

Isanti Community School  
Meeting of the Whole  
Monday, December 13, 2021

I. CALL THE MEETING TO ORDER - ROLL CALL

II. REPORTS

II.A. Meeting of the Whole Report

II.A.1. Principal Reports

II.A.2. Committee Reports

II.A.3. Superintendent

II.A.4. School Calendars

II.A.5. Superintendent Evaluation

III. ADJOURN

MEETING OF THE WHOLE  
12/13/21

- I. Audit Presentation (Fred Porter)
- II. Board member resignation
  - a. Don Pike has turned in his resignation as a board member. The board should accept his resignation
- III. Appointment of Board member
  - a. The board has the opportunity to appoint a board member at this time.

REPORTS:

- I. Principal Reports:
  - a. Cindy Nagel will Lead the discussion of the NCACS tests from last spring.
  - b. Jessica Crossman will lead discussion on her report
- II. Committee Reports
  - a. American Civics Committee Report:
    - i. The committee meeting was held on November 25<sup>th</sup> with Larry Baker, DeWayne Wabasha and Todd Chessmore in attendance. Principal Baker gave a report what is being taught in our social studies curriculum to meet the requirements of the law.
- III. Superintendent Report
  - a. NASB Conference
    - i. Any board members want to report on the meeting, items of interest to the board as a whole.
    - ii. Key note speaker:
      - 1. The first one was great
    - iii. Vendors
      - 1. I had the opportunity to visit the following vendors
        - a. Buses – I asked for several quotes for buses, I need to do a little more research on buses before I bring a proposal to the board
        - b. Lighting – I had the opportunity to meet with a lighting vendor and am going to have them come in and give an estimate to retrofit the all the lights in the building with LED lights and the cost savings.
        - c. Lunch Service Providers
          - i. I was given information on the process to contract out lunch services. In talking with the State of Nebraska there is an extensive process in putting out an RFP for lunch services, (102 page document). She also stated that we probably wouldn't get any takers due to us not having A la carte items, where they make most of their money.

- iv. Meeting on Teacher Shortages:
  - 1. Was at a meeting with some of the colleges in the state and the issue of teacher shortages. I am going to be part of a task force that will be looking at teacher certification and the PRAXIS test.
- v. Meeting with Commissioner Blomstedt
  - 1. Steve and I had a 45 minute meeting with the Commissioner, it was a productive meeting, and he stated he would like to come and visit the district sometime this spring. Again, discussed our concern with teacher shortages.
- vi. NIISA Meeting Las Vegas
  - 1. Board members have anything they would like to share concerning the meeting
  - 2. Wade and I went down early, for a meeting on the Impact Aid application. It was a full day workshop.
  - 3. Meetings on Monday and Tuesday I felt were very informative. Umonhon Nation made two presentations, one of them was on the Career Academy and their new building. After the meeting I talked with their Superintendent about making a visit to the school and she recommended coming after February as they will have all their furniture and equipment in and will be open. I would like to take all the board there for a visit.
  - 4. I will need to go through my notes and look at other items we should look at as a district.
  - 5. One of the important things that came out from the meeting is for the district to continue to be involved in Impact and in both NIISA and NAFIS. I think it is important that we have a group go to Washington DC in March to the NAFIS spring meeting. It is important our Congressional Delegation understand how important Impact Aid is to our district.
  - 6. Also, I would like to have at least one principal attend the NIISA conferences in December. There are excellent presentations, and an opportunity to network with other Native Schools Districts that are experiences many of the same things we are.

**ACTION ITEMS:**

1. Increased sub pay for teachers: By contract and law our teachers are required to have a planning period. Because of the lack of substitutes we are asking our teachers to cover during their planning periods. Currently, board policy is \$10/period. I am recommending we move that to \$25/period

I am recommending the board to approve Marisa Cummings to come to the district. Here is her statement on what she they would do with the initial visit. "Our initial meeting will be a listening session with school administration, staff, and students. From this we will assess and develop a list of recommendations to implement culture as the foundation to support students in their learning environment and identity affirmation. Other tools that we can use for staff and administration can include an Intercultural Development Inventory (IDI),

Equity within Leadership training, and an Equity within the Organization training. I can also work directly with administration to develop processes and policy to support cultural affirmation being integrated into the curriculum. Her cost is \$2000 for the consultation.

**2. Tuition Assistance for Staff Members in the Transition to Education Program:**

- a.** When we can't find staff members appropriately endorsed we sometimes hire people who are educated in the subject matter they are teaching, but do not have the education courses to allow them to have a Standard Teaching Certificate, and they are enrolled in a program called transition to education, through University of Nebraska at Kearney. If that person lives out of state, such as South Dakota, they are charged out of state tuition, causing a financial hardship on the staff member. I would like to recommend the district give assistance to staff members in the transition the education program, if they are paying out of state tuition by making up the difference in the out-of-state tuition with the in-state tuition, which is between \$200 - \$300 per credit hour. As part of this policy I am recommending any staff member obtaining district assistance would not move on the horizontally on the salary schedule until they have obtained a standard teaching certificate. Also, the staff member must work for the district for at least 3 years after obtaining their certificate, unless terminated by the district. If the staff member leaves before the three years they will be required to repay all moneys paid in tuition assistance. I have discussed this issue with the Commissioner of Education and with the colleges and am trying to get their policy changed to recognize if a person is teaching in a Nebraska school they should be charged in-state tuition.

**3.** I have attached 3 school calendars, which are all preliminary ones. One I have put on there was what I called the short summer 4-day week calendar. I wasn't going to add that one, however thought I would just for fun. The other 4 day a week calendar was the one I presented to students and parents. Overall students were fairly positive with this calendar, however parents brought up some valid concerns. One of the major issues with a 4-day calendar is running the preschool on Fridays. For the rest of the school we could run it with Paraprofessionals and some certified staff members. However, in order to run the preschool we would have to have certified staff full-time there and I am not for sure we would be able to staff it. That is the reason we don't run the preschool and daycare during summer school is because we would have to have certified staff running it. So at this time I am recommending the 5-day calendar. We may have to add a few professional development days in it. I would like to have board discussion on it and bring back a final proposal to the board at the January board meeting.

**4. Administrative Contract for Jessica Crossman:**

- a.** In the past the district has always had a special education director. When Sarah Irig was no longer filling that position, Ms. Crossman took over the responsibilities. As she didn't