

**MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION
INDEPENDENT SCHOOL DISTRICT 271
Bloomington, Minnesota**

September 12, 2011

- I. ROLL CALL Pursuant to due call and notice thereof, and there being a quorum present, the Board of Education of Independent School District 271, was called to order by Chair Chuck Walter at 7:00 p.m. on September 12, 2011, in the Community Room at the Educational Services Center, 1350 West 106th Street, Bloomington, Minnesota.
- Members Present Chuck Walter, Chair; Melissa Halvorson Wiklund, Vice Chair; Tim Culver, Clerk; Arlene Bush, Treasurer; Maureen Bartolotta, Mark Hibbs (arrived at 7:20 pm) and Jim Sorum.
- Administration Present Les Fujitake, Nancy Allen-Mastro, Rod Zivkovich, Eric Melbye, Bruce Pappas, Tom Holton and Rick Kaufman.
- Attorney Present David Holman.
(There are no abstentions unless otherwise stated.)
- II. PLEDGE OF ALLEGIANCE Recited.
- MOMENT OF SILENCE Chair Walter called for a Moment of Silence in observance of September 11, 2001. Ten years ago, the United States suffered a severe tragedy. We remember those who lost their lives that day and honor our hometown hero, Thomas Burnett, Jr. who was one of the passengers on Flight 93.
- III. APPROVAL OF THE AGENDA Arlene Bush moved, Maureen Bartolotta seconded, to approve the final agenda presented tonight. Motion carried unanimously.
- IV. RECOGNITION OF STUDENTS/STAFF/PUBLIC The District is fortunate to have businesses and organizations support our learners and the community of Bloomington. In appreciation of these collaborations efforts, the School Board recognizes "Friends" of education.
- Friends **Heritage Days**
Established in 2010, Bloomington Heritage Days is an annual festival celebrating our great community. The mission of Bloomington Heritage Days is to promote a shared sense of community among current and future residents of Bloomington. The goal is to build a stronger community through the promotions of celebrations, educational programs, citizen volunteerism and the preservation of community history. Dozens of civic organizations, business and community groups are involved in the planning. The event is primarily funded through business partnerships and sponsorships. In 2010, an estimated 6,000 people attended the first annual Bloomington Heritage Days. The second event is scheduled for September 17, 2011. Tom Kendall is the primary leader for this event.

ThinkPINKkids

Max and his buddy, Doug, eighth graders in Bloomington, hatched an inspiring idea. While they were putting together a flyer for doing yard work in their neighborhood, Max and Doug decided to donate a portion of what they earned to breast cancer research. When Max showed their flyer to his mom she was in tears. Max's mom, Nancy Woodrich, has been an active volunteer for the American Cancer Society for years, and then, Max and his family were personally touched by breast cancer. Sparked by Max and Doug's idea and commitment to raising money for the cure for breast cancer, Nancy Woodrich, created the idea of **thinkPINKkids** as a way for kids to help discover the power of giving while helping find a cure for breast cancer. thinkPINKkids is a kid-initiated philanthropic organization with the vision to have active thinkPINKkids Clubs in every school across America. Each club focuses on the **thinkPINKkids Three-Fold Goal**: Provide breast cancer education and awareness among youth and adults; Earn, raise, and donate money for breast cancer research; and Partner with the community on common issues.

Think PINK Kids
Proclamation

Melissa Halvorson Wiklund moved, Arlene Bush seconded, that the School Board of Independent School District 271 approves the joint proclamation with the City of Bloomington proclaiming September 17, 2011 as thinkPINKkids Day in Bloomington. Motion carried unanimously.

On September 17, the people of Bloomington will observe thinkPINKkids Day by participating in the 4th Annual 5K Walk in Bloomington to help raise awareness and funding for finding a cure for breast cancer. The 5K walk will be outdoors during Bloomington's Heritage Days celebration. Over \$75,000 has been raised through Bloomington's thinkPINKkids efforts to fund research projects to find a cure for breast cancer. The Proclamation was accepted by Max Woodrich and Sammi Grob, Co-Presidents of the Jefferson thinkPINKkids Club.

City of Bloomington
Public Health

Rick Kaufman, Emergency Management Coordinator for the District, expressed appreciation to the City of Bloomington Public Health Division for providing emergency backpacks—a "GO Kit" for our schools. The backpacks were made possible with emergency preparedness federal funds received by Bloomington Public Health. The backpacks contain a first aid kit, glow sticks, goggles, etc. Administrators will add class lists/student information, maps of the school and other items needed for operating in case of an emergency evacuation. Each middle school and each high school received two backpacks and one was distributed to each elementary school, the District Office and the Transportation Center. Karen Zeleznak and Lisa Brodsky from Bloomington Public Health highlighted the details of this grant and a variety of collaborations between public health and the school district.

