

Regular Meeting
Monday, April 8, 2024 6:30 PM

Teaching & Learning Center, Becker High
School
12000 Hancock Street
Becker, MN 55308

Agenda

1. PROCEDURAL ITEMS
 - 1.A. Call to Order
 - 1.B. Pledge of Allegiance
 - 1.C. Agenda
 - 1.D. Recognition of Visitors and Public Forum
 - 1.E. Presentations
2. REPORTS
 - 2.A. Student Report
 - 2.B. Superintendent's Report
 - 2.C. Committee Reports
3. CONSENT AGENDA
 - 3.A. Minutes
 - 3.B. Financial Report
 - 3.C. Disbursements
 - 3.D. Personnel
 - 3.E. NonRenewals
 - 3.F. BEA Contract 2023-2024, 2024-2025
4. GIFTS
5. FIRST READING: POLICY 526 HAZING PROHIBITION
6. 2023-2024 SCHOOL YEAR CALENDAR
7. 2024-2025 SCHOOL YEAR CALENDAR
8. TOUR OF EARLY EDUCATION CENTER
9. ADJOURN

Becker Intermediate School "The ROCK"

642 Students

63 Teachers



Grade 3-5 Building
Cohort 19

90.8% White
2.6% Hispanic
0.9% Asian
1.2% American Indian
1.1% Black/African American
3.3% Two or more races
27.7% Free and Reduced Lunches

Behavior Purpose Statement



PBIS is a framework that takes evidence based behavioral interventions and implements into a continuum that supports all student behaviors.

- systemwide
- organized
- support team

Team Composition

2023-2024 Team

- Assistant Principal- Brandon Papenfuss
- Social Workers- Carrie Berning and JeNee Olson
- Office Staff- Kirsten Doucette
- Sped Teacher- Bonnie Fladebo
- Specials Teacher- Matt O'Neill
- Para- Rikke Hansen
- 3rd Grade Teacher- Aaron Stupar
- 4th Grade Teacher- Brady Pederson
- 5th Grade Teacher- Sheena Meillier
- Community Member/Parent- Erika Gossett

Team Operating Procedures



Meetings

- The 2nd Monday of every month
- The last Wednesday of the month (PBIS PLC)

Behavior Expectations

Teaching Expectations



INTERMEDIATE ROCKS!

	Learning Spaces Voice level 1B	Hallways Voice level 1C	Bathroom Voice level 2	Lunchroom Voice level 2	Playground Voice level 2	Bus Voice level 2
R Respect	<ul style="list-style-type: none"> Account others Follow directions 	<ul style="list-style-type: none"> Quiet voices Mindful of others working 	<ul style="list-style-type: none"> Go-Flush-Wash 	<ul style="list-style-type: none"> Clean up Follow directions Use manners 	<ul style="list-style-type: none"> Follow directions Use kind words 	<ul style="list-style-type: none"> Use kind words Follow directions
O Ownership	<ul style="list-style-type: none"> Ready Responsible Prepared 	<ul style="list-style-type: none"> Keep areas clean Aware of actions and words 	<ul style="list-style-type: none"> Keep clean 	<ul style="list-style-type: none"> Eat my own food 	<ul style="list-style-type: none"> Follow rules Aware of actions and words 	<ul style="list-style-type: none"> Keep items in seat
C Choices	<ul style="list-style-type: none"> Clean up Be your best self! 	<ul style="list-style-type: none"> Walk with a purpose 	<ul style="list-style-type: none"> Respect privacy 	<ul style="list-style-type: none"> Raise my hand 	<ul style="list-style-type: none"> Compromise 	<ul style="list-style-type: none"> Take care of bus Listen to driver
K Kind	<ul style="list-style-type: none"> Include others Be friendly, patient & helpful 	<ul style="list-style-type: none"> Courteous Helpful 	<ul style="list-style-type: none"> Stay in stall 	<ul style="list-style-type: none"> Exclude others Draw the lunchroom staff! 	<ul style="list-style-type: none"> Take turns Invite others 	<ul style="list-style-type: none"> Greet driver and peers
S Safety	<ul style="list-style-type: none"> Control body Use materials appropriately 	<ul style="list-style-type: none"> Walk to right Control body 	<ul style="list-style-type: none"> Use property 	<ul style="list-style-type: none"> Control body Stay at my table Walk 	<ul style="list-style-type: none"> Control body Use equipment properly 	<ul style="list-style-type: none"> Stay seated Control body and voice
Staff Role	<ul style="list-style-type: none"> Teach, model and reinforce rules. Use praise to reinforce behavior. 	<ul style="list-style-type: none"> Be present and monitor hallways Greet students and others 	<ul style="list-style-type: none"> Reinforce bathroom expectations & classroom routine 	<ul style="list-style-type: none"> Be present Make scan, interact, be on time 	<ul style="list-style-type: none"> Be consistent with rules and games Be present and monitor 	<ul style="list-style-type: none"> Monitor and be present

Voice Levels: 1- Voices off 2-Whisper 3-Talking

BULLDOGS



Respect
Ownership
Choices
Kindness
Safety

- We teach expectations the first week of school in the different locations.
- Our behavior matrix is located in every classroom, hallways, doorways, office areas, and buses.
- Videos have been created to help reteach expectations after long breaks.

