u>Mary Helfrich</u>	Jefferson 93-94	<u>Erv VanVeldhuizen</u>	Hagen 93-94
<u>Judy Saville</u>	Jefferson 93-95	<u>Jerry Schneider</u>	Hagen 93-94
<u>Carolyn Blake</u>	Lincoln 93-94	<u>Barb Bonicelli</u>	Hagen 93-95
<u>Linda Kjerstad</u>	Lincoln 93-95	<u>Olivia Wellenstein</u>	DHS 93-94
<u>Toni Fosaaen</u>	Roosevelt 93-94	<u>Roger Stone</u>	DHS 93-94
<u>JoAnn Gordon</u>	Roosevelt 93-95	<u>Don Zubke</u>	DHS 93-95
<u>Jim Becker</u>	Berg 93-94		DSU
<u>Terry Glasser</u>	Berg 93-95		Board
<u>Jan Bauer</u>	Berg 93-94		Community
<u>Eileen Johnson</u>	Heart River 93-95		Member
<u>Merrill Fahlstrom</u>	Heart River 93-94	<u>Lois Myran</u>	Administrator

2. Professional Development

Administrative Portfolio: Vince Reep

1993-1994 Goals

- A. Distribute \$4,000 in the fall and \$4,000 in the spring
- B. Plan the spring retirement activity
- C. Identify district-wide professional development goals

<u>Linda Fridley</u>	Jefferson 93-94	<u>Deb Thompson</u>	Hagen 93-94
<u>Deb Rising</u>	Jefferson 93-95	<u>Kim Kuhn</u>	Hagen 93-94
<u>Rosie Perdaems</u>	Lincoln 93-94	<u>Gloria Knoll</u>	Hagen 93-95
<u>Jill Nelson-Wetzstein</u>	Lincoln 93-95	<u>Gisella Hodnefield</u>	DHS 93-94
<u>Sara Binstock</u>	Roosevelt 93-94	<u>Jack Carlson</u>	DHS 93-94
<u>Susan Biesiot</u>	Roosevelt 93-95	<u>Jim Steckler</u>	DHS 93-95
<u>Susan Bogner</u>	Berg 93-94		DSU
<u>Melinda Fridrich</u>	Berg 93-95		Board
<u>Julie Reffel</u>	Heart River 93-94		Community
<u>Darlene Medlar</u>	Heart River 93-95		Member

3. **Eisenhower Title II Committee**

Administrative Portfolio: Vince Reep

1993-1994 Goals

- A. Be familiar with Eisenhower Grant Guidelines
- B. Recommend goals and objectives set for DPS project

<u>Deb Greenup</u>	Jefferson 93-94	<u>Dirk Smutzler</u>	Hagen 93-94
<u>Alice Karn</u>	Jefferson 93-95	<u>Gary Selle</u>	Hagen 93-94
<u>Bertha Ellenbecker</u>	Lincoln 93-94	<u>John Dempsey</u>	Hagen 93-95
<u>Elaine Gengler</u>	Lincoln 93-95	<u>John Barbier</u>	DHS 93-94
<u>Kayleen Wardner</u>	Roosevelt 93-94	<u>Al Koppinger</u>	DHS 93-94
<u>Phyllis Dvorak</u>	Roosevelt 93-95	<u>Arnie Binek</u>	DHS 93-95
<u>Karin Ehli</u>	Berg 93-94	_____	DSU
<u>Rhonda Kraenzel</u>	Berg 93-95	_____	Board
<u>Sam Fisher</u>	Heart River 93-95	_____	Community Member
<u>Kristi Mulvey</u>	Heart River 93-94		

4. **Spelling Review Committee**

Administrative Portfolio: Betty Neigum/Lois Myran
1993-1994 Goals

A. Review the implementation of spelling

<u>Sue Kolling</u>	Jefferson 1 Yr	<u>Joyce Berger</u>	Heart River 1 Y
<u>Barb Binstock</u>	Jefferson 2 Yr	<u>Deb Walth</u>	Heart River 2 Y
<u>Bertha Ellenbecker</u>	Lincoln 1 Yr	<u>Jean Braun</u>	Hagen 1 Yr
<u>Rosie Perdaems</u>	Lincoln 2 Yr	<u>Carol Glasoe</u>	Hagen 1 Yr
<u>Gloria Bloom</u>	Roosevelt 1 Yr	_____	DHS 1 Yr
<u>Marge Gendreau</u>	Roosevelt 2 Yr	_____	DHS 2 Yr
<u>Terry Glasser</u>	Berg 1 Yr	_____	DSU
<u>Rhonda Kraenzel</u>	Berg 2 Yr	<u>Diane Melbye</u>	Board

5. **Drug Free Committee**

Administrative Portfolio: Lois Myran
1993-1994 Goals

A. Establish and review the district's Drug & Alcohol Program

<u>Sue Jacobsen</u>	Jefferson 93-94	<u>Kim Kuhn</u>	Hagen 93-94
<u>Peg Manns</u>	Jefferson 93-95	<u>Jerry Holinka</u>	Hagen 93-94
<u>Sharon Marie Hansen</u>	Lincoln 93-94	<u>Bobbi Miller</u>	Hagen 93-95
<u>Bonnie Ruffledt</u>	Lincoln 93-94	<u>Dee Rieker</u>	DHS 93-94
<u>Marie Brost</u>	Lincoln 93-95	<u>Dave Michaelson</u>	DHS 93-94
<u>Ronna Ault-Teeters</u>	Roosevelt 93-94	<u>Leon Kleingartner</u>	DHS 93-95
<u>(not filled)</u>	Roosevelt 93-95	<u>Ron Steiner</u>	Administrator
<u>Nelda Krein</u>	Berg 93-94	_____	_____
<u>Dean Arneson</u>	Berg 93-95	<u>Jim Gentile</u>	Administrator
<u>Lila Mae Hamre</u>	Berg 93-95	_____	DSU
<u>Jeannine ZumBrunnen</u>	Heart River 93-94	_____	DPS Board
<u>Ruth Wangerud</u>	Heart River 93-95	<u>Alice League</u>	Community
_____	Trinity High School	_____	Action
_____	Juvenile Services	<u>Deb Nelson</u>	Traffic Safety
_____	Juvenile Services	<u>Rick Shirey</u>	Police Dept.

7. **Physical Education Curriculum Review**

Administrative Portfolio: Bruce Jessen

1993-1994 Goals

A. Review the present physical education program K-12

B. Critique and recommend changes in the physical education curriculum

<u>Carleen Jundt</u>	Jefferson	<u>Jerry Holinka</u>	Hagen
<u>Karen Dryden</u>	Lincoln	<u>Cindy Haught</u>	DHS
<u>Deb Conlon</u>	Roosevelt	<u>Sue Mack</u>	DHS
<u>Sara Binstock</u>	Berg	_____	DSU
<u>Nancy Gust</u>	Heart River	_____	Board
		_____	Community
		_____	Member

Dickinson Public Schools
Annual Meeting

July 20, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board held its Annual Meeting on July 20, 1993 at the Central Administration Office. Board members present were: Jim Ciavarella, Nancy Johnson, Earl Abrahamson, Don Staudinger, and Diane Melbye. Earl Abrahamson and Nancy Johnson were re-elected to three-year terms. Administrators present were: Superintendent Dr. Rollie Morud, Jim Gentile, Vince Reep, Marv Knoll, Rodger Miller, Clarence Corneil. Other present were: Cary Shimek- Dickinson Press, Linda Howard-KLTC Radio, Kris Fehr-Bismarck Tribune, Paul Schilla, Bobbi Miller, Mary Bruhschwein, Fern Pokorny, and members of Troop 32-Tyler Okerlund, Kevin Anderson, B.J. Peters, Eric Stromsborg, and Don R. Stromsborg.

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.

There were 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 June 15, 1993; minutes from the special meeting held on June 4, 1993; final bills for fiscal year 1993; bills for July, 1993; financial reports for fiscal year 1993; financial reports for July, 1993 be approved. Abrahamson seconded the motion. The motion passed unanimously.

Superintendent's Report

Dr. Morud introduced Paul Schilla who presented the Board with a framed original of the first DHS Graduating Class Commencement Program in 1894. President Ciavarella thanked Paul on behalf of the Board and the plaque will be hung in a prominent place.

Dr. Morud announced the resignation of Jim Miller, Math teacher at Hagen Junior High and recommended that we accept his resignation. Melbye moved that we accept Jim Miller's resignation. The motion was seconded by Abrahamson. The motion passed unanimously.

The Enrichment Plus Program for latch key children will continue this fall at Roosevelt. Some programs from the summer youth program will be brought over and busing is being considered.

He reported that the summer youth programs headed by Betty Neigum have been very successful.

Dr. Morud also discussed the Roosevelt Time Study and recommended that two board members meet with Vince and the Roosevelt staff to make a recommendation to the Board. Johnson and Abrahamson volunteered to serve on that committee. They will report on their findings at the special meeting.

Student /Staff Recognition

The Board recognized the following:

1. Becki Wells, State Track Champion in the 800 meter, 1600 meter, and 3200 meter. She was also named the North Dakota Female Athlete of the Year, the North Dakota Gatorade Athlete of the Year and is the recipient of the MSC regional Sports Salute Female Athlete.
2. K.C. Homiston, State Track Champion in the 300 meter hurdles.
3. Jim Wright, State Track Champion in the pole vault.
4. Jay Wanner and Shannon Wanner placed 18 out of the 50 states represented in the National Chrysler/AAA Trouble Shooting Contest. Jon Hodnefield is their instructor.

Budget: 93-94

Dr. Morud reviewed budget figures for 1993-1994 and recommended the budget be approved with the understanding that revisions will be necessary as grants and other special projects are finalized. Discussion followed. President Ciavarella expressed concern about the projected deficit spending and recommended that administrators spend at 100% and

no more. Johnson recommended that we stay at the 10% interim balance mark. Staudinger moved to approve revenue of \$11,070,895 and expenditures of \$11,448,949 for the 1993-1994 school term as projected. Melbye seconded the motion. The motion passed unanimously.

Discussion followed on the mill levy for 1993. Dr. Morud stated that we review the mill levy again in early September, and recommended we stay flat yet maximize our resources to the general fund. He recommended we approve the certificate of levy at \$3,813,177. Johnson moved to approve the certificate of levy in the amount of \$3,813,177 for the fiscal year ending June 30, 1994. Staudinger seconded the motion. The motion passed unanimously.

School Handbooks-DHS and Hagen Junior High

Following a review and discussion of DHS and Hagen Junior High '93-94' Handbooks, Abrahamson recommended we look at how fees are divided up in the future (equity). Abrahamson moved that the handbooks be approved. Melbye seconded the motion. The motion passed unanimously.

High School Principal Search Report

Dr. Morud reported on the High School Principal Search and thanked the committee for their assistance. The search has been narrowed between one candidate and some interim possibilities. He suggested the Board hold a Special meeting in the next two weeks to receive a recommendation and act on the Roosevelt Time Study.

CAO and Administrative Cabinet Organization for 93-94

Staudinger commended Dr. Morud on the organizational plan for the CAO and administrative portfolios. General consensus by the Board members was to continue with the structure as presented.

Other

Melbye moved to recess for ten minutes. Abrahamson seconded the motion. The motion passed unanimously.

President Ciavarella reconvened the meeting at 8:05 P.M.

Election of Officers

Staudinger nominated Ciavarella for President. Staudinger moved to cease nominations and instruct the Secretary to cast a unanimous ballot for Ciavarella for the 93-94 term. Melbye seconded the motion. The motion passed unanimously.