(Mark Hibbs arrived at 7:20 p.m.)

Tamra Sieve
ABE Leadership
Award

Tom Holton, Executive Director of Community Services for Bloomington and Richfield, recognized Tamra Sieve, Director of Adult Programs. Ms. Sieve is the recipient of an award given by the Literacy Action Network for the State of Minnesota to an individual in the field of Adult Basic

Education who demonstrates exemplary leadership, flexibility, or creativity in his/her ABE program.

The School Board recognized Deb Bunkholt, Executive Assistant to the Superintendent and the School Board, for her 40 years of service to the Bloomington Public Schools.

V. PART A

1. *Board Business*

Minutes

a. Minutes of the Regular Meeting of the School Board on August 8, 2011.

Personnel Items

b. Licensed Personnel: Resignations, Leaves of Absence, Employments, Changes of Status, Rescission of Placement of Teachers on Unrequested Leave of Absence. Independent Personnel: Resignation, Changes of Status. Classified Personnel: Termination, Retirements, Resignations, Leaves of Absence, Reduction in Force, Employments, Changes of Status.

Non-Resident Student Agreements

c. Non-Resident Student Attendance Agreements 2010-2011: Students coming into Bloomington total 1. For 2011-2012: Students entering Bloomington total 39 and students leaving total 21.

2. *Field Trip Approval*

RESOLVED, that the School Board of Independent School District 271 approves field trips per the attached list (on file).

3. *Contracts/Agreements*

Lutheran Social Service

a. RESOLVED, that the School Board of Independent School District 271 approves a contract with Lutheran Social Service to provide truancy intervention related support services to students attending the Bloomington Public Schools. This contract is for the period of October 1, 2011 through June 30, 2012.

Headway Emotional Health Services

b. RESOLVED, that the School Board of Independent School District 271 approves the contract with Headway Emotional Health Services to provide mental health services to enrolled students with emotional behavioral disorders (2011-2012).

Normandale College Shuttle Bus Service

c. RESOLVED, that the School Board of Independent School District 271 approves an agreement with the State of Minnesota, Minnesota State Colleges and Universities, for shuttle bus service for Normandale Community College for 2011-2012.

District 287 Transportation

d. RESOLVED, that the School Board of Independent School District 271 approves an agreement for pupil transportation services for 2011-2012 with Intermediate District 287.

HTC Classrooms

e. RESOLVED, that the School Board of Independent School District 271 approves the renewal Occupancy Agreement between the Board of Trustees of the Minnesota State Colleges and Universities on behalf of Hennepin Technical College and Independent School District 271. The Occupancy Agreement runs from September 12, 2011 through December 16, 2011 (AM Classes).

HTC Classrooms

f. RESOLVED, that the School Board of Independent School District 271 approves the renewal Occupancy Agreement between the Board of Trustees of the Minnesota State Colleges and Universities on behalf of Hennepin Technical College and Independent School District 271. The Occupancy Agreement runs from September 13, 2011 through December 15, 2011 (PM Classes).

3. *Grants*

Success for the Future

- a. RESOLVED, that the School Board of Independent School District 271 accepts the annual Success for the Future Grant of \$69,445 (FY 2012) from the Department of Children Families and Learning effective July 20, 2011 through June 30 2012, to be used for American Indian Education Programming.

4. *Finance*

Tuition Rates
2011-2012

- a. RESOLVED, that the School Board of Independent School District 271 authorizes non-resident tuition rates to be charged for the 2011-2012 school year as follows:

Kindergarten	1 pupil	.612 pupil unit	\$ 6,269
Grades 1 - 3	1 pupil	1.115 pupil unit	\$11,421
Grades 4 - 6	1 pupil	1.060 pupil unit	\$10,857
Secondary	1 pupil	1.300 pupil unit	\$13,316

Student Teacher Supervision

- b. RESOLVED, that the School Board of Independent School District 271 accepts reimbursement in the amount of \$5,831.00 for the supervision of student teachers.

Gifts/Donations

- c. RESOLVED, that the School Board of Independent School District 271 accepts gifts and donations, as indicated in the background, in the amount of \$3,141.00.

Receipts/Disbursements

- d. Receipts and Disbursements as submitted.