Behavior Expectations

PBIS Behavior ROCKS matrix



- Intermediate ROCKS!
- Systemwide
- Specifically teach the first day of school and reteach after long breaks.
- Placed in all learning areas, hallways, doorways, lunchroom, office, buses.
- ROCKS signs throughout the school

INTERMEDIATE ROCKS!

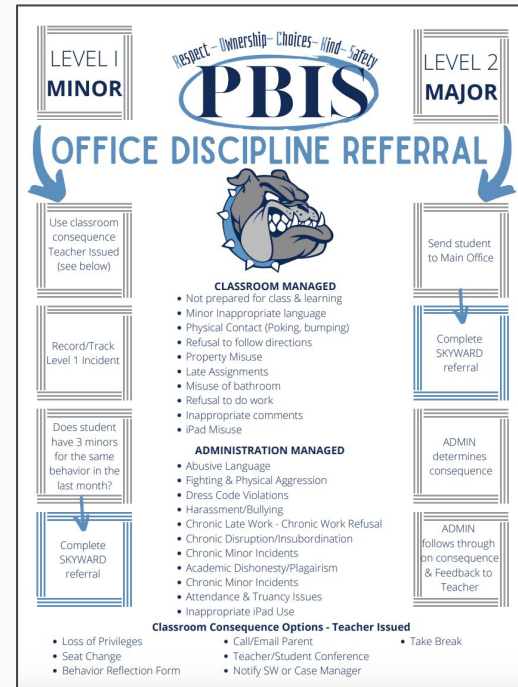
	Learning Spaces Voice level 1-3	Hallways Voice level 1-2	Bathroom Voice level 2	Lunchroom Voice level 2	Playground Voice level 3	Bus Voice level 2
R Respect	<ul style="list-style-type: none"> Accept others Follow directions 	<ul style="list-style-type: none"> Quiet voices Mindful of others working 	<ul style="list-style-type: none"> Go Flush/Wash 	<ul style="list-style-type: none"> Clean up Follow directions Use manners 	<ul style="list-style-type: none"> Follow directions Use kind words 	<ul style="list-style-type: none"> Use kind words Follow directions
O Ownership	<ul style="list-style-type: none"> Ready Responsible Prepared 	<ul style="list-style-type: none"> Keep areas clean Aware of actions and words 	<ul style="list-style-type: none"> Keep clean 	<ul style="list-style-type: none"> Eat my own food Aware of actions and words 	<ul style="list-style-type: none"> Follow rules Aware of actions and words 	<ul style="list-style-type: none"> Keep items in seat
C Choices	<ul style="list-style-type: none"> Clean up Be your best self 	<ul style="list-style-type: none"> Walk with a purpose 	<ul style="list-style-type: none"> Respect privacy 	<ul style="list-style-type: none"> Raise my hand 	<ul style="list-style-type: none"> Compromise 	<ul style="list-style-type: none"> Take care of bus Listen to driver
K Kind	<ul style="list-style-type: none"> Include others Be friendly, patient & helpful 	<ul style="list-style-type: none"> Courteous Helpful 	<ul style="list-style-type: none"> Stay in stall 	<ul style="list-style-type: none"> Exclude others Check the lunchroom staff 	<ul style="list-style-type: none"> Take turns Include others 	<ul style="list-style-type: none"> Greet driver and peers
S Safety	<ul style="list-style-type: none"> Control body Use materials appropriately 	<ul style="list-style-type: none"> Walk Keep to right Control body 	<ul style="list-style-type: none"> Use property 	<ul style="list-style-type: none"> Control body Stay at my table Walk 	<ul style="list-style-type: none"> Control body Use equipment properly 	<ul style="list-style-type: none"> Stay seated Control body and voice
Staff Role	<ul style="list-style-type: none"> Teach, model and reinforce matrix Use praise to reinforce behavior 	<ul style="list-style-type: none"> Be present and monitor hallways Greet students and others 	<ul style="list-style-type: none"> Reinforce bathroom expectations & classroom routine 	<ul style="list-style-type: none"> Be present Move, scan, interact Be on time 	<ul style="list-style-type: none"> Be consistent with rules and games Be present and monitor 	<ul style="list-style-type: none"> Monitor and be present

Voice Levels: 1-Voices off 2-Whisper 3-Talking

Problem Behavior Definitions Discipline Policies



Problem Behavior Definitions Discipline Policies



PBIS in Action at Becker Intermediate



- Bi-monthly PBIS core team meetings.
- Monthly Team ROCK Meetings
- Character Strong – word of the month
- SEL allotted time in weekly schedule.
- GEM Tickets
- School-wide incentives/rewards

Feedback & Acknowledgement for students and staff



ROCK meetings

- Minute-to-Win-It activities
- Staff acknowledgement

Recognition on school website

[BIS website](#)



Student/Family/Community Involvement



- We are looking into a PBIS family night/activity night in the future.
- Introduce/review PBIS expectations at Open House and at conferences.

Data-Based Decision Making

How often does your site share outcome data?

What questions/process guides your data-based decision making?