Abrahamson nominated Staudinger for Vice President. Melbye moved to cease nominations and instruct the Secretary to cast a unanimous ballot for Staudinger as Vice President. Johnson seconded the motion. The motion passed unanimously.

Meeting Day and Time

Staudinger moved to set the regular meeting time on the third Tuesday of each month at 7:00 P.M. at the Central Administration Office. Melbye seconded the motion. The motion passed unanimously.

School Board Authorized Representative

Johnson moved to appoint Superintendent Dr. Rollie Morud as the authorized representative of the Dickinson Public School Board. Staudinger seconded the motion. The motion passed unanimously.

Appointment of Business Manager

Dr. Morud recommended that Mrs. Donna Wolf be appointed as Business Manager in the Classified Exempt category. Salary and benefits will be determined by the classified employee package. This is a management position but not administrative position. President Ciavarella asked Mrs. Wolf if these terms would be agreeable and she agreed to the above terms. Abrahamson made a motion that the Board approve Mrs. Donna Wolf as Business Manager for the 93-94 year as a Classified Exempt employee. Melbye seconded the motion. The motion passed unanimously. President Ciavarella welcomed Mrs. Wolf to the Board.

Existing Policies Reinstatement

Johnson moved that the existing policies of the Dickinson Public School Board be reinstated for 1993-1994. Staudinger seconded the

motion. The motion passed unanimously.

Bank Depository Designation

Abrahamson moved that American State Bank be designated as the official depository for school district funds for the 1993-1994 fiscal year. Staudinger seconded the motion. The motion passed unanimously.

Chapter I Grant Program

Clarence Corneil reviewed the grant amounts and the application. Dr. Morud commended Clarence Corneil and the Chapter I staff for an excellent job. Johnson moved to approve the Chapter I Grant in the amount of \$480,238.52 for the 1993-1994 school year. Melbye seconded the motion. The motion passed unanimously.

Richardton High School Cooperative Agreement for Cross Country

The administration recommended approval of a cooperative agreement with Richardton High School in Cross Country. Marv Knoll reported that two Richardton students were interested. Staudinger moved we enter in a Cross Country Agreement with DHS and Richardton High School for Boys and Girls Cross Country. Abrahamson seconded the motion. The motion passed unanimously.

Lincoln Library Project

Dr. Morud updated the Board on the energy impact grant and the Lincoln School expansion project. Dr. Morud recommended that we accept the grant and appoint two Board members to the planning committee. All district funds for the project will come from the building fund. Melbye moved we accept the Energy impact grant and forward funding for the Lincoln Library addition. Abrahamson seconded the motion. The motion passed unanimously. President Ciavarella appointed Melbye and Abrahamson to serve on the planning committee.

Personnel

Dickinson Public Schools
Regular Meeting

July 20, 1993; 7:00 P.M.
Board Room, Central Office

Dr. Morud will be prepared to recommend individuals for several personnel positions at a Special Meeting to be scheduled in the next two weeks.

Other


Johnson asked the Board if they would be interested in submitting a resolution to the North Dakota School Board Assoc. regarding uncontested elections. The consensus of the Board suggested Johnson prepare a resolution and the Board would review it at the August meeting.

President Ciavarella thanked the Board and welcomed Karen Heidt to the Board. The media was also commended for their participation.

At 9:15 P.M., Abrahamson moved to adjourn the meeting. Staudinger seconded the motion. The motion passed unanimously.


James C. Ciavarella, President


Donna M. Wolf, Business Manager


Karen R. Heidt, Secretary

Dickinson Public Schools
Special Meeting

August 9, 1993; 12:00 Noon
Board Room, Central Office

The Dickinson Public School Board met in special session on August 9, 1993, at the Central Administration Office. Board members present were: Jim Ciavarella, Don Staudinger, Diane Melbye, Nancy Johnson and Earl Abrahamson. Administrators present were: Superintendent Dr. Rollie Morud, Lois Myran-Lincoln Elementary, Vince Reep- Roosevelt, Betty Neigum. Others present were: Gene Boyle, Joel Braaten, Fern Pokorny, Bobbi Miller, Donna Wolf- Business Manager, Karen Heidt- Secretary, Kris Fehr-Bismarck Tribune, Linda Howard-KLTC Radio, and Cary Shimek- Dickinson Press.

President Ciavarella called the meeting to order.

Public Participation

There were no request to address the Board.

High School Principal Search Report

Dr. Morud introduced Mr. Gene Boyle and recommended the Board approve him as the new Dickinson High School Principal.

Johnson made a motion to accept Dr. Morud's recommendation to employ Mr. Gene Boyle as the new Dickinson High School Principal. Melbye seconded the motion. The motion passed unanimously. President Ciavarella congratulated and welcomed Mr. Boyle to Dickinson.

Roosevelt Time Study Report

Dr. Morud reviewed the Roosevelt Time Study plan which was presented at the June meeting. A committee made up of two Board members (Johnson and Abrahamson), Vince Reep, Roosevelt staff members and himself had met to discuss the Time Study Plan. He recommended the Board that no formal action be taken at this time. Johnson reported on the sincere interest and commitment by the staff to do things better for kids in education. There were no questions. No formal action was taken.

Personnel

Dr. Morud reported that the Administration recommended the following for employment by the Dickinson Public Schools.

1. Charles Finck Personnel, Transportation, Media Center & Curriculum Coordinator
2. Denise Norheim Hearing Impaired Teacher
3. Ione Andersen Hearing Impaired Paraprofessional
4. Scott Miller Hagen Social Studies Teacher

Johnson asked if there were any positions open yet. Dr. Morud stated that the following certified positions are still open:

1. Spanish .6 at DHS and South Heart
2. Math Hagen Junior High (no recommendation yet)
3. Computer Science Hagen Junior High (two finalists)

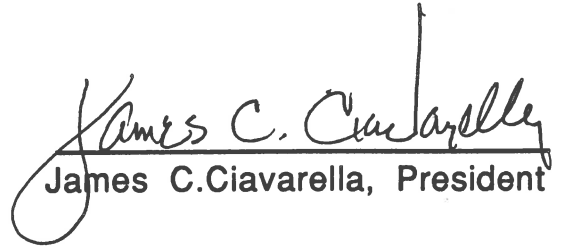
Dr. Morud announced that he is waving all posting time lines from now until September 15th. Melbye questioned the definition of waving posting time.

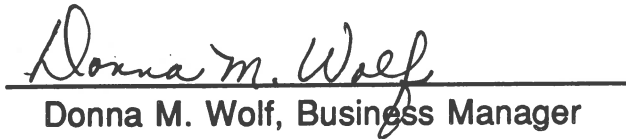
Staudinger moved that we employ Charles Finck, Denise Norheim, Ione Andersen and Scott Miller in the Dickinson Public School District. Melbye seconded the motion. The motion carried unanimously.

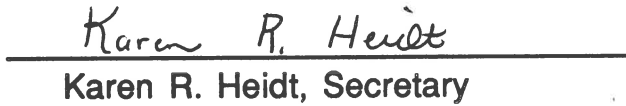
At 12:20 P.M., Melbye moved to adjourn the meeting. Johnson seconded the motion. The motion passed unanimously.

Dickinson Public Schools
Special Meeting

August 9, 1993; Noon
Board Room, Central Office


James C. Ciavarella, President


Donna M. Wolf, Business Manager


Karen R. Heidt, Secretary

Dickinson Public Schools



Central Administration Office
444 West Fourth Street

Dr. Rollie Morud, Superintendent

PO Box 1057
Dickinson ND 58602-1057
Phone: (701) 225-1550
Fax: (701) 225-1330

NDSBA will actively support legislation that would permit local school boards an option to cancel the annual election if all of the three conditions listed below are met:

- A. Four weeks prior to the scheduled election date, only one candidate has filed for each existing vacancy.
- B. Two weeks prior to the scheduled election date, no person has indicated a written intent to conduct a write-in campaign.
- C. No other issues are to be decided at the election.

Should all three of the above conditions prevail, the school board may cancel the election and declare the filed candidate (s) as the winner (s).

Dickinson Public Schools
Regular Meeting

August 17, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board held its regular meeting on August 17, 1993 at the Central Administration Office. Board members present were: Jim Ciavarella, Earl Abrahamson, Don Staudinger, and Diane Melbye. Nancy Johnson was absent. Administrators present were: Superintendent Dr. Rollie Morud, Ron Steiner, Charles Finck, Gene Boyle, Bruce Jessen, Lois Myran, Marv Knoll, and Rodger Miller. Others present were: Donna M. Wolf, Karen Heidt, Fern Pokorny, Bobbi Miller, Olivia Wellenstein, Linda Howard-KLTC Radio, Cary Shimek-Dickinson Press, and Lee Leiss-KLTC.

President Ciavarella called the meeting to order.

Public Participation

There were no request to address the Board.

Additional Agenda Items/Removal of Items from the Consent Agenda

There were no additional agenda items.

There were no requests to remove any items from the consent agenda. The Chair requested the minutes of the regular meeting on July 20, 1993 be removed from the Consent Agenda.

Consent Agenda

Abrahamson moved that the consent agenda, consisting of the minutes from the special meeting held on August 9, 1993; bills for August, 1993; financial reports for August, 1993; the resignations of Gail Krush and Deb Engraf; a full-time contract for Elaine LaPlante at Early Childhood Center; and the hire of Jay Schobinger as Head Girls Volleyball coach at Dickinson High School be approved. Staudinger seconded the motion. The motion passed unanimously.

Abrahamson moved that the last sentence on page four of the minutes from the annual meeting on July 20, 1993 be amended to: President welcomed Mrs. Wolf to the Board meeting. Melbye seconded the motion. The motion passed unanimously.

Melbye moved that the third sentence under Other on the last page of the minutes from the annual meeting on July 20, 1993 be amended to: President Ciavarella thanked the Board and welcomed Karen Heidt to the Board meeting. Abrahamson seconded the motion. The motion passed unanimously.

Staudinger moved that the minutes from the annual meeting on July 20, 1993 be approved as amended. Abrahamson seconded the motion. The motion passed unanimously.

Superintendent's Report

Dr. Morud showed the Board the date planner which was presented to Dickinson Public School employees for perfect attendance.

Dr. Morud recommended the Board hire Barb Bonicelli as a computer science instructor at Hagen Junior High. Staudinger made a motion that the Board hire Barb Bonicelli as a computer science instructor at Hagen Junior High. Melbye seconded the motion. The motion passed unanimously.

Dr. Morud reported that he had been notified by Marv Knoll, Athletic Director at DHS, that the Dickinson Hockey Club had deposited \$10,000 to fulfill their commitment.

A copy of the new evaluation form which the committee of administrators and DEA members developed for Staff Development was presented to the Board.

Dr. Morud explained the decentralized budgeting. The building level funds are currently in a contingency account and will be distributed by the September meeting.

The Board/Administration Orientation meeting hasn't been scheduled yet. The Board should communicate their ideas and schedules to Dr. Morud and a date will be scheduled.

93-94 School Opening Report

Dr. Morud reported on several good news items in the Dickinson Public School District.