Arlene Bush moved, Maureen Bartolotta seconded, to approve Part A items in accordance with all of the written material submitted to the School Board.

VI. PART B

First Days of School Highlights

Assistant Superintendent Dr. Nancy Allen-Mastro provided highlights of the first days of the 2011-2012 school year. High School Assistant Principals Kevin Groebner, Jefferson, and Rod Wade, Kennedy, updated the School Board on the implementation of the new high school schedule and how it is working for the students. Director of Transportation Tom Oestreich reported on the smooth transition with the transportation system as the district experienced the new elementary school boundaries.

Field Trip
KHS Music

Maureen Bartolotta moved, Arlene Bush seconded, that the School Board of Independent School District 271 approves the Extended Field Trip Application for the Rhythm In Gold and Viva Voce students from Kennedy High School to participate in a trip to Seattle, Washington. Motion carried unanimously.

Nikki Goulet Jordan, teacher at Kennedy High School, submitted the application. Students will travel March 8-11, 2012 to participate in a performance tour.

Field Trip
TJ/KHS Debate

Mark Hibbs moved, Maureen Bartolotta seconded, that the School Board of Independent School District 271 approves the Extended Field Trip Application for the Jefferson/Kennedy Debate Team to travel to Des Moines, Iowa. Motion carried unanimously.

Scott Sieling, teacher at Jefferson High School, submitted the application. Students will travel September 23-26, 2012 to participate in a debate tournament.

Field Trip
KHS Baseball

Melissa Halvorson Wiklund moved, Arlene Bush seconded, that the School Board of Independent School District 271 approves the Extended Field Trip Application for the Kennedy High School Baseball Team to travel to Tempe, Arizona. Motion carried unanimously.

Matt Hanson, teacher at Kennedy High School, submitted the application. Students will travel from March 30 through April 6, 2012 (Spring Break). The purpose of the trip is to train and prepare for the upcoming baseball season.

Consulting
Agreement
Telephone System

Melissa Halvorson Wiklund moved, Tim Culver seconded that the School Board of Independent School District 271 awards a contract to provide Telephone System Needs Assessment/Schematic Design, Detailed Specifications in the amount of \$46,500 to Elert & Associates, Stillwater, Minnesota. Motion carried unanimously.

Our Metropolitan Area Fiber Optic Network was designed to accommodate data, voice, and video systems. Elert & Associates provided the original plans and specifications for these systems and has served as the District's communications consultant since 1991. Because of their extensive knowledge of District systems they will be providing telephone system needs assessment/schematic design, detailed specifications/recommendations and project implementation and oversight services for a District wide Voice over Internet Protocol (VoIP) telephone system network. The District's current telephone system was installed in 2001 and is reaching its end of life. Manufacture of parts stopped in 2010 and there will be no new software releases. Support will only be available until 2015. This design and bid process will allow the District to use our data network and its redundancy as the foundation for the VoIP telephone system. The phased implementation of the VoIP phone system would begin in the summer of 2012. The VoIP phone system will increase phone system features such as unified messaging through the FirstClass email system and reduce maintenance charges. Funding for this project is from the technology referendum.

John Weisser, Director of Technology and Information Services, reviewed the proposal with some details and breakdown of costs, a timeline and consulting hours needed for the project. Director Hibbs inquired as to cost breakdowns and if the services are a time and materials not to exceed proposal. Tom Pavek of Elert & Associates indicated that it is an hourly not to exceed consulting service and outlined next steps.

Independent
Salaried Employees
Salary/Benefits
2011-2012

Arlene Bush moved, Maureen Bartolotta seconded, that the School Board of Independent School District 271 approves the 2011-2012 Salary and Benefit Plan for Independent Salaried Employees.

Bruce Pappas, Executive Director of Human Resources, provided an overview of the recent history regarding District efforts to define an Independent Compensation System. In July 2010, one of the 2010-2011 Superintendent goals set by the School Board included establishing Compensation Guidelines. In August 2011, the majority of the School Board favored scheduled implementation with modifications.

Board members discussed the process and development of the plan presented for approval. For discussion, Director Culver framed the components of the compensation plan. Mr. Hibbs highlighted current discussions of CFAC (Community Financial Advisory Committee) and how it relates to the plan presented.

Tim Culver moved, Mark Hibbs seconded, to table until the January 9 meeting. On roll call vote Tim Culver, Melissa Halvorson Wiklund and Mark Hibbs vote aye. Maureen Bartolotta, Arlene Bush, Jim Sorum and Chuck Walter voted nay. Motion failed 3-4.