Use EduClimber for data collection

Share Data at:

- PD Days
- Staff Meetings
- PLCs



Fidelity Data – TFI Results



PBIS: Internal TFI-Walkthrough February 2024 - Staff	
Questions	Staff Percentage
What does the 'R' in ROCKS stand for?	100
What does the 'O' in ROCKS stand for?	98
What does the 'C' in ROCKS stand for?	81
What does the 'K' in ROCKS stand for?	100
What does the 'S' in ROCKS stand for?	98
Have you taught or reinforced the school rules/behavioral expectations (ROCKS matrix) this school year?	95
Have you given out any GEM tickets since the end of November (when we started with them)?	95

PBIS: Internal TFI-Walkthrough February 2024 - Students	
Questions	Student Percentage
What does the 'R' in ROCKS stand for?	98
What does the 'O' in ROCKS stand for?	99
What does the 'C' in ROCKS stand for?	98
What does the 'K' in ROCKS stand for?	100
What does the 'S' in ROCKS stand for?	94
Have you received a GEM ticket (since we started handing them out at the end of November)?	81

Thank you for your time! We are excited to continue this journey to better our students, and live out our school mission!

Board / Committee Meetings 2024

January

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

3 Finance 7:00 am
3 Facilities 4:30 pm
8 Organizational Meeting 6:30 pm
16 TRAK 5:30 pm CANCELED
17 Policy 6:00 pm CANCELED
22 Activities 7:00 am
22 EC Advisory 6:00 pm
29 Meet & Confer 3:45 pm CANCELED
31 Finance 7:00 am

July

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

8 Board Meeting 6:30 pm
17 Policy 6:00 pm
31 Finance 7:00 am
31 Facilities 4:30 pm

February

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

5 Curriculum 5:00 pm
5 Board Meeting 6:30 pm
12 Activities 7:00 am
14 Policy 6:00 pm RESCHEDULED
15 Wellness 3:00 pm
21 Community Education 3:30 pm
21 Policy 6:00 pm CANCELED
28 Finance 7:00 am
28 Facilities 4:30 pm

August

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

5 Board Meeting 6:30 pm
14 Policy 6:00 pm

March

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

4 Board Meeting 6:30 pm
13 Policy 6:00 pm RESCHEDULED
18 Activities 7:00 am
19 TRAK 5:30 pm
20 Policy 6:00 pm

September

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

4 Finance 7:00 am
4 Facilities 4:30 pm
9 Board Meeting 6:30 pm
18 Policy 6:00 pm
24 Community Education 3:30 pm

April

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

3 Finance 7:00 am
3 Facilities 4:30 pm
8 Board Meeting 6:30 pm
17 Policy 6:00 pm
22 Activities 7:00 am
22 EC Advisory 6:00 pm
24 Community Education 3:30 pm

October

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

2 Finance 7:00 am
2 Facilities 4:30 pm
7 Board Meeting 6:30 pm
16 Policy 6:00 pm
23 Wellness 3:00 pm
28 Activities 7:00 am

May

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1 Finance 7:00 am
1 Facilities 4:30 pm
6 Curriculum 5:30 pm
6 Board Meeting 6:30 pm
13 Activities 7:00 am
15 Meet & Confer 3:45 pm
15 Policy 6:00 pm
21 TRAK 5:30 pm
29 Finance 7:00 am

November

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

13 Finance 7:00 am
13 Facilities 4:30 pm
18 Board Meeting 6:30 pm
25 Activities 7:00 am

June

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

3 Board Meeting 6:30 pm
12 Policy 6:00 pm
26 Finance 7:00 am
26 Facilities 4:30 pm

December

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

2 Board Meeting 6:30 pm
11 Policy Meeting 6:00 pm

Chair Jurek called the regular meeting of the School Board of District #726 to order on the 4th day of March, 2024 at 6:30 p.m. in the Teaching & Learning Center.

Roll Call.

Members present: Troy Berning, Ryan Hubbard, Aaron Jurek, Connie Robinson, Corey Stanger, Pete Weismann

Members absent: None

Others present: Jeremy Schmidt, Superintendent
Kevin Januszewski, Director of Business Services

CITIZEN COMMENTS: Dan Olson, Slate Smaby, Brian Ginter, Angela Schultz, Angela Schuster

PRESENTATION: "Middle Matters," by Chantel Boyer & Ted Aleckson

REPORTS/UPDATES:

- Student Representatives
- Superintendent
- Committees: Activities, Facilities, BEA & 284 Negotiations Committee Meetings

Motion by Troy Berning, seconded by Ryan Hubbard, to *Approve the Consent Agenda* as presented:

CONSENT AGENDA

MINUTES FROM THE FEBRUARY 5, 2024 REGULAR SCHOOL BOARD MEETING

FINANCIAL REPORT

EXPENDITURES

Fund	2023-24		2023-24		%
	Budget	February 2024	Year-to-Date	Remaining Budget	
General	39,144,118	3,144,009	22,780,151	16,363,967	58.20%
Food Service	2,471,330	228,844	1,592,203	879,127	64.43%
Community Service	1,750,471	139,509	1,053,921	696,550	60.21%
Debt Service	3,820,887	-	3,813,383	7,504	99.80%
	\$ 47,186,806	\$ 3,512,362	\$ 29,239,658	\$ 17,947,148	61.97%