1. The Early Childhood Center and Headstart program was recognized

- and praised.
2. The Lincoln Library is off and running. They held their first planning meeting in August.
 3. The Enrichment Plus Program for latchkey children is making a full scale effort to get off the ground and operate this fall at Roosevelt Elementary. It will help provide a safe environment as well as a learning environment for afterschool children.
 4. Twenty Apple II computers and several printers were moved from Hagen Junior High and distributed to the five elementary schools.
 5. The newly revised spelling curriculum guides will be in the schools this week.
 6. Hagen Junior High will continue their "school within a school" this year. This along with building improvements makes Hagen one of the best Junior High schools in North Dakota. Their Emerging Technology program will begin its second year of operation. Twenty four new LCII Macintosh computers have been delivered, will be networked and ready for students when school begins. The computers were purchased with Chapter II funds. The library has undergone a face lifting this summer, along with the new technology center.
 7. Dickinson High School will be offering a small engine repair class this fall. Jon Hodnefield, the instructor, attended a class in California this summer and was given eight motorcycles by Honda of America to be used for the small engine repair class.
 8. Olivia Wellenstein, computer instructor at Dickinson High School, reported on the improvements which have been made at DHS this summer. The computers in the high school lab and the staff pods have all been networked and they now have E-mail available (excluding the Vocational Building). The classrooms are in need of some remodeling to help with cabling, etc. Plans are to do this during Christmas. The Science Department is working on purchasing a laser disk player for use with their new textbooks.

Annual Financial Report

Dr. Morud presented the district's Annual Financial Report drawing specific attention to per pupil costs. Staudinger moved to approve the Annual Financial Report for the fiscal year beginning July 1, 1992 and ending June 30, 1993. Melbye seconded the motion. The motion carried unanimously.

Department of Public Instruction Certificate of Compliance

Melbye moved to approve the Certificate of Compliance for the 1993-1994 school year. Abrahamson seconded the motion. The motion passed unanimously.

Election Resolution

The election resolution prepared by Nancy Johnson was presented and amended by Diane Melbye. Melbye moved to endorse the election resolution as amended. Staudinger seconded the motion. The motion carried unanimously. (see attached)

Other

At 7:40 P.M. Abrahamson moved to adjourn the meeting. Melbye seconded the motion. The motion passed unanimously.

Donna M. Wolf
Donna M. Wolf, Business Manager

James C. Ciavarella
James C. Ciavarella, President

Karen R. Heidt
Karen R. Heidt, Secretary

Dickinson Public Schools
Regular Meeting

August 17, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board held its regular meeting on August 17, 1993 at the Central Administration Office. Board members present were: Jim Ciavarella, Earl Abrahamson, Don Staudinger, and Diane Melbye. Nancy Johnson was absent. Administrators present were: Superintendent Dr. Rollie Morud, Ron Steiner, Charles Finck, Gene Boyle, Bruce Jessen, Lois Myran, Marv Knoll, and Rodger Miller. Others present were: Donna M. Wolf, Karen Heidt, Fern Pokorny, Bobbi Miller, Olivia Wellenstein, Linda Howard-KLTC Radio, Cary Shimek-Dickinson Press, and Lee Leiss-KLTC.

President Ciavarella called the meeting to order.

Public Participation

There were no request to address the Board.

Additional Agenda Items/Removal of Items from the Consent Agenda

There were no additional agenda items.

There were no requests to remove any items from the consent agenda. The Chair requested the minutes of the regular meeting on July 20, 1993 be removed from the Consent Agenda.

Consent Agenda

Abrahamson moved that the consent agenda, consisting of the minutes from the special meeting held on August 9, 1993; bills for August, 1993; financial reports for August, 1993; the resignations of Gail Krush and Deb Engraf; a full-time contract for Elaine LaPlante at Early Childhood Center; and the hire of Jay Schobinger as Head Girls Volleyball coach at Dickinson High School be approved. Staudinger seconded the motion. The motion passed unanimously.

Abrahamson moved that the last sentence on page four of the minutes from the annual meeting on July 20, 1993 be amended to: President welcomed Mrs. Wolf to the Board meeting. Melbye seconded the motion. The motion passed unanimously.

Melbye moved that the third sentence under Other on the last page of the minutes from the annual meeting on July 20, 1993 be amended to: President Ciavarella thanked the Board and welcomed Karen Heidt to the Board meeting. Abrahamson seconded the motion. The motion passed unanimously.

Staudinger moved that the minutes from the annual meeting on July 20, 1993 be approved as amended. Abrahamson seconded the motion. The motion passed unanimously.

Superintendent's Report

Dr. Morud showed the Board the date planner which was presented to Dickinson Public School employees for perfect attendance.

Dr. Morud recommended the Board hire Barb Bonicelli as a computer science instructor at Hagen Junior High. Staudinger made a motion that the Board hire Barb Bonicelli as a computer science instructor at Hagen Junior High. Melbye seconded the motion. The motion passed unanimously.

Dr. Morud reported that he had been notified by Marv Knoll, Athletic Director at DHS, that the Dickinson Hockey Club had deposited \$10,000 to fulfill their commitment.

A copy of the new evaluation form which the committee of administrators and DEA members developed for Staff Development was presented to the Board.

Dr. Morud explained the decentralized budgeting. The building level funds are currently in a contingency account and will be distributed by the September meeting.

The Board/Administration Orientation meeting hasn't been scheduled yet. The Board should communicate their ideas and schedules to Dr. Morud and a date will be scheduled.

93-94 School Opening Report

Dr. Morud reported on several good news items in the Dickinson Public School District.

1. The Early Childhood Center and Headstart program was recognized

- and praised.
2. The Lincoln Library is off and running. They held their first planning meeting in August.
 3. The Enrichment Plus Program for latchkey children is making a full scale effort to get off the ground and operate this fall at Roosevelt Elementary. It will help provide a safe environment as well as a learning environment for afterschool children.
 4. Twenty Apple II computers and several printers were moved from Hagen Junior High and distributed to the five elementary schools.
 5. The newly revised spelling curriculum guides will be in the schools this week.
 6. Hagen Junior High will continue their "school within a school" this year. This along with building improvements makes Hagen one of the best Junior High schools in North Dakota. Their Emerging Technology program will begin its second year of operation. Twenty four new LCII Macintosh computers have been delivered, will be networked and ready for students when school begins. The computers were purchased with Chapter II funds. The library has undergone a face lifting this summer, along with the new technology center.
 7. Dickinson High School will be offering a small engine repair class this fall. Jon Hodnefield, the instructor, attended a class in California this summer and was given eight motorcycles by Honda of America to be used for the small engine repair class.
 8. Olivia Wellenstein, computer instructor at Dickinson High School, reported on the improvements which have been made at DHS this summer. The computers in the high school lab and the staff pods have all been networked and they now have E-mail available (excluding the Vocational Building). The classrooms are in need of some remodeling to help with cabling, etc. Plans are to do this during Christmas. The Science Department is working on purchasing a laser disk player for use with their new textbooks.

Annual Financial Report

Dr. Morud presented the district's Annual Financial Report drawing specific attention to per pupil costs. Staudinger moved to approve the Annual Financial Report for the fiscal year beginning July 1, 1992 and ending June 30, 1993. Melbye seconded the motion. The motion carried unanimously.

Department of Public Instruction Certificate of Compliance

Melbye moved to approve the Certificate of Compliance for the 1993-1994 school year. Abrahamson seconded the motion. The motion passed unanimously.

Election Resolution

The election resolution prepared by Nancy Johnson was presented and amended by Diane Melbye. Melbye moved to endorse the election resolution as amended. Staudinger seconded the motion. The motion carried unanimously. (see attached)

Other

At 7:40 P.M. Abrahamson moved to adjourn the meeting. Melbye seconded the motion. The motion passed unanimously.

Donna M. Wolf
Donna M. Wolf, Business Manager

James C. Ciavarella
James C. Ciavarella, President

Karen R. Heidt
Karen R. Heidt, Secretary

ENRICHMENT PLUS MEMORANDUM OF UNDERSTANDING

This agreement is made between the Enrichment Plus program and the Dickinson Public School District #1, to outline their sharing of space and program.

1. The Enrichment Plus program will use the Roosevelt cafeteria, study room, and the included office area for their program without charge.
2. Roosevelt Elementary will share with Enrichment Plus appropriate facilities such as bathrooms, refrigerator space, supplies, computer lab, gymnasium, and other items with prior approval by the building principal. The details will be communicated between the director of Enrichment Plus and the building principal.
3. Enrichment Plus will be responsible for any bills, salaries, charges for supplies, and miscellaneous costs incurred by the Enrichment Plus program. Any exceptions to this would need approval by the building principal and the Superintendent of Schools.
4. Enrichment Plus, through Community School Revitalization may hire school district employees to do supplemental teaching and activities in conjunction with the Enrichment Plus program.

Dated this 21st day of September, 1993

ATTEST:

Vince Reep
Vince Reep
Roosevelt Elementary Principal

Dickinson Public School Dist. #1

By: Rollie Morud
Dr. Rollie Morud
Superintendent of Schools

ATTEST:

Betty Naquin Enrichment Plus
Enrichment Plus Board Member

By: Vince Reep
Vince Reep, President
Enrichment Plus Program

APPLICATION FOR COOPERATIVE SPONSORSHIP OF AN ACTIVITY

Please submit in duplicate to: North Dakota High School Activities Association
 P.O. Box 817
 Valley City, North Dakota 58072

This application form must be completed by each school involved in the cooperative agreement before the NDHSAA Board of Directors will consider the application. A separate application must be submitted for each activity.

1. Name of applying school: Dickinson High School

2. Address of applicant: Box 1057, Dickinson, ND 58602-1057

3. Other school (s) involved in this application: _____
Williston High School

4. Activity covered by this application: Boys' Swimming

5. Please describe conditions which have prompted your request to co-sponsor this activity: _____
Dickinson High School does not have a Boys' Swimming team.

6. Please list the number of students in this school that have participated in this activity during each year indicated below. If the school did not sponsor the activity during any of the years listed, please respond "did not sponsor".

	<u>12</u>	<u>11</u>	<u>10</u>	<u>9</u>	<u>8</u>	<u>7</u>
Last school year DID NOT SPONSOR	_____	_____	_____	_____	_____	_____
Current school year	_____	_____	_____	_____	_____	_____
Anticipated next year	_____	_____	_____	_____	_____	_____
Anticipated two years hence	_____	_____	_____	_____	_____	_____

7. Total school enrollment: (MALE)

	<u>12</u>	<u>11</u>	<u>10</u>	<u>9</u>	<u>8</u>	<u>7</u>
Last school year	<u>121</u>	<u>97</u>	<u>131</u>	<u>119</u>	<u>123</u>	<u>116</u>
Current school year	<u>88</u>	<u>114</u>	<u>109</u>	<u>123</u>	<u>116</u>	<u>117</u>
Anticipated next year	<u>114</u>	<u>109</u>	<u>123</u>	<u>116</u>	<u>117</u>	<u>140</u>
Anticipated two years hence	<u>109</u>	<u>123</u>	<u>116</u>	<u>117</u>	<u>140</u>	<u>130</u>

This application is for school years: 1993 - 1994; 1994 - 1995; and (Must be for a full three year period) 1995 - 1996.

8. Total school enrollment: (FEMALE)	<u>12</u>	<u>11</u>	<u>10</u>	<u>9</u>	<u>8</u>	<u>7</u>
Last school year	<u>116</u>	<u>118</u>	<u>115</u>	<u>116</u>	<u>119</u>	<u>113</u>
Current school year	<u>106</u>	<u>108</u>	<u>102</u>	<u>119</u>	<u>113</u>	<u>126</u>
Anticipated next year	<u>108</u>	<u>102</u>	<u>119</u>	<u>113</u>	<u>126</u>	<u>131</u>
Anticipated two years hence	<u>102</u>	<u>119</u>	<u>113</u>	<u>126</u>	<u>131</u>	<u>137</u>

9. Under cooperative sponsorship, what will be the identity of the team?

Williston High School

10. Where will practices or rehearsals be held? Williston

11. Where will competition for the activity be held? Williston

12. Indicate the date and place where the school board meeting was held where they approved the filing of this application.