Board members expressed their concerns and perspectives regarding the timing of implementing the plan.

Board Chair called for the vote on the original motion to approve the salary and benefit plan for independent salaried employees. On roll call vote Maureen Bartolotta, Arlene Bush, Tim Culver, Jim Sorum and Chuck Walter voted aye. Melissa Halvorson Wiklund and Mark Hibbs voted nay. Motion carried 5-2.

Mr. Culver noted that he voted on the prevailing side so that he can bring this matter up for reconsider later when the Board has a different composition.

Policy 510.1

Maureen Bartolotta moved, Arlene Bush seconded, that the School Board of Independent School District 271 approves the second reading of Policy 510.1 Student Eligibility in Co-Curricular Activities. Motion carried unanimously.

Administration presented an update of Policy and Regulation 510.1 Student Eligibility in Co-Curricular Activities for the purposes of aligning eligibility guidelines to changes in the high school schedule to a six-period day. The changes were discussed with the School Board at the July 25 Study Session.

The Chair indicated that the Superintendent is invoking his right to have all future discussions surrounding performance and contractual related items held in a public setting.

Board Chair
Report of
Closed Sessions

August 8, 2011 08:11-09:30 pm All members present
The board reviewed a summary of the Superintendent Performance Appraisal Form. They also reviewed and discussed the draft of the Performance Summary Statement as well as proposed performance goals and the amount of salary for the Superintendent.

By consensus the Board determined not to include any pay for performance, as contained in the 2010-11 contract, to the 2011-12 contract. The meeting was recessed at 9:30 pm.

August 10, 2011 06:00-07:30 pm Tim Culver absent

The closed session of the board was reconvened at 6:00 pm. A discussion of performance goals, submitted by both the Superintendent and the School board was held. A salary range was given to the Chair and Vice Chair for the purpose of entering into negotiating the 2011-12 Superintendent Contract.

August 15, 2011 06:00-09:27 pm All members present

The Superintendent was given an opportunity to respond to the performance appraisal for the 2010-11 academic year. The Superintendent was also given an opportunity to respond to the proposed performance goals for 2011-12, as submitted by the Board.

2010-2011 Performance
Evaluation Summary
for Superintendent

Chair Walter provided a summary of the 2010-2011 performance evaluation for Superintendent Les Fujitake. The summary to be a part of the meeting minutes. School Board members provided input to the summary statement presented.

Tim Culver moved, Mark Hibbs seconded, to amend the report by striking the last paragraph. Jim Sorum moved, Tim seconded, to amend the amendment by striking the words "and future years" at the end the last paragraph. Motion on the amendment passed unanimously. Melissa moved, Tim seconded to amend the second paragraph, by adding words to be completed by "September 30, 2011." Motion carried unanimously.

The motion on the amended summary statement passed unanimously and is presented as part of these minutes.

Overall the majority of the performance ratings fell between *Meets Expectations and Very Good*. The Superintendent has continued to demonstrate *Greater Than Very Good* performance in the area of establishing and maintaining good relationships with outside personnel and agencies. Other areas of strength (rated *Very Good*) are financial and operational accountability.

Two performance goals, included in the 2010-11 contract, related to additional compensation, have not been deemed completed by the board. They are Goal # 1: Compensation Guidelines and Goal #6 Academic Progress. Therefore no 4th Quarter incentive pay will be paid until they have been determined by the School Board as satisfactorily completed by September 30, 2011.

Some areas of concern should be noted. They are timeliness and sufficiency of communications to the board along with providing leadership for educational programming and strategic planning.

A majority of the School Board recognizes and appreciates the numerous accomplishments made by Superintendent Fujitake this past school year. It also looks forward to working with him to develop and advance the important work of the school district, as defined in the Strategic Plan for current year.

Superintendent
Contract 2011-2012

Maureen Bartolotta moved, Jim Sorum seconded, that the School Board of Independent School District 271 approves a modification to the 2009-2012 Superintendent's Contract with Les Fujitake by amending Section 8 of the contract, which reads as follows:

Section 8 – Salary

The Superintendent will be paid an annual salary of One Hundred Seventy Six Thousand Dollars (\$176,000) for the 2011-2012 school year. This annual salary will continue for the term of the contract unless the parties mutually agree on a modification of the compensation. Each year, the parties will endeavor to agree on the amount of salary by April 1 to take effect the following July 1. The annual salary may be modified, but not reduced, during the term of this contract. The salary will be paid in twenty-four (24) equal installments during the contract year.

and directs the Chair and Clerk to sign the Modification of Contract.