DISBURSEMENTS – in the amount of \$3,027,364.87

PERSONNEL

Name	Status	Job Title	Location	Hrs Per Day/FTE	Group	Replacing	Effective	Wage
Brown, Deborah	Resignation	Food Service Worker	MS	3 Hours Per Day	Multi Unit	n/a	2/20/24	n/a
Bruska, Justine	Change in Hours	Camp Opportunity Lead	Camp Opportunity	39 (was 25) Hours Per week	Community Education	n/a	2/1/24	Use Current Wage
Crowley, Jon	Resignation	9th Grade Baseball Coach	HS	Seasonal	BEA - Schedule C	n/a	2/11/24	n/a
Frerich, Justin	Extracurricular Assignment	Spring Play (3-Act) Director	HS	Seasonal	BEA - Schedule C	G. Lynch	03/04/24	\$3,334 Per Season
Goenner, Breann	Resignation	Special Education Teacher	PS	1 FTE	BEA	n/a	2/9/24	n/a
Gorman, Carrie	Change in Employment	Special Education Paraprofessional	MS/IS (was MS)	7 Hours Per Day (split between MS/IS)	Multi Unit	n/a	02/29/24	n/a
Graham, Cynthia	Resignation	SR Teacher	PS / EC	3.75 Hours Per Day x 2 Days Per Week	BEA - Schedule D	n/a	02/22/24	n/a
Hed, Curtis	Extracurricular Assignment	Spring Play (3-Act) Technical Director	HS	Seasonal	BEA - Schedule C	P Pingrey	3/4/24	\$3,031 Per Season
Henkemeyer, Sydnee	Extracurricular Assignment	Head Girls Cross Country Coach	HS	Seasonal	BEA - Schedule C	T. Kealy	08/12/24	\$4,035 Per Season
Knudsen, Brett	Extracurricular Assignment	Head Baseball Coach	HS	Seasonal	BEA - Schedule C	T. Niedfeldt	03/11/24	\$4,213 Per Season
Kolbinger, Mark	Extracurricular Assignment	Varsity Asst. Baseball Coach	HS	Seasonal	BEA - Schedule C	B. Knudsen	3/11/24	\$3,122 Per Season
Nelson, Anne	New	Special Education Teacher	PS	1 FTE	BEA	B. Goenner	2/9/24	MA Lane / Step 2: \$49,111 Pro-Rated
Reich, Vicki	Resignation	Food Service Worker	IS	2.5 Hours Per Day	NonUnion	n/a	9/18/23	n/a

Schuster, Todd	Extracurricular Assignment	9th Grade Baseball Coach	HS	Seasonal	BEA - Schedule C	J. Crowley	3/11/24	\$2,831 Per Season
Urdike, Jamie	Resignation	Custodian	MS	8 Hours Per Day	Multi Unit	n/a	2/19/24	n/a

Motion carried unanimously.

Motion by Corey Stanger, seconded by Troy Berning, to *Accept the Following Gifts.*

DONOR	PROGRAM	AMOUNT
Becker Lions	ECFE Playground	\$1,000.00
Becker Lions	ECFE Playground	\$1,000.00
Becker Lions	Middle School- Butterfly Project	\$500.00
Byers, Y	GSA	\$25.00
Cash donation	Speech	\$63.50
Clear Lake Lions Club	Middle School- Butterfly Project	\$500.00
Hahn, N	Speech	\$50.00
Hubbard Electric	ECFE Playground	\$5,000.00
Santiago Lions	ECFE Playground	\$1,000.00

Motion carried unanimously.

2023-2024 SCHOOL YEAR CALENDAR

Motion by Pete Weismann, seconded by Ryan Hubbard, to *Allow Superintendent Schmidt to Make a Calendar Change to May 3 for Staff Development,* if needed. Motion carried unanimously.

Motion by Corey Stanger, seconded by Troy Berning, to *Approve the Following Policy Reviews.*

- 701 Establishment and Adoption of School District Budget
- 702 Accounting
- 703 Audit
- 704 Development and Maintenance of an Inventory of Fixed Assets
- 705 Investments
- 706 Acceptance of Gifts
- 707 Transportation of Public School Students
- 710 Extracurricular Transportation

- 713 Student Activity Accounting
- 714 Fund Balances
- 721 Uniform Grant Guidance
- 727 Asset Protection

Motion carried unanimously.

The board *Entered into a Closed Session to Discuss Negotiations* at 7:30 p.m.

The meeting was *adjourned* at 8:48 p.m.