Date September 21, 1993 Place Dickinson Public School Central Admin. Office
444 4th St. W, Dickinson, ND 58601

13. Please include in the space provided an exact copy of the above motion as it appears or will appear in the official school board minutes: Melbye made a motion to approve the cooperative agreement between DHS and Williston High School in Boys Swimming as outlined and discussed. Abrahamson seconded the motion. The motion passed unanimously.

14. Other information that may assist the NDHSAA Board of Directors in reaching their decision on this application.

15. Official approval: Date of Application: 09-21-93

School Board President James C. Craswell

School Board Clerk Donna M. Wolf

School Superintendent Kellie Mowbray

OFFICIAL ACTION OF NDHSAA BOARD OF DIRECTORS

The above request for cooperative sponsorship is hereby granted
 refused (cross out one) for the activity of _____
 for school years 19__ - 19__; 19__ - 19__; and 19__ - 19__.

By: _____
 (Authorized Signature)

Date: _____

ADMISSION OF NON-RESIDENT STUDENTS

The District shall admit students from other districts to its school when it can be done without injuring or overcrowding its schools. When the students are received because of an agreement with a district that does not offer the grade level in which the student requires enrollment, or when the student has been placed at a group or residential care facility or a residential treatment center in accordance with NDCC 15-40.2-08, the Board shall either charge tuition to the sending district as prescribed by law or enter into a waiver of tuition agreement with the sending district.

Admittance of students under the open enrollment law will be governed by Policy ABCB/FBD (Open Enrollment).

The Superintendent shall designate the school or schools which non-resident students shall attend and/or the class schedule for such students.

Cross Ref:	Policy ABCBB/FBDB Policy FBEB Policy HCB	Open Enrollment Placement Adjustment of Transfer Students Tuition Fees
Legal Ref:	NDCC 15-40.2-01 NDCC 15-40.2-02 NDCC 15-40.2-03 NDCC 15-40.2-04 NDCC 15-40.2-06 NDCC 15-40.2-07 NDCC 15-40.2-08 NDCC Ch. 15-40.3	Transfer of pupils to other districts or institutions-Tuition Receiving of pupils by admitting districts Legislative intent relating to tuition payments Nonresident tuition payments mandatory- Payments are exclusive Payment of tuition by parent or guardian- What tuition contract shall contain Payment of tuition by federal government, authority to accept Residency determination and the payment of tuition in cases of foster care child placements for purposes other than education Open enrollment

REFERENCE
August, 1993

POLICY ADOPTED: 11-15-88
POLICY AMENDED: 09-21-93

OPEN ENROLLMENT

Open enrollment applications received from other North Dakota school districts will be acted upon by the Dickinson Public School District School Board at a regular or special meeting in February which shall be held after the second Monday. All applications will be reviewed and acted upon in the same chronological order as they were received by the school district of residence.

Criteria for acceptance or rejection shall be based upon the capacity of a program, class, grade level, or school building.

This district will not deny an application on the basis of previous academic achievement, participation in extracurricular activities, disabilities, English language proficiency or previous disciplinary proceedings.

This district will not give or offer to give remuneration or directly or indirectly exert influence upon the student or the student's family, in order to encourage participation in the open enrollment program for the purpose of having the student participate in varsity athletic activities.

The district reserves the right for the Superintendent to assign building and to determine the class schedule for students who are accepted under this policy.

The business manager or designee will notify the parent or guardian and the resident district of the acceptance or rejection of an application within five days of the date on which action was taken.

Cross Ref: Policy ABCB/FBD
Policy ABCC/FBBD

Admission of Non-resident Students
Education of the Homeless

Legal Ref: NDCC Ch. 15-40.3

Open enrollment

TUITION FEES

The District shall admit students from other districts to its school when it can be done without injuring or overcrowding its schools. When the students are received from a district which does not offer the grade level in which the student requires enrollment the Board must charge tuition to the sending district, as prescribed by law. When the student has been placed at a group or residential care facility or a residential treatment center in accordance with NDCC 15-40.2-08 the Board must charge tuition to the sending district unless an agreement to waive tuition payments has been entered into with the sending district.

All tuition payments are billed to districts or persons at the beginning of the school term, and payment is due at the time of enrollment. All bills become delinquent at the end of the current semester. Students for whom tuition is not paid for a semester shall not be permitted to enroll for the following semester until proper arrangements have been made with the Board for the payment of previous accounts.

An exception to the above may be made when it is determined that the pupil is homeless as defined by North Dakota and federal law, in which instance the pupil will be admitted when it is determined that attendance in this district is in the best interest of the student.

<p>Cross Ref: Policy ABCB/FBD Policy ABCBB/FBDB Policy ABCC/FBBD</p> <p>Legal Ref: NDCC 15-40.2-02</p> <p>NDCC 15-40.2-03</p> <p>NDCC 15-40.2-04</p> <p>NDCC 15-40.2-06</p> <p>NDCC 15-40.2-07</p> <p>NDCC 15-40.2-08</p> <p>NDCC 15-40.2-13</p> <p>NDCC Ch. 15-40.3</p>	<p>Admission of Non-Resident Students Open Enrollment Education of the Homeless Receiving of pupils by admitting districts Legislative intent relating to tuition payments Nonresident tuition payments mandatory - Payments are exclusive Payment of tuition by parent or guardian - What tuition contract shall contain Payment of tuition by federal government, authority to accept Residency determination and the payment of tuition in cases of foster care child placements for purposes other than education Payment of tuition by sending districts - Interest on late payments Open Enrollment</p>
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REFERENCE
August 12, 1993

POLICY ADOPTED: 12-19-89
POLICY AMENDED: 09-21-93

RESOLUTION

At a meeting of the School Board on the 21st day of September, 1993, a motion was made and seconded to adopt the following resolution:

Whereas, Dietrich & Sons, Inc., Harlow's Bus Sales, Inc., Hartley's School Buses, Inc., and McLaughlin Equipment Co. Inc., were convicted in federal district court of antitrust violations in the State of North Dakota; and

Whereas, this school district has a potential cause of action against the above-named bus distributors for alleged antitrust violations; and

Whereas, a civil action against the bus distributors could impose a substantial burden and cost upon the school district; and

Whereas, the legal and factual issues involved in such an action would be complex and the extent of recovery uncertain, and

Whereas, the Representative Committee of the school districts has recommended that all North Dakota school districts accept the proposed Settlement Agreement; and

Whereas, this school district recognizes that acceptance of the proposed Settlement Agreement forecloses future action by the school district against the above-named bus distributors as a result of these alleged antitrust violations;

THEREFORE, be it resolved that the Dickinson Public School District hereby authorizes the Representative Committee to sign the Settlement Agreement on behalf of the Dickinson Public School District.

Motion carried.

I certify the foregoing is a true and correct copy of the minutes of the Board of the Dickinson School District.

ATTEST: Ronna M. Wolf
Business Manager

Dated this 22nd day of September, 1993.

Dickinson Public Schools
Regular Meeting

September 21, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board held its regular meeting on September 21, 1993, at the Central Administration Office. Board members present were: Jim Ciavarella, Earl Abrahamson, Nancy Johnson, and Diane Melbye. Don Staudinger was absent. Administrators present were: Superintendent Dr. Rollie Morud, Charles Finck, Gene Boyle, Lois Myran, Vince Reep, Ted Renner, LeRoy Boespflug, Jim Gentile, Louis Braun, and Betty Neigum. Others present were: Donna Wolf, Karen Heidt, Fern Pokorny, Ron Stastney-NCA, Joel Braaten, Deb Kantrud, Eric Kantrud, Linda Howard-KLTC Radio, Cary Shimek-Dickinson Press and Kris Fehr-Bismarck Tribune.

President Ciavarella called the meeting to order.

Public Participation

There were no requests to address the Board.

Additional Agenda Items/Removal of Items from the Consent Agenda

There were no additional agenda items.

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

Consent Agenda

Abrahamson moved to approve the consent agenda, consisting of the minutes from the regular meeting held on August 17, 1993; bills for September, 1993; financial reports for September, 1993; the resignation of Fern Pokorny; and the hire of: Sam Pearce +1.00 FTE Math at Hagen Junior High; Dakota Seymanski, Chapter One teacher; Tammy Goerndt +1.00 FTE paraprofessional at Berg, Chapter One; Lucille Paulson +.50 classroom paraprofessional & noon supervisor at Lincoln; Cheryl Anderson +1.00 FTE paraprofessional at Early Childhood Center; LaVonne Keller +1.00 FTE paraprofessional at Early Childhood Center; Kathy Seggerman kitchen helper and A.M. supervisor at Lincoln; Bill Schwartz +1.00 ED paraprofessional district-wide; Patti Faiman kitchen helper at Roosevelt; Marie Lynn Johnson playground supervisor at Jefferson; Shirley Deichert playground supervisor at Heart River; Daniel McCabe (sub) custodian (temporary); Tammy Steier playground supervisor at Jefferson; Barb Binstock kitchen helper at Lincoln;

Dickinson Public Schools
Regular Meeting

September 21, 1993; 7:00 P.M.
Board Room, Central Office

Paula Loegering +1.00 FTE LD paraprofessional at Jefferson; Loretta Stoltz Special Services Bus paraprofessional; Leo Haag, bus driver. Judi Schnell was increased from +.50 to +1.00 FTE paraprofessional at Roosevelt, Chapter One. Melbye seconded the motion. The motion passed unanimously.

Superintendent's Report

Dr. Morud announced that the Negotiations meeting was rescheduled for Thursday, September 23rd at 7:00 P.M.

He also presented a resolution which the Attorney Generals office recommended we approve regarding a settlement with Dietrich & Sons, Inc., Harlow's Bus Sales, Inc., Hartley's School Buses, Inc., and McLaughlin Equipment Co., Inc., for antitrust violations and price fixing in North Dakota. Melbye made a motion to adopt the resolution as presented. Johnson seconded the motion. The motion passed unanimously.

Student/Staff Recognition

Ted Renner was recognized by the Board for his leadership in bringing interactive television to several schools in North Dakota. He will be honored on October 13 in Bismarck by the WRITC/MVCC Board of Directors.

Report on North Central Accreditation (NCA)

Ron Stastney from the Department of Public Instruction and North Central Accreditation explained alternatives to the Dickinson Public Schools regarding accreditation. NCA standards go beyond state standards. Both Dickinson High School and Hagen Junior High plus one hundred other schools in North Dakota are accredited by NCA. During the month of October the elementary principals will be discussing NCA accreditation with their faculty. It will also be discussed by the administrative cabinet and a recommendation will be brought to the October Board meeting. No action was taken.

Dickinson Public Schools
Regular Meeting

September 21, 1993; 7:00 P.M.
Board Room, Central Office

Graduation Date-Spring 1994

Ballots were mailed to the Parents of the Class of 1994 (217 total). A total of 105 ballots were returned, 58 votes for Wednesday, May 25th and 47 votes for Sunday, May 29th. President Ciavarella recommended the Board continue with the approved calendar and the Wednesday, May 25th graduation date as previously approved. The consensus of the Board was to keep the Wednesday, May 25th graduation date.