Background information: The Superintendent's contract requires the parties to endeavor to meet each year to agree upon the Superintendent's salary for the upcoming contract year. The parties did so, and based upon the Superintendent's evaluation and the recommendation of the School Board's Committee, the Superintendent was offered a salary of \$180,000 for the 2011-2012 contract year. In addition, the Committee decided to delete all reference to incentive payments and Superintendent Goals that were contained in a contract Amendment specifically for the 2011-2012 school year. For the 2011-2012 school year, Superintendent goals are again being proposed; however, without performance pay. The Superintendent has asked that his salary remain at \$176,000 for the 2011-2012 school year.

School Board members and the Superintendent discussed their perspectives of having goals/not having goals attached to the Superintendent's contract.

Chair called for the vote on the motion presented for the Superintendent's 2011-2012 contract. On roll call vote Maureen Bartolotta, Arlene Bush, Jim Sorum and Chuck Walter voted aye. Tim Culver, Melissa Halvorson Wiklund and Mark Hibbs voted nay. Motion carried 4-3.

Superintendent
Contract 2012-2015

Jim Sorum moved, Arlene Bush seconded, that the School Board of Independent School District 271 accepts the letter of intent of Superintendent Les Fujitake to enter a new three-year contract effective July 1, 2012 through June 30, 2015, and directs the Board's attorney and the Superintendent to develop and present a proposed draft of the contract to accomplish this purpose for the Board discussion at the September 19 Study Session.

Board members and the Superintendent discussed aspects and considerations of approving a new three-year contract at this time taking into consideration current economic conditions, process and timelines.

Tim Culver moved, Melissa Halvorson Wiklund seconded, the following substitute motion: BE IT RESOLVED THAT the Bloomington Board of Education acknowledges the offer of Superintendent Les Fujitake to enter into a new contract for 2012-2015, and establishes a three-member task force to evaluate leadership needs of ISD271 and respond to Mr. Fujitake's offer. The task force will be comprised of Vice Chair Melissa Halvorson Wiklund and Board members Arlene Bush and Mark Hibbs, with Vice Chair Halvorson-Wiklund acting as chair.

Board members spoke to the substitute motion.

On roll call vote Tim Culver, Melissa Halvorson Wiklund and Mark Hibbs voted aye. Maureen Bartolotta, Arlene Bush, Jim Sorum and Chuck Walter voted voted nay. Motion failed 3-4.

Chair called for the vote on the original motion as presented. On roll call vote Maureen Bartolotta, Arlene Bush, Jim Sorum and Chuck Walter voted aye. Tim Culver, Melissa Halvorson Wiklund and Mark Hibbs voted nay. Motion carried 4-3.

VII. BOARD COMMITTEE REPORTS

Melissa Halvorson Wiklund reported on visits to her liaison schools. Mark Hibbs reported on the CFAC meeting. Tim Culver highlighted upcoming events--Kennedy and Jefferson High School Hall of Fame events, MSBA Fall Area Meeting is September 22, Heritage Days on September 17 and River Rendezvous on September 24. Chuck Walter reported on Valley View Middle School and Ridgeview activities and the joint meeting of the School Board with the City Council.

VIII. SUPERINTENDENT'S REPORT

Administration requests a Board Study Session for the following topics: financial planning model update, K-12 principals 2012-2013 budget reduction proposals, proposed property tax levy and Superintendent contract for 2012-2015. Maureen Bartolotta moved, Arlene Bush seconded to establish a Board Study Session on September 19 at 6 p.m. Motion carried unanimously.

Administration requests a Special Meeting to take action on two items: Insurance—Commercial Property and Casualty, Storage Tank Liability Identity Fraud and International Travel Coverage; and the Proposed 2011 Payable 2012 Property Tax Levy. Arlene Bush moved, Maureen Bartolotta seconded, to establish a Special Meeting on September 26 at 6 p.m. Motion carried unanimously.

The School Board is scheduled to meet in Study Session on September 26. The Study Session will follow the Special Meeting. Agenda topics include: Discussion on Priorities, Budgeting for Success II Process and Long Range Financial Planning. Melissa Halvorson Wiklund moved, Arlene Bush seconded, to establish the Study Session. Motion carried unanimously.

IX. OTHER

None.

X. ADJOURNMENT

There being no further business to come before the School Board, Maureen Bartolotta moved, Jim Sorum seconded, to adjourn the meeting. Motion carried unanimously. The meeting was adjourned at 10:10 p.m.

Tim Culver, Clerk