Aaron Jurek, Chair

Pete Weismann, Clerk

Recorder: Angela Oswald

BECKER PUBLIC SCHOOLS
MONTHLY FINANCIAL REPORT
March 2024

EXPENDITURES

Fund	2023-24 Budget	March 2024	2023-24 Year-to-Date	Remaining Budget	% Spent
General	39,144,118	2,861,521	25,641,672	13,502,446	65.51%
Food Service	2,471,330	204,081	1,796,284	675,046	72.68%
Community Service	1,750,471	130,548	1,184,469	566,002	67.67%
Debt Service	3,820,887	-	3,813,383	7,504	99.80%
	\$ 47,186,806	\$ 3,196,150	\$ 32,435,808	\$ 14,750,998	68.74%

Name	Status	Job Title	Location	Hrs Per Day/FTE	Group	Replacing	Effective	Wage
Barthel, Emily	New	Special Education (EBD) Teacher	PS	1 FTE	BEA	A. Nelson	8/26/24	BA Lane / Step 2: \$48,564
Bjorlin, Jenny	Resignation	AM/PM/Mid-Day Bus Driver	Bus Garage	3.5 Hours Per Day (AM/PM Route), 1.75 Hours Per Day (Mid-Day Route)	Transportation	n/a	2/23/24	n/a
Blommel, James	Extracurricular Assignment	7th Grade Baseball Coach	MS	Seasonal	BEA - Schedule C	N. Crowley	4/1/24	\$2,285 Per Season
Bruska, Justine	Resignation	Camp Opportunity Lead Staff	Camp Opportunity	7.5 Hours Per Day	Community Education	n/a	03/13/24	n/a
Cable, Erla	Resignation	Special Education Teacher	HS	1 FTE	BEA	n/a	6/5/24	n/a
Dodds, Patricia	Resignation	AM/PM/Mid-Day Bus Driver	Bus Garage	3.5 Hours Per Day (AM/PM Route), 1.75 Hours Per Day (Mid-Day Route)	Transportation	n/a	03/12/24	n/a
Free, James	New	AM/PM Bus Driver	Bus Garage	3.5 Hours Per Day	Transportation	J. Bjorlin	03/04/24	\$39 Per Route
Frerich, Justin	Resignation	Tech Director - AV	MS	Seasonal	BEA - Schedule C	n/a	3/10/24	n/a
Gunderson, Brittany	Change in Assignment	Special Education (SLD) Teacher (was DCD)	HS	1 FTE	BEA	E. Cable	08/26/24	Use Current Wage
Hansen, Jennifer	Change in Assignment (Building)	Custodian	MS/HS (was PS)	3 Hours EACH at MS/HS	MultiUnit	n/a	03/18/24	Use Current Wage
Heimerl, Dayna	Extracurricular Assignment	Track & Field Coach	MS	Seasonal	BEA - Schedule C	J. Otto	4/2/24	\$2,285 Per Season
Hook, Lori	Change in Assignment (Increase in Hours)	Mid-Day Bus Driver	Bus Garage	5 Days Per Week (was 4)	Transportation	J. Bjorlin	2/26/24	Use Current Wage
Kral, Jesse	Extracurricular Assignment	8th Grade Baseball Coach	MS	Seasonal	BEA - Schedule C	M. Kolbinger	4/2/24	\$2,285 Per Season
McDermond, Cassie	Resignation	Food Service Worker	IS	3.25 Hours Per Day	MultiUnit	n/a	4/5/24	n/a
McDermond, Cassie	New Assignment	Camp Opportunity Lead Staff	Camp Opportunity	8 Hours Per Day	Community Education	J. Bruska	4/9/24	\$16.35 Per Hour
Olson, Dan	Resignation	Golf Coach	MS	Seasonal	BEA - Schedule C	n/a	2/22/24	n/a

Name	Status	Job Title	Location	Hrs Per Day/FTE	Group	Replacing	Effective	Wage
Olson, Dan	Extracurricular Assignment	Head Golf Coach	HS	Seasonal	BEA - Schedule C	H. Moen	3/18/24	\$4,445 Per Season
Radunz, Nicolas	Extracurricular Assignment	AM Weightroom Supervisor	HS	Seasonal	BEA - Schedule C	J. Otto	4/2/24	\$625 Per Season
Risberg, Amanda	New	School Readiness Teacher	PS / Early Childhood	3.75 Hours Per Day, Tue/Thur Only	BEA - Schedule D	C. Graham	3/20/24	\$29 Per Hour
Schreifels, Kelly	Resignation	6th Grade ELA Teacher	MS	1 FTE	BEA	n/a	06/06/24	n/a
Semmer, Katie	Additional Assignment	Mid-Day Bus Driver	Bus Garage	1.75 Hours Per Day	Transportation	P. Dodds	4/2/24	\$51.77 Per Route
Slimmer, Regina	Change in Assignment	Special Education (DCD) Teacher (was SLD)	PS	1 FTE	BEA	n/a	8/26/24	Use Current Wage
Springer, Courtney	Resignation	Special Education Paraprofessional	IS	6.75 Hours Per Day	MultiUnit BEA - Schedule C	n/a	4/26/24	n/a
Squires, Dominic	Extracurricular Assignment	PM Weightroom Supervisor	HS	Seasonal		H. Bengtson	4/2/24	n/a
Stenberg, Michael	Extracurricular Assignment	Golf Coach	MS	Seasonal		D. Olson	4/1/24	\$2,285 Per Season
Struffert, Katelynn	Resignation	Camp Opportunity Assistant	Camp Opportunity	5.5 Hours Per Day	Community Education	n/a	4/1/24	n/a
Tapper, Kimberly	Resignation	Early Childhood Special Education Teacher	PS	1 FTE	BEA	n/a	3/20/24	n/a
Thomas, Angela	Additional Assignment	Mid-Day Bus Driver	Bus Garage	4 Days Per Week	Transportation	L. Hook	2/26/24	\$51.77 Per Route
Thomas, Tammy	Resignation	AM/PM/Mid-Day Bus Driver	Bus Garage	3.5 Hours Per Day (AM/PM Route), 1.75 Hours Per Day (Mid-Day Route)	Transportation	n/a	5/30/24	n/a
Vealetzek, Jess	Resignation	Head Volleyball Coach	High School	Seasonal	BEA - Schedule C	n/a	3/26/24	n/a