Approve architectural bids for Lincoln Library Project

Dr. Morud summarized the Lincoln Library Project plans and reported that architectural bids were submitted by Hulsing & Associates for 5.95% and Richard ZumBrunnen for 6.7%. The administration recommended the Board accept the low bid of Hulsing & Associates of 5.95% of construction cost as defined in the specification. Abrahamson made a motion to support the quotation of Hulsing & Associates bid of 5.95% of construction cost as defined in the specification. Johnson seconded the motion. The motion passed unanimously.

Board Policy: Open Enrollment

Dr. Morud presented the Open Enrollment Policy and revisions to the Admission of Non-Resident Students and Tuition Fees policies. He recommended the Open Enrollment Policy and revisions to the Admission of Non-Resident Students and Tuition Fees policies be accepted and action be taken at the September Board meeting. Discussion followed. Johnson made a motion that the ABCBB/FBDB Open Enrollment Policy, revisions to the ABCB/FBD Admission of Non-Resident Students policy and the HCB Tuition Fees policy, with attention to correcting the mechanics in grammar as discussed, be approved. Melbye seconded the motion. The motion passed unanimously.

President Ciavarella appointed a committee consisting of himself, Melbye, Dr. Morud and an administrative representative to review the following policies: resignations, carrying of handguns, organizations using the facilities, family leave and the two files which were never reviewed two

Dickinson Public Schools
Regular Meeting

September 21, 1993; 7:00 P.M.
Board Room, Central Office

years ago. Melbye will chair the committee. They will meet in October and present the recommendations at the November Board meeting for their first reading and for final approval at the December meeting.

Cooperative agreement between DHS and Williston High School in Boys Swimming

Melbye made a motion to approve the cooperative agreement between DHS and Williston High School in Boys Swimming as outlined and discussed. Abrahamson seconded the motion. The motion passed unanimously.

North Dakota School Boards Annual Convention

The North Dakota School Boards Annual Convention will be held November 4 & 5 at the Radisson in Bismarck. Board members should let the Central Office know as soon as possible if they are going. Dickinson Public Schools have four delegates. Nancy Johnson is running for President of the North Dakota School Boards Association, unopposed.

Report on Collaboration between Tax Entities

President Ciavarella reported that members of the city commission, county commission, Dickinson park board, Dr. Morud and himself representing the Dickinson Public School District have held two meetings to facilitate understanding and build relationships. Their next meeting is scheduled for Wednesday, September 29th at 7:00 P.M. at Gate City Federal.

Review and approve Building Fund

See attachment. Dr. Morud explained the projections. Johnson made a motion that the Building Fund with a beginning balance of \$135,275 and Revenue of \$434,487 and an expenditure ceiling of \$525,892 be approved with the projections as presented. Abrahamson seconded the motion. The motion passed unanimously.

Dickinson Public Schools
Regular Meeting

September 21, 1993; 7:00 P.M.
Board Room, Central Office

Enrichment Plus-Memorandum of Understanding

A Memorandum of Understanding between Enrichment Plus (latchkey program) and the Dickinson Public Schools was presented. It recognizes that there is a formal relationship between Enrichment Plus and the Dickinson Public Schools and will allow them to receive liability insurance at a cheaper rate under the DPS policy. All expenses are paid by Enrichment Plus. Abrahamson made a motion that to approve the Memorandum of Understanding with Enrichment Plus and the Dickinson Public Schools as presented. Johnson seconded the motion. The motion passed unanimously.

Other

Board members are to contact the Central Office by Friday with any conflicts on November 15, 18, 22 or 23 and a date for the Board/ Administrative Planning meeting will be scheduled. It will be held in the evening.

At 8:37 P.M. Johnson moved to adjourn the meeting. Abrahamson seconded the motion. The motion passed unanimously.

Donna M. Wolf

Donna M. Wolf, Business Manager

James C. Ciavarella
James C. Ciavarella, President

Karen R. Heidt

Karen R. Heidt, Secretary

Dickinson Public Schools
Regular Meeting

October 18, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board held its regular meeting on October 18, 1993, at the Central Administration Office. Board members present were: Jim Ciavarella, Earl Abrahamson, Nancy Johnson, Diane Melbye and Don Staudinger. Administrators present were: Dr. Rollie Morud, Gene Boyle, Lois Myran, Vince Reep, LeRoy Boespflug, Betty Neigum, Clarence Corneil, Ron Steiner, Bruce Jessen, and Rodger Miller. Others present were: Donna Wolf, Karen Heidt, Fern Pokorny, Joel Braaten, Leanne M. Smutzler, Bobbi Miller, Bob Stefonowicz, Laurae Dykema, Deb Conlon, Linda Howard-KLTC Radio, Cary Shimek-Dickinson Press and Kris Fehr-Bismarck Tribune.

President Ciavarella called the meeting to order.

Public Participation

There were no requests to address the Board.

Additional Agenda Items/Removal of Items from the Consent Agenda

There were no additional agenda items.

Consent Agenda

Johnson requested that the minutes of September 21, 1993, be removed from the consent agenda. Johnson moved to approve the consent agenda consisting of bills for October 1993, financial reports for October 1993, pledged asset report for October 1993, and the hire of Linda Binek as a paraprofessional at DHS. Staudinger seconded the motion. The motion passed unanimously.

Johnson asked to change the September 21, 1993, minutes: page three, change "a" to "an" in the last paragraph; (President Ciavarella appointed a committee consisting of himself, Melbye, Dr. Morud and an administrative representative to review the following policies:); Johnson asked to change the duplicate page number four to page aforementioned number five. Johnson moved to approve the minutes with the changes in mechanics. Melbye seconded the motion. The motion carried unanimously.

Student/Staff Recognitions

- a. Molly Schwartz, a third grade student at Jefferson Elementary, received honorable mention in a Fire Prevention coloring contest. She received a trophy and her poster is displayed at The Novel Place.
- b. Lois Christensen, a third grade teacher at Jefferson Elementary, is a Teacher Tribute winner. The Teacher Tribute Award program is an adjunct to its First Year Teacher Award program. Barbara A. (Bergantine) Burian, formerly of Dickinson, received the First Year Teacher Award. She listed Lois as the teacher who was most influential in her decision to pursue a teaching career.
- c. Elaine K. Gengler was a finalist for the 1993 North Dakota Teacher of the Year.
- d. Brett Bauer, a third grade student at Berg Elementary, recently won first place in the eight year old division of the Run, Pass and Kick competition. He traveled to Fessenden, North Dakota for the state competition and received fourth place.
- e. Dickinson United Way poster contest winners were:
 - (a) Alicia Thorpe, a third grade student at Lincoln Elementary;
 - (b) Dustin Jesch, a fourth grade student at Berg Elementary; and
 - (c) Erin Studsrud, a fourth grade student at Jefferson Elementary, was named the overall winner.
- f. Stephanie Binger, a DHS student, was named a Commended Student in the 1994 National Merit Scholarship Program.
- g. Tim Westfall, a DHS student, was named a semifinalist in the 1994 National Achievement Scholarship Program for Outstanding Minority Students.

Student/Staff Recognitions Cont.

- h. The DHS Student Congress received a second place team trophy at the Eastern Invitational Student Congress meet in Valley City. There were six individual trophy winners: Dawn Greenwood, Tony Thompson, Trina Gardner, Jessica McLeod, Beth Schwindt, and Christ Leitang. At the Western Invitational Student Congress meet in Richardton, Trina Gardner, Chris Leitang and Shane Swenson received individual trophies. Sandy Ficek is their advisor.
- i. Leon Kleingartner, DHS Physical Education instructor and cross country coach, was recently elected to the DSU Hall of Fame.
- j. The Berg P.A.C. would like to commend Karen Heidt, a CAO employee and P.A.C. member for all the work she did on the "Sunday Fun Day Fall Carnival."

Superintendent's Report

Dr. Morud had nothing to report.

North Central Accreditation (NCA)

Representatives from the Dickinson Public Schools will be attending a training session on October 25 and 26 in Bismarck to design a school improvement process. Mrs. Johnson was appointed by President Ciavarella to represent the Board at the training session.

Negotiations

Mr. Staudinger explained the negotiation team's four primary issues: (1) salary (2) health insurance (3) working conditions (4) and a sick leave bank. (See attachment.)

Mr. Staudinger informed the Board that the Dickinson Public Schools were just notified by Blue Cross that rates will increase on January 1, 1994. Rates will go up 11.7 per cent.

The monthly family rate will be \$506.10, a two-party rate will be \$326.40, a single/dependent policy will be \$294.65 and a single plan will be \$175.65.

A discussion followed. The final recommendation by the negotiation team was:

- 1) Salary and health insurance will be packaged together in a two-year package (92-93 & 93-94).
 - (a) 92-93: Base salary of \$15,546, vertical and horizontal movement plus career increments should be honored. The District would pay 100% of health insurance premiums from July 1, 1992, through December 31, 1992, and 90 per cent of health insurance premiums from January 1, 1993, through June 30, 1993.
 - (b) 93-94: Base salary of \$16,000, vertical and horizontal movement plus career increments should be honored. The District would pay 75 per cent of health insurance premiums for 93-94 starting July 1, 1993.
- 2) Sick leave bank policy would remain as is. Leave cannot be transferred from one employee to another.
- 3) Working conditions
The negotiation team recommends we delete a paragraph from the contract in 5B4. The Board has the authority to assign six hours of an eight-hour day for teacher assigned duties.

Melbye moved that the Board vote on one recommendation at a time and require three separate motions. Johnson seconded the motion. Johnson, Melbye and Staudinger voted aye. Ciavarella and Abrahamson voted nay. The motion carried.

Abrahamson moved we approve the recommendation of the Board negotiating team regarding the salary and health insurance for 92-93 with a salary schedule base of \$15,546, with vertical and horizontal movements plus career increments to be honored. The district will pay the full cost of health insurance from July 1, 1992, through December 31, 1992, and 90 per cent of health premiums from January 1, 1993, through June 30, 1993. For 93-94, the salary base will be \$16,000, and the district will pay 75 per cent of health insurance premiums for 93-94. Johnson seconded the motion. The motion carried unanimously.

Abrahamson moved to approve the working conditions proposal as read by Staudinger which deletes contract language that provides additional protection and compensation for secondary teachers. Staudinger seconded the motion. Abrahamson, Staudinger, Johnson and Ciavarella voted aye and Melbye voted nay. The motion carried.

Abrahamson moved to approve the proposal as read by Staudinger stating that the sick leave bank policy which prohibits the transfer of leave from one employee to another remain as written. Melbye seconded the motion. The motion carried unanimously.

Abrahamson moved to approve the proposal by Staudinger that the Board negotiation team has the authority to present this final offer before impasse, waive the authority for mediation, and go to impasse unilaterally if the team feels it is necessary. Johnson seconded the motion. The motion carried unanimously.

North Dakota School Board Association Annual Convention

The North Dakota School Boards Annual Convention will be held November 4 and 5 at the Radisson in Bismarck. Delegates include: Jim Ciavarella, Earl Abrahamson, Don Staudinger and Nancy Johnson. Nancy Johnson is running for President of the NDSBA. Dr. Morud and Nancy Johnson will present a program on Hagen's Emerging Technology program at the Study Council meeting.

Other

President Ciavarella reported that the Dickinson Hockey Boosters recently donated \$200 to each elementary school, \$500 to Dickinson High School and \$500 to Hagen Junior High for non-athletic purposes.

A low bid from TMI for cabinets in the Dickinson High School computer room was announced.