BECKER

726

3/7/24 Board-Final

TEACHER NEGOTIATIONS COST SHEET SUMMARY 2023-2025

	2023-24	2024-25
Dollar Amount Adjustments to Salary Schedule	0	0
Percentage Adjustments to Salary Schedule	3.25%	3.25%
Sum of 2 Year % Increase	8.69%	

Yr 1 3.25% increase, Yr 2 3.25% increase, drop step 1
 Insurance 1st YR increase 2.25%, 2nd YR increase 2.25%

#FTE's **190**

Proposal Date

Make NO Entries on this Worksheet

	2022-23	%Change	2023-24	% Change	2024-25
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SALARY SCHEDULE & PART-TIME SALARIES

SALARY RATE CHANGES	\$ 13,176,043	4.27%	\$ 13,738,865	4.45%	\$ 14,350,137
LANE CHANGES	\$ -		\$ 49,000	100.00%	\$ 98,000
Co-Curricular Salaries	\$ 437,762	0.00%	\$ 437,762	0.00%	\$ 437,762
ECFE/SR teachers	\$ 187,203	7.53%	\$ 201,306	6.05%	\$ 213,477
Longevity	\$ 294,000	10.88%	\$ 326,000	8.59%	\$ 354,000
Schedule and Part Time Salaries Total	\$ 14,095,008	4.67%	\$ 14,752,933	4.75%	\$ 15,453,377

Benefit Costs

Health Insurance	\$ 3,089,357	5.96%	\$ 3,273,523	1.87%	\$ 3,334,797
HRA Contribution Cost	\$ 71,138	0.00%	\$ 71,138	0.00%	\$ 71,138
HSA Contribution Cost	\$ 145,955	-76.31%	\$ 34,583	38.04%	\$ 47,740
Life Insurance	\$ 17,670	0.00%	\$ 17,670	0.00%	\$ 17,670
Dental Insurance Cost	\$ 151,228	0.00%	\$ 151,228	0.00%	\$ 151,228
Employer Match 403B	\$ 267,286	4.83%	\$ 280,200	5.71%	\$ 296,200
Other Benefits	\$ -		\$ -		\$ -
Total Insurance Related Benefits Costs	\$ 3,742,634	2.29%	\$ 3,828,343	2.36%	\$ 3,918,774

Compensation totals for TRA and FICA	\$ 14,095,008		\$ 14,752,933		\$ 15,453,377
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TRA and FICA

<i>TRA & FICA are computed on Schedule and Extra Salaries</i>	8.55%		8.75%		8.75%
TRA	\$ 1,205,123	7.12%	\$ 1,290,882	4.75%	\$ 1,352,170
	7.65%		7.65%		7.65%
FICA	\$ 1,078,268	4.67%	\$ 1,128,599	4.75%	\$ 1,182,183
Total TRA and FICA Costs	\$ 2,283,391	5.96%	\$ 2,419,481	4.75%	\$ 2,534,354

Read the comment in the cell below

	2022-23	%Change	2023-24	% Change	2024-25
TOTAL TWO YEAR AGREEMENT COSTS	\$ 20,121,033	4.372%	\$ 21,000,756	4.313%	\$ 21,906,504
Dollar Increase in Each Year			\$ 879,723		\$ 905,748
Dollar Increase Per FTE in Each Year			\$ 4,630		\$ 4,767
Dollar Increase Per FTE over Two Years					\$ 9,397
Sum or Year (1) Percentage and Year (2) Percentage					8.685%
Weighted Percent for Settlement (2xYr1+Yr2)/3					4.352%
MSBA (2) Year Percentage					6.623%

Salary Adjustments Anticipated from Staffing Changes, Severance, and Retiree Benefits	\$ 0		\$ 0		\$ 0
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TOTAL TWO YEAR ANTICIPATED SALARY COSTS	\$ 20,121,033		\$ 21,000,756		\$ 21,906,504
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Comment	PERCENTAGE CHANGE	4.37%		4.31%	
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DONOR	PROGRAM	AMOUNT
Becker Lions	Middle School	\$600.00
Becker Lions	ECFE Playground	\$1,000.00
Becker Lions	DECA	\$500.00
Becker PTSA	Intermediate Art Show	\$250.00
Byers, Y	GSA	\$25.00
Connexus Energy	Scholarships	\$2,000.00
Duelm Lions	ECFE Playground	\$500.00
Gene Haas Foundation	Robotics	\$2,500.00

Adopted: May 3, 2004

Revised: _____

526 HAZING PROHIBITION

I. PURPOSE

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times.