Dickinson Public Schools
Regular Meeting

October 18, 1993; 7:00 P.M.
Board Room, Central Office

LeRoy Boespflug was commended for his comprehensive, qualitative and informative reports on transportation costs for 1992-1993. He was also complimented on his energy, water and telephone cost analysis for 1984-1993 and his expertise in handling portfolios.

Board members should contact Dr. Morud if they are interested in serving on any committees for 1993-1994 and were encouraged to sign up for at least one committee. (See attachment.)

The Board should contact Dr. Morud if they have any questions regarding the DPS Classified Employee Salary and Benefit Package.

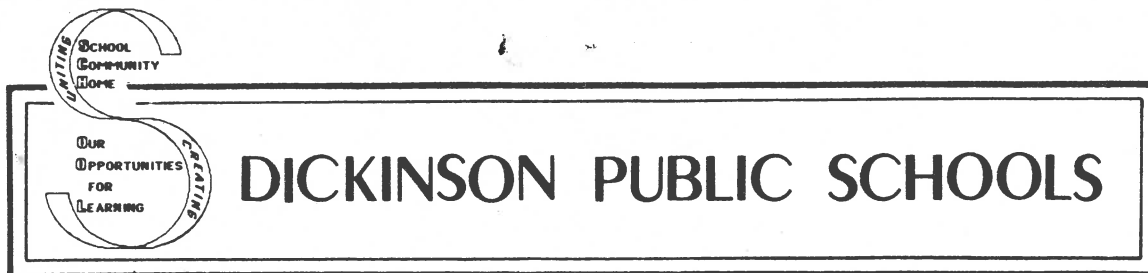
The Board/Administrative planning meeting is scheduled for Monday, November 22, at 7:00 p.m.

At 8:19 p.m., Johnson moved to adjourn the meeting. Melbye seconded the motion. The motion passed unanimously.

Donna M. Wolf
Donna M. Wolf, Business Manager

James C. Ciavarella
James C. Ciavarella, President

Karen R. Heidt
Karen R. Heidt, Secretary



Dr. Rollie Morud, Superintendent
P. O. Box 1057, Dickinson, N. D. 58602-1057
Phone: (701) 225-1550/FAX: (701)225-1331

Unfunded Federal Mandates Unduly Burden Schools

WHEREAS, the Dickinson school board is directly accountable to the taxpayers and, unlike the federal government, must balance our budget every year; and

WHEREAS, the federal government is increasingly requiring school boards to perform services and implement programs without providing any money to pay for the services; and

WHEREAS, shifting the cost of mandates to school boards is hurting our students academically. Millions of dollars that could be spent on books, computers and science equipment are instead being spent to comply with burdensome federal requirements; and

WHEREAS, parents and taxpayers are unaware of the impact on the schools of unfunded federal mandates; and

WHEREAS, we agree that many of the required services are worthwhile and improve education, but if the federal government is going to require a program, it must provide us with the money to carry it out;

THEREFORE, BE IT RESOLVED that the Dickinson school board urges Congress and the Administration to include full federal funding for any new mandate arising from federal law, regulation or policy; and

BE IT FURTHER RESOLVED that federal departments and agencies be required to provide scientific proof of any health, safety or environmental risks before imposing a new mandate on the schools.

"Learning Today for Tomorrow"

The Dickinson Public School Board held its regular meeting on November 16, 1993, at the Central Administration Office. Board members present were: Jim Ciavarella, Nancy Johnson, Don Staudinger, and Diane Melbye. Earl Abrahamson was absent. Administrators present were: Dr. Rollie Morud, Gene Boyle, Lois Myran, LeRoy Boespflug, Betty Neigum, Rodger Miller, and Charles Finck. Others present were: Donna Wolf, Karen Heidt, Linda Steve, Susan Bogner, Sue Larsen, Joel Braaten, Jeff Vranna, Karen Thompson, Edward Sahlstrom, Linda Howard-KLTC Radio, and Cary Shimek-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 the Consent Agenda

There were no additional agenda items.

President Ciavarella announced that negotiations were not on the agenda since Mr. Abrahamson, a member of the Board negotiation team, was unable to attend the meeting. It is imperative that all Board members are present to discuss this important issue. A special meeting may be called in the future to discuss negotiations.

The Chair requested that the minutes of October 18, 1993, be removed from the consent agenda.

Consent Agenda

Johnson moved to approve the consent agenda consisting of the bills for October 1993, financial reports for October 1993, pledged assets report for October 1993, and the emergency leave requests of Meroe Haug for three and one-half additional days and Sharon A. Hansen of fifteen additional days. Melbye seconded the motion. The motion carried unanimously.

The Chair recommended the following changes in the October 18, 1993, minutes. (1) Strike the sentence on page one listed under Additional agenda items/removal of items from the consent agenda: ~~There were no requests to remove any items from the consent agenda.~~ (2) Under the consent agenda, change the first sentence to Johnson requested that the minutes of September 21, 1993, be removed from the consent agenda. (3) Under the consent agenda, strike the sentence: ~~Melbye seconded the motion.~~ (4) On the last paragraph of page four, insert the recommendation of the Board negotiating team regarding, so it reads Abrahamson moved to approve the recommendation of the Board negotiating team regarding the salary and health insurance for 92-93 with a salary schedule base of \$15,546, with vertical and horizontal movements plus career increments to be honored. (5) Under Other, the first paragraph of page five, strike the word ~~and~~. Also, insert \$500 to before Hagen Junior High so it reads President Ciavarella reported that the Dickinson Hockey Boosters recently donated \$200 to each elementary school, \$500 to Dickinson High School and \$500 to Hagen Junior High for non-athletic purposes.

Johnson moved to approve the October 18, 1993, minutes as amended. Staudinger seconded the motion. The motion passed unanimously.

Student/Staff Recognitions

Dr. Morud recognized the following:

- a. Nancy Johnson, Board member, was recently elected President of the North Dakota School Board Association.
- b. Cherisse Kadrmas, a third grader at Berg Elementary, won first place in a coloring contest sponsored by Evergreen Inn and won a television.
- c. Josh Nichols, a third grader at Berg Elementary, received honorable mention in a coloring contest sponsored by Evergreen Inn.
- d. Lindsey O'Neil, a third grader at Berg Elementary, received third place in a recent poster contest sponsored by the Fire Department.
- e. Jamie Calavera, a Dickinson High School junior, was selected for the All-WDA girls basketball team.

Student/Staff Recognitions cont.

- f. Lorine Greff, Sarah Rowe and Lee Pritchard were selected for the All-WDA cross county team.
- g. Sarah Rowe, Lorine Greff and Rachel Kraft were selected for the All-State cross country team.
- h. Jerry Schwartz, cross country coach at Dickinson High School, was named WDA cross country Co-Coach of the Year.

Superintendent's Report

Dr. Morud reported that the Dickinson Public School District mill levy is being certified at 227.22 for the 1993 tax year. A lease agreement with the Dickinson Hockey Boosters to lease a bus for \$1 for one year has been signed. The bus will be used for hockey activities and non-athletic activities. The Hockey Boosters will pay for the insurance and maintenance. A study committee will be formed to look at an alternative high school for southwestern North Dakota. Board members are to informally evaluate the superintendent by December 15, and should share their thoughts with President Ciavarella before December 15. He will report on the evaluation at the December regular Board meeting. It was the consensus of the Board to accept that model and process.

Annual Audit Report

President Ciavarella introduced Linda Steve, representing Steve & Hulsing, C.P.A. Ms. Steve reviewed the 1992-1993 audit and made the following comments. She recommended that the schools deposit their cash and checks weekly. Also, the business manager should write-off outstanding debts after a specified time. Federal funds should be deposited in the correct account on a regular basis. The Board should designate all bank depositories at their annual meeting. The names of individuals in charge of federal programs should be documented in the minutes of the annual meeting or listed as an attachment.

Staudinger moved to accept the annual audit report for the year ending June 30, 1993. Johnson seconded the motion. The motion passed unanimously.

Job Service Grant

Betty Neigum, Sue Larsen and Karen Thompson reported on a Job Service grant for a "school within a school" at Dickinson High School which serves 19 at-risk students. The classes target basic skills, interpersonal skills, science, strategies, career exploration, etc. In the science component, students explore computerized modules such as CADD, C/N/C, robotics, pneumatic and careers.

Unfunded Mandate Resolution

An unfunded mandate resolution that encourages both state and federal government to include full federal funding for any new mandates was presented. This resolution is being passed by many cities, counties, park boards, and school districts throughout the United States. Johnson moved that the Dickinson Public School district endorse the unfunded mandate resolution. Staudinger seconded the motion. The motion passed unanimously.

Report from the Extracurricular Pay Committee

The extracurricular pay committee recommended seven changes. Five of the changes deal with non-athletic areas (music and science) and two are with junior high athletic assignments. A discussion followed. The Board requested that the committee discuss a fixed dollar amount rather than a percentage approach to salary determination in future meetings. They should also compare data from other districts. Finally, the Board stressed the importance of the committee soliciting the input from individuals affected.

President Ciavarella passed the gavel to Vice President Staudinger. Ciavarella moved to accept the recommendations set forth by the extracurricular pay committee as presented. Johnson seconded the motion. The motion carried. Staudinger, Ciavarella and Johnson voted aye. Melbye voted nay.

Vice President Staudinger passed the gavel back to President Ciavarella and he presided over the remainder of the meeting.

Report on Collaboration with Neighboring School Districts

President Ciavarella reported on a meeting of neighboring school districts that will be held Tuesday, November 23, at 7:30 a.m., at the Red Coach Inn in Dickinson. The meeting is sponsored by the Roosevelt-Custer Regional Council for Development. Dr. Morud and a school board member will be attend.

Policies

The policy review committee consisted of Jim Ciavarella, Diane Melbye, Rodger Miller, LeRoy Boespflug and Dr. Morud. Dr. Morud presented the following policies for first reading approval.

Section A School District

AAC-E2 Summary of your Rights as a Parent/Guardian-delete

Section D Personnel

DAGDA Adoption Leave-delete
DAGFA Child Care Leave-delete
DAGFD Health Related Leave-delete
DAGFA Family and Medical Leave-adopt
DAH Safety Policy Statement-adopt
DBI Resignation-amend

Section E Students

FBC Inoculations-adopt
FC Attendance-amend
FCAAA Significant Contagious Diseases-adopt
FCAAB Sanitary Cleanup and Disposal-adopt
FDB Maintenance of Student Records-amend
FHCG Carrying Weapons-adopt

Section G Instruction

GABB Evaluation of Instructional Program-adopt

Section H Fiscal Management

HCE Gifts, Bequests and Grants-amend

Policies cont.

Section I Transportation

IBDB	Emergency Closings-amend
IC	Transportation-amend
ICFA	Bus Fee Waivers-amend
ID	Food Service Management-adopt
IDA	Food Service Purpose-amend

Section K General Public Relations

KAB	School-Community Relations Responsibilities of the Superintendent-adopt
KAGA	Patron Complaints-amend
KAGAA	Patron Complaints/Complaints about Instructional Materials-amend
KAI	Distribution/Posting of Promotional Literature-amend

Dr. Morud will consult with Gary Thune to see if the policies are in compliance with federal and state codes. He will also consult with the DEA for their opinion on the following policies: DAGDA, DAGFA, and DAGFD.

Melbye moved to give policies AAC-E2 through KAI, with the amended changes, first reading approval. Johnson seconded the motion. The motion carried unanimously.

Other

The Dickinson Public School District has registered for a collective bargaining training session that will be held on January 13 and 14, 1994, at the Hospitality Inn in Dickinson. A team of six representatives from Dickinson will be attending the session.

A Board/Administrative planning meeting is scheduled for Monday, November 22, at 7:00 p.m., at the Central Administration Office.

The Dickinson Public School Foundation, Inc. fund drive is nearing it's completion and the Foundation Board will make a public announcement in the future.

Dickinson Public Schools
Regular Meeting

November 16, 1993; 7:00 p.m.
Board Room, Central Office

At 8:35 p.m., Johnson moved to adjourn the meeting. Melbye seconded the motion. The motion passed unanimously.

Donna M. Wolf
Donna M. Wolf, Business Manager

Karen R. Heidt
Karen R. Heidt, Secretary

James C. Ciavarella
James C. Ciavarella, President



Dickinson Education Association

Dickinson, North Dakota 58601

November 18, 1993

Board of Education
Dickinson Public Schools
Central Administration Office
Dickinson, ND 58601

Members of Board of Education:

On Tuesday, November 2, 1993, the Dickinson Education Association held a special meeting to vote on the tentative agreement for the 1992-93 and 1993-94 contracts.

The DEA ratified the contract for the 1992-93 school year, which included leaving the base at \$15,546 and 100% payment of the health insurance by the district.

The DEA also ratified the 1993-94 contract, which included a base of \$16,110 and a change of the method of payment of insurance to 80% paid by the district and 20% paid by the employee, with the understanding that employees would be expected to pay 20% of the health care premium for 12 months.

Furthermore, the other proposals for 1993-94, which included the site committee for study of the teaching assignment, the ITV committee, and the at-risk committee, were all ratified by the DEA.

I hope that this letter clarifies the DEA's position concerning the proposed agreement. If you have any questions, please feel free to contact me at school or at home. The DEA membership is anxious to resolve this issue.

Respectfully yours,

Joel Braaten
DEA President

Respectfully yours,

Joel Braaten
DEA President

Dickinson Public Schools
Special Meeting

November 22, 1993; 5:00 P.M.
Board Room, Central Office

The Dickinson Public School Board held a special meeting on November 22, 1993, at the Central Administration Office. Board members present were: Jim Ciavarella, Nancy Johnson, Earl Abrahamson, Don Staudinger, and Diane Melbye. Administrators present were: Dr. Rollie Morud, Donna Wolf and Charles Finck. Others present were: Karen Heidt, Susan Bogner, Kristi Mulvey, Fern Pokorny, Leanne M. Smutzler, Joel M. Braaten, Cary Shimek-Dickinson Press and Linda Howard-KLTC.

President Ciavarella called the meeting to order.

Negotiations

Staudinger, a member of the Dickinson Public School Board negotiating team, reviewed the negotiated agreement with the Dickinson Public School District and the DEA. The negotiated agreement was ratified on November 2, 1993, by the DEA. A copy of the letter is attached to these minutes.

Abrahamson moved to ratify the negotiated agreement for the 1992-1993 and 1993-1994 contracts with the following conditions:

- (1) The Dickinson Public School Board of Education ratifies the contract for the 1992-1993 school year, which includes leaving the base salary at \$15,546, and allowing for vertical, horizontal and career increments. The District will pay one hundred percent (100%) of the health insurance premium for the 1992-1993 school year.
- (2) The Dickinson Public School Board of Education ratifies the 1993-1994 school year contract, which includes a base salary of \$16,110, allowing for vertical, horizontal and career increments. Eighty percent (80%) of the health insurance premium will be paid by the District and twenty percent (20%) of the health insurance premium will be paid by the employee, with the understanding that employees would be expected to pay twenty percent (20%) of the health care premium for 12 months of the school year.

- (3) The sick leave bank proposal by the DEA will be dropped and the Dickinson Public School District will continue to enforce policy DAGC, Transfer of Leave.
- (4) In Article V-B-4, the following language would be substituted:

Each school in the Dickinson Public Schools will establish a school site committee to study the assigned teacher duties. Each school site committee will have sixty percent (60%) teacher membership with other members to include parents and administrators. The teacher representatives on each school site committee shall be selected by the teachers at that school. Board suggestions for changes in assigned teacher duties at a school site shall be submitted to that school site committee by January 15th of each year. These school site committees shall meet annually and report to the school board by February 15th of each school year. A committee's proposed changes in the assigned duties of teachers at a school site shall be approved by the teachers at that site before presentation to the school board. The board shall consider the committees' reports prior to approving any changes in assigned teacher duties.

Melbye seconded the motion. The motion passed unanimously.

At 5:17 p.m., Melbye moved to adjourn the meeting. Staudinger seconded the motion. The motion passed unanimously.

Donna M. Wolf
Donna M. Wolf, Business Manager

James C. Ciavarella
James C. Ciavarella, President

Karen R. Heidt
Karen R. Heidt, Secretary

Dickinson Public Schools
Special Meeting

November 22, 1993; 7:00 P.M.
Board Room, Central Office

The Dickinson Public School Board held a special meeting on November 22, 1993, at the Central Administration Office. Board members present were: Jim Ciavarella, Nancy Johnson, Earl Abrahamson, Don Staudinger, and Diane Melbye. Administrators present were: Dr. Rollie Morud, Donna Wolf, Ron Steiner, Bruce Jessen, Jim Gentile, Louis Braun, LeRoy Boespflug, Vince Reep, Charles Finck, Lois Myran, Betty Neigum, Gene Boyle, Rodger Miller and Clarence Corneil. Others present were: Karen Heidt and Cary Shimek-Dickinson Press.

President Ciavarella called the meeting to order.

Dr. Morud introduced the agenda items and led the discussion. He recommended that the District consider bringing in an outside facilitator for their next planning meeting. He began by presenting an enrollment and a financial view of the District.

Each of the elementary principals were asked to suggest one or two areas which would improve student learning and achievement in their building. Three main themes emerged and discussion focused on those themes. The main themes discussed included: diversity of students, technology and a program coordinator, and better utilization of time.

Three major themes emerging from secondary principals as suggestions for improvement included:

- (1) a redirection of attention to non-college bound students,
- (2) technology, and
- (3) structural changes that embrace alternative ways of teaching and utilizing materials.

President Ciavarella expressed his appreciation to the Board members, administrators and media for their attendance at the School Board regular and special meetings.

At 8:34 p.m., Johnson moved to adjourn the meeting. Abrahamson seconded the motion. The motion passed unanimously.

Dickinson Public Schools
Special Meeting

November 22, 1993; 7:00 P.M.
Board Room, Central Office

Donna M. Wolf

Donna M. Wolf, Business Manager

Karen R. Heidt

Karen R. Heidt, Secretary

James C. Ciavarella

James C. Ciavarella, President

**Dickinson Public Schools
Board of Education
1993-1994 Board Committees**

() Number to be appointed

LOW INVOLVEMENT COMMITTEES (1-3 meetings)

- (1) Technology/Eisenhower _____
- (1) Professional Development _____
- (1) Spelling Review Committee Diane Melbye _____
- (1) Drug Free Schools _____
- (1) Science Committee _____
- (1) Physical Education _____
- (1) Legislative Committee _____
- (1) LEAP (Arts Committee) _____
- (3) *ITV Committee _____

- (2) Health Insurance Nancy Johnson, Earl Abrahamson _____

MEDIUM INVOLVEMENT COMMITTEES (4-6 meetings)

- (1) Learning Lab Nancy Johnson _____
- (2) Lincoln Library Committee Diane Melbye, Earl Abrahamson _____
- (2) At-risk Student (Negotiations) _____

* Does not require a Board member-must be Board appointed.

HIGH INVOLVEMENT COMMITTEES (7 + meetings)

(2) Alternative High School _____

(3) *Collaborative Bargaining _____

(1) NCA Accreditation Nancy Johnson _____

(2) Negotiation Don Staudinger, Earl Abrahamson _____

* Does not require a Board member-must be Board appointed.

APPLICATION FOR COOPERATIVE SPONSORSHIP OF AN ACTIVITY

Please submit in duplicate to: North Dakota High School Activities Assoc.
P.O. Box 817
Valley City, N.D. 58072

This application form must be completed by each school involved in the cooperative agreement before the NDHSAA Board of Directors will consider the application. A separate application must be submitted for each activity.

1. Name of applying school: Dickinson High School
2. Address of applicant: Box 1057, Dickinson, ND 58602-1057
3. Other school(s) involved in this application: South Heart School District

4. Activity covered by this application: Girls' Gymnastics
5. Please describe conditions which have prompted your request to co-sponsor this activity: South Heart does not sponsor a gymnastics program.
6. Please list the number of students in this school that have participated in this activity during each year indicated below. If the school did not sponsor the activity during any of the years listed, please respond "did not sponsor".

	<u>12</u>	<u>11</u>	<u>10</u>	<u>9</u>	<u>8</u>	<u>7</u>
Last school year	<u>0</u>	<u>4</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>9</u>
Current school year	<u>2</u>	<u>1</u>	<u>0</u>	<u>1</u>	<u>8</u>	<u>3</u>
Anticipated next year	<u>1</u>	<u>0</u>	<u>1</u>	<u>8</u>	<u>3</u>	<u>5</u>
Anticipated two years hence	<u>0</u>	<u>1</u>	<u>8</u>	<u>3</u>	<u>5</u>	<u>6</u>
7. Total school enrollment: (MALE)	<u>12</u>	<u>11</u>	<u>10</u>	<u>9</u>	<u>8</u>	<u>7</u>
Last school year	<u>121</u>	<u>97</u>	<u>131</u>	<u>119</u>	<u>123</u>	<u>116</u>
Current school year	<u>88</u>	<u>114</u>	<u>109</u>	<u>123</u>	<u>116</u>	<u>117</u>
Anticipated next year	<u>114</u>	<u>109</u>	<u>123</u>	<u>116</u>	<u>117</u>	<u>140</u>
Anticipated two years hence	<u>109</u>	<u>123</u>	<u>116</u>	<u>117</u>	<u>140</u>	<u>130</u>

This application is for school years: 19 93 - 19 94; 19 94 - 19 95; and (Must be for a full three year period) 19 95 - 1996.

8. Total school enrollment: (FEMALE)	<u>12</u>	<u>11</u>	<u>10</u>	<u>9</u>	<u>8</u>	<u>7</u>
Last school year	<u>116</u>	<u>118</u>	<u>115</u>	<u>116</u>	<u>119</u>	<u>113</u>
Current school year	<u>106</u>	<u>108</u>	<u>102</u>	<u>119</u>	<u>113</u>	<u>126</u>
Anticipated next year	<u>108</u>	<u>102</u>	<u>119</u>	<u>113</u>	<u>126</u>	<u>131</u>
Anticipated two years hence	<u>102</u>	<u>119</u>	<u>113</u>	<u>126</u>	<u>131</u>	<u>137</u>

9. Under cooperative sponsorship, what will be the identity of the team?
Dickinson High School

10. Where will practices or rehearsals be held? Dickinson

11. Where will competition for the activity be held? Dickinson

12. Indicate the date and place where the school board meeting was held where they approved the filing of this application.

Date December 21, 1993 Place Dickinson Public School District Central Of

13. Please include in the space provided an exact copy of the above motion as it appears or will appear in the official school board minutes:

Melbye moved to approve a cooperative agreement with South Heart in gymnastics. Staudinger seconded the motion. The motion carried unanimously.

14. Other information that may assist the NDHSAA Board of Directors in reaching their decision on this application.

15. Official approval: Date of application December 21, 1993

School Board President James C Ciavarella

School Business Manager Donna McDuff

School Superintendent Robin M...

OFFICIAL ACTION OF NDHSAA BOARD OF DIRECTORS

The above request for cooperative sponsorship is hereby granted refused (cross out one) for the activity of _____ for school years 19__ - 19__; 19__ - 19__; and 19__ - 19-__.

By _____ Date: _____

MEMORANDUM

TO: Karen Heidt
FROM: Jim Ciavarella *jc*
DATE: December 6, 1993
RE: Dr. Morud's Evaluation

Please accept this memorandum, per the consensus agreement reached by the DPS Board of Education at a regular meeting, regarding the superintendent's evaluation.

First, this memo is to serve as official notice that I have visited with each individual board member. Further, on Thursday, December 2, 1993, I reviewed these oral evaluations with Dr. Morud. As an evaluation process is required by the **North Dakota School Century Code**, I would request that this memo be filed to confirm the Board's compliance thereof.

Finally, please place Dr. Rollie Morud's evaluation on the regular December 21, 1993, agenda for public presentation and discussion.

Thanks for your cooperation and assistance regarding this matter.

cc: Dr. Rollie Morud

Dickinson Public Schools
Regular Meeting

December 21, 1993; 7:00 p.m.
Board Room, Central Office

The Dickinson Public School Board held its regular meeting on December 21, 1993, at the Central Administration Office. Board members present were: Jim Ciavarella, Nancy Johnson, Don Staudinger, Earl Abrahamson and Diane Melbye. Administrators present were: Dr. Rollie Morud, Jim Gentile, Marv Knoll, Charles Finck, Ron Steiner, LeRoy Boespflug, Vince Reep, Rodger Miller, Bruce Jessen, and Lois Myran. Others present were: Donna Wolf, Karen Heidt, Jack Carlson, Susan Biesiot and Cary Shimek-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 the Consent Agenda

There were no additional agenda items.

Consent Agenda

Johnson moved to approve the consent agenda consisting of the minutes for the regular November 16, 1993; special meeting, November 22, 1993, at 5:00 p.m.; special meeting, November 22, 1993, at 7:00 p.m.; bills for December 1993; financial reports for December 1993; pledged assets report for December 1993; the increase of 1/6 for Joelle Fruh and Karen Thompson; hire of Linda Michaels; and the emergency leave request for Doris Reopelle for 3 and 1/2 days.

Staudinger seconded the motion. The motion carried unanimously.

Student/Staff Recognitions

Dr. Morud recognized the following:

- a. North Dakota High School Activities Association Scholar Awards for DHS:
 1. Girls' Cross Country Team 3.51 GPA
 2. Boys' Cross Country Team 3.37 GPA
 3. Boys' Tennis Team 3.30 GPA
 4. Student Congress 3.57 GPA

Student/Staff Recognitions cont.

- b. DHS Girls' Cross Country Team placed third in the State.
- c. Western Dakota Association All-Conference Football Team:
First Team Selections:
 - 1. Matt Glasoe-Offensive Guard
 - 2. Wayne Werremeyer-Defensive End
 - 3. Jacy Rabbithead-Defensive Back & Return SpecialistSecond Team Selections:
 - 1. Matt Kolling-Running Back
 - 2. Jason Faller-Offensive Tackle
 - 3. Tony Biesiot-Linebacker
- d. Geography Bee Winners:
 - 1. Cord Palmer, grade five, overall winner at Berg Elementary
 - 2. Kjirsten Swenson, grade five, overall winner at Heart River
 - 3. Tess Olosson, grade six, overall winner at Jefferson
 - 4. Craig Wolf, grade five, second place winner at Jefferson
 - 5. Erin Hinderer, grade five, third place winner at Jefferson
 - 6. David Ciavarella, grade five, fourth place winner at Jefferson
 - 7. Curtis Kilber, grade six, fifth place winner at Jefferson
 - 8. Amber Entzel, grade six, overall winner at Roosevelt
 - 9. Luke Kadrmass, grade six, second place winner at Roosevelt
 - 10. Tyler Koppinger, grade five, overall winner at Lincoln
 - 11. Matthew Stockert, grade six, second place winner at Lincoln
- e. Megan Gardner, senior at DHS, Century III leader.

Superintendent's Report

Dr. Morud reported on the following:

- a. He presented the Board members with cookbooks that the Dickinson Public School staff made consisting of recipes submitted by the employees of the District and Board members. Amy Jahner and Linda Wanner of the media center were recognized for their efforts.
- b. The kindergarten survey results were announced. An

Superintendent's Report cont.

overwhelming majority of the parents surveyed preferred that kindergarten classes not be held in the afternoon when there is an early dismissal. Therefore, the administrative recommendation is that there be no kindergarten in the afternoon when there is an early dismissal.

- c. An in-service on block scheduling was held last night at DHS. Gene Boyle, principal at DHS, will report on block scheduling at the January Board meeting.
- d. Dr. Morud discussed the recommendation by the administration at the Administrative/Board planning meeting to have a technology coordinator in the District. Tentative plans are to include a technology coordinator in the 1994-1995 budget.

Melbye moved to suspend the rules and move to the next agenda item. Johnson seconded the motion. The motion carried unanimously.

Cooperative Agreement with South Heart in Gymnastics.

Melbye moved to approve a cooperative agreement with South Heart in gymnastics. Staudinger seconded the motion. The motion carried unanimously.

Dickinson Public School Foundation Report

Dr. John Ross, President of the Dickinson Public Schools Foundation, Inc., reported on the 1993 campaign fund drive that was recently completed by the Foundation. The campaign drive was headed by George Dynes. The total amount pledged was \$97,725. Funds were raised by 32 donators. A Wall of Honor will be made in the Central Administration Office with the donors names and categories.

President Ciavarella congratulated the Foundation on their efforts. Dr. Morud commended George Dynes for an excellent job.

Health Insurance Committee Recommendation

Dr. Morud reported that the health insurance committee recommendation is to move the certified staff from North Dakota Blue Cross/Blue Shield to the North Dakota Public Employee Retirement System (NDPERS.) The health insurance committee recommends the Board approve the move to NDPERS. Johnson commented on the positive attitude of the committee. She commended the DEA and the other committee members for their cooperation. Abrahamson said that he was pleased with the outcome.

Staudinger moved that the Board approve the proposal of the health insurance committee to move the certified group to the North Dakota Public Employee Retirement System effective January 1, 1994. Johnson seconded the motion. The motion carried unanimously.

Dr. Morud suggested that the Board consider life insurance as a possible employee benefit in the future.

President Ciavarella thanked the members who served on the health insurance committee.

DHS Policy on the Use of Controlled Substances by Extracurricular Activity Group Members.

Marv Knoll, Dickinson High School Activities Coordinator, presented the policy as suggested by the committee members and a discussion followed. He reported that the old policy is simply punishment. The revised policy offers help for kids that get in trouble. The most significant change in the policy is the hearing process.

Melbye stated her concern regarding the language in part A under first violation and part B under second violation. She suggested that the language be amended and the policy clarify "evaluation from a licensed addiction facility." Abrahamson agreed with Melbye's suggestion. Dr. Morud asked if the Board wants to be listed in the policy as the final appeal? He said another committee could also be listed for the final appeal process. The policy will be placed on the January agenda for first reading approval with recommended amendments. Please contact Dr. Morud or Mr. Knoll if you have any questions or concerns regarding the policy. President Ciavarella stated

DHS Policy on the Use of Controlled Substances by Extracurricular Activity Group Members cont.

he appreciated Mr. Knoll's study regarding academics and extracurricular activities and thanked the people who had input in that study.

Career Exploration Policy

This topic was suggested at the Board/Administrative planning meeting. Dr. Morud introduced the discussion on a career exploration policy. If the Board believes this policy has merit, it will be presented for first reading approval at the January Board meeting. This policy would create an opportunity for faculty to take a one year leave of absence without pay and without benefits to explore other career possibilities. The District would guarantee their job after the one year leave of absence. Johnson asked if the faculty has expressed any interest in such a policy and what would happen to the person who is hired from a legal standpoint? Staudinger asked about administrative controls. He expressed concern regarding losing a teacher and not finding a replacement. Dr. Morud commented that a stipulation could be placed on the contract requiring "an adequate replacement be found" and a window such as the deadline of March apply so that the District has adequate time to search for a replacement. Johnson also suggested a possible sunset be considered. The consensus of the Board was to explore the concerns that the Board stated and recommend that Dr. Morud draft a policy for Board consideration at the January Board meeting. The Board members should contact Dr. Morud if they have any concerns.

Committee Appointments

President Ciavarella announced that the Board would meet briefly following adjournment to assign 1994-1995 Board committees. Everyone was invited to attend. Committee appointments will be announced at the January Board meeting. See attachment to the minutes.

Superintendent's Evaluation

President Ciavarella reported that he has visited with each individual Board member regarding Dr. Morud's evaluation. He reviewed the oral evaluations

Superintendent's Evaluation cont.

with Dr. Morud on Thursday, December 2, 1993. President Ciavarella said that the evaluations were positive and the formative review has been completed. A memorandum will be placed in his file. Another evaluation of the superintendent is due in March of 1994.

Policies

Policies related to Family Leave and Resignation were removed for second reading approval due to Board concerns. The policies effected include DAGDA, DAGFA, DAGFD, DAGFA and DBI.

Staudinger moved to approve for second reading approval and final adoption, the policies listed below. Melbye seconded the motion. The motion carried unanimously.

Section A School District

AAC-E2 Summary of your Rights as a Parent/Guardian-deleted

Section D Personnel

DAH Safety Policy Statement-adopted

Section F Students

FC Attendance-amended

FCAAA Significant Contagious Diseases-adopted

FCAAB Sanitary Cleanup and Disposal-adopted

FDB Maintenance of Student Records-adopted

FHCG Carrying Weapons-adopted

Section G Instruction

GABB Evaluation of Instructional Program-adopted

Section H Fiscal Management

HCE Gifts, Bequests and Grants-amended

Section I Non-Instructional Operations

IBDB Emergency Closings-amended

Policies cont.

Section I Non-Instructional Operations cont.

IC Transportation-amended
ICFA Bus Fee Waivers-amended
ID Food Service Management-adopted
IDA Food Service Purpose-amended

Section K General Public Relations

KAB Community-School Relations/Responsibilities of the
 Superintendent-adopted

KAGA Patron Complaints-amended
KAGAA Patron Complaints/Complaints about Instructional Materials-
 amended

KAI Distribution/Posting of Promotional Literature-amended

Staudinger moved for first reading approval of policy FBC/Inoculations as revised. Abrahamson seconded the motion. Johnson asked that policy FBC/Inoculations be approved for second reading. Staudinger and Abrahamson withdrew their motion and second, respectively. Staudinger moved that we approve policy FBC/Inoculation for second reading approval. Abrahamson seconded the motion. The motion carried unanimously.

Other:

A collaborative bargaining training session will be held on January 13 and 14, 1994.

Board members should bring their policy manuals to the Central Office to be updated with new policies and regulations.

An in-service is scheduled on January 17, 1994, for classified and certified staff.

President Ciavarella extended best wishes for 1994 to the certified, classified and administrative staff.

At 8:12 p.m., Johnson moved to adjourn the meeting. Abrahamson seconded the motion. The motion passed unanimously.

Dickinson Public Schools
Regular Meeting

December 21, 1993; 7:00 p.m.
Board Room, Central Office

James C. Ciavarella
James C. Ciavarella, President

Donna M. Wolf
Donna M. Wolf, Business Manager

Karen R. Heidt
Karen R. Heidt, Secretary