II. GENERAL STATEMENT OF POLICY

- A. No student, teacher, administrator, volunteer, contractor or other employee of the school district shall plan, direct, encourage, aid or engage in hazing.
- B. No teacher, administrator, volunteer, contractor or other employee of the school district shall permit, condone or tolerate hazing.
- C. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
- D. This policy applies to behavior that occurs on or off school property and during and after school hours.
- E. A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.
- F. The school district will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the school district who is found to have violated this policy.

III. DEFINITIONS

- A. “Hazing” means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other purpose. The term hazing includes, but is not limited to:
 - 1. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking or placing a harmful substance on the body.

2. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
 3. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
 4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
 5. Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.
- B. “Student organization” means a group, club or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

IV. REPORTING PROCEDURES

- A. Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to an appropriate school district official designated by this policy.
- B. The building principal is the person responsible for receiving reports of hazing at the building level. Any person may report hazing directly to a school district human rights officer or to the superintendent.
- C. Teachers, administrators, volunteers, contractors and other employees of the school district shall be particularly alert to possible situations, circumstances or events which might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct which may constitute hazing shall inform the building principal immediately.
- D. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter’s future employment, grades or work assignments.

V. SCHOOL DISTRICT ACTION

- A. Upon receipt of a complaint or report of hazing, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.

- B. The school district may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of hazing.
- C. Upon completion of the investigation, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination or discharge. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements, applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act, school district policies and regulations.

VI. REPRISAL

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the school district who retaliates against any person who makes a good faith report of alleged hazing or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

VII. DISSEMINATION OF POLICY

This policy shall appear in each school's student handbook and in each school's Building and Staff handbooks.

Legal References: Minn. Stat. § 121A.69 (Hazing Policy)
Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)

Cross References: MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 525 (Violence Prevention [Applicable to Students and Staff])

Adopted: _____

MSBA/MASA Model Policy 526

Revised: _____

Orig. 1997
Rev. 2010 2014

526 HAZING PROHIBITION

[Note: School districts are required by statute to have a policy addressing these issues. The Minnesota Department of Education (MDE) will maintain and make available a model policy on student and staff hazing in accordance with Minnesota Statutes section Minn. Stat. § 121A.69. The MDE model policy differs from the MSBA/MASA model policy as it incorporates state and federal requirements related to harassment and discrimination which extends beyond the mandate of Minnesota Statutes section Minn. Stat. § 121A.69. Topics of harassment and discrimination are addressed in other MSBA/MASA policies. While school districts are required to adopt a policy governing student and staff hazing, school districts are not required to adopt any particular policy. MSBA recommends this policy.]

I. PURPOSE

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times.

II. GENERAL STATEMENT OF POLICY

- A. No student, teacher, administrator, volunteer, contractor, or other employee of the school district shall plan, direct, encourage, aid, or engage in hazing.
- B. No teacher, administrator, volunteer, contractor, or other employee of the school district shall permit, condone, or tolerate hazing.
- C. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
- D. Retaliation against a victim, good faith reporter, or a witness of hazing is prohibited.
- E. False accusations or reports of hazing against a student, teacher, administrator, volunteer, contractor, or other employee are prohibited.
- F. A person who engages in an act of hazing, reprisal, retaliation, or false reporting of hazing or permits, condones, or tolerates hazing shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures.

Consequences for students who commit, tolerate, or are a party to prohibited acts of hazing may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion.

Consequences for employees who permit, condone, or tolerate hazing or engage in an act of reprisal or intentional false reporting of hazing may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of hazing may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.

- D G. This policy applies to behavior hazing that occurs during and after school hours, on or off school premises or property, at school functions or activities, or on school transportation and during and after school hours.
- E H. A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.
- F I. The school district will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

III. DEFINITIONS

- A. "Hazing" means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other school-related purpose. The term hazing includes, but is not limited to:
 - 1. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on the body.
 - 2. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
 - 3. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product, or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
 - 4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame, or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
 - 5. Any activity that causes or requires the student to perform a task that

involves violation of state or federal law or of school district policies or regulations.

- B. "Immediately" means as soon as possible but in no event longer than 24 hours.
- C. "On school premises or school district property, or at school functions or activities, or on school transportation" means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student's walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting hazing at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.
- D. "Remedial response" means a measure to stop and correct hazing, prevent hazing from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of hazing.
- E. "Student" means a student enrolled in a public school or a charter school.
- B E. "Student organization" means a group, club, or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities, or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

IV. REPORTING PROCEDURES

- A. Any person who believes he or she has been the **target or** victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to an appropriate school district official designated by this policy. A person may report hazing anonymously. However, the school district may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party to use the report form available from the principal or building supervisor of each building or available from the school district office, but oral reports shall be considered complaints as well.

The building principal, the principal's designee, or the building supervisor (hereinafter the "building report taker") is the person responsible for receiving reports of hazing at the building level. Any adult school district personnel who receives a report of hazing prohibited by this policy shall inform the building report taker immediately. Any person may report hazing directly to a school district human rights officer or to the superintendent. If the complaint involves

the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.

The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as a primary contact on policy and procedural matters.

- C. ~~Teachers, administrators, volunteers, contractors, and other employees of the school district~~ A teacher, administrator, volunteer, contractor, and other school employees shall be particularly alert to possible situations, circumstances, or events which might include hazing. Any such person who ~~witnesses, observes,~~ receives a report of, ~~observes,~~ or has other knowledge or belief of conduct which may constitute hazing shall make reasonable efforts to address and resolve the hazing and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute hazing or who fail to make reasonable efforts to address and resolve the hazing in a timely manner may be subject to disciplinary action.
- D. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, ~~or~~ work assignments, or educational or work environment.
- E. Reports of hazing are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building report taker, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of hazing and the record of any resulting investigation.
- F. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.

V. SCHOOL DISTRICT ACTION

- A. ~~Upon~~ Within three (3) days of the receipt of a complaint or report of hazing, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.
- B. The building report taker or other appropriate school district officials may take immediate steps, at ~~its~~their discretion, to protect the target or victim of the hazing, the complainant, the reporter, and students, or others pending completion of an investigation of alleged hazing prohibited by this policy.
- C. The alleged perpetrator of the hazing shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.

- ~~C D.~~ Upon completion of ~~the an~~ investigation that determines hazing has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements~~;~~ applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act~~;~~ and applicable school district policies~~,~~ and regulations.
- ~~D E.~~ The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of students involved in a hazing incident and who are targets or victims of hazing and the parent(s) or guardian(s) of alleged perpetrators of hazing who have been involved in a reported and confirmed hazing incident of the remedial or disciplinary action taken, to the extent permitted by law~~, based on a confirmed report.~~
- F. In order to prevent or to respond to hazing committed by or directed against a child with a disability, the school district shall, where determined appropriate by the child's individualized education program (IEP) team or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in hazing.

VI. RETALIATION OR REPRISAL

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged hazing~~, or against any person who provides information about hazing,~~ who testifies, assists, or participates in an investigation of alleged hazing, or ~~against any person~~ who testifies, assists, or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the prohibited conduct. Remedial responses to the prohibited conduct shall be tailored to the particular incident and nature of the conduct.

VII. DISSEMINATION OF POLICY

[Note: Proper reference should be made to the appropriate handbooks in each school district.]

- A. This policy shall appear in each school's student handbook and in each school's

building and staff handbooks.

- B. The school district will develop a method of discussing this policy with students and employees.

Legal References: Minn. Stat. § ~~121A.0695~~ 121A.031 (School Student Bullying Policy Board Policy; Prohibiting Intimidation and Bullying)
Minn. Stat. § 121A.0311 (Notice of the Rights and Responsibilities of Students and Parents Under the Safe and Supportive Minnesota Schools Act)
Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.69 (Hazing Policy)

Cross References: MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)
MSBA/MASA Model Policy 525 (Violence Prevention [Applicable to Students and Staff])

July 2023 - June 2024

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

1 No School
12 Early Out (Staff Development)
15 No School

21 Days

August

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

14-25 Floating Staff Dev (1 Day)
New Teacher Workshop Days
28-31 Staff Development

February

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

7 Early Out (Staff Development)
16 No School
19 No School

19 Days

September

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

4 - Labor Day
5 - 1st Day of School

19 Days

March

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	15 Days					

7 Early Out (Staff Development)
7 Last Day of Trimester 2 (58 Days)
8 No School (Staff Development, Grades)

25-29 No School

October

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

6 Early Out (Staff Development)
18 Early Out (No Staff Development)
19,20 No School

20 Days

April

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

1 No School

21 Days

November

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

8 Early Out (Staff Development)
22-24 No School
30 Last Day of Trimester 1 (58 Days)

19 Days

May

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

3 Early Out (Staff Development)

27 No School
31 Graduation

22 Days

December

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	13 Days					

1 No School (Staff Development, Grades)

21-29 No School

June

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	3 Days					

5 Early Out (Staff Development)
5 Last Day of School
5 Last Day of Trimester 3 (56 Days)

Student Days: 172

Staff Days 181

July 2024 - June 2025

July

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1 No School Winter Break

17 No School Staff Development

20 No School Martin Luther King Day

21 staff (99) 20 student (92) (90)

August

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

28-HS Open House Evening

26-29 Staff Development

4 staff

February

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

14 No School

17 No School President's Day

18 staff (117) 18 student (110) (108)

September

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

3 First Day of School/Conferences

20 staff (24)/20 student

March

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

6-Early Out Half Day Staff Development End of Tri-2 (57 days)
7-No School

21 No School Staff Development

24-No School

19 staff (136) 18 student (128) (126)

October

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

16 No School Staff Development: Elementary Only (SoR)
17-18 MEA (No School)

21 staff (45)/20 student (40)

April

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

18 No School Good Friday

21 No School (Snow Make Up Day)

20 staff (156) 20 student (148) (146)

November

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

8 No School Staff Development

25-Elementary Conferences/6-12 in session

26-Half Day Early Out (MS/HS) No School and Staff Development (Elem)
End of Tri-1 (57 days-6-12 and 55 K-5)
27-29 No School-Thanksgiving

18 staff (63)/17 (6-12) 15 (K-5 student (57) & (55)

May

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

26 No School Memorial Day
30 Graduation

21 staff (177) 21 student (169) (167)

December

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

23-31 No School Winter Break

15 staff (78) 15 student (72) (70)

June

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

End of Tri 3-June 4 58 days-Early Out

3 staff (180) 3 student (172) (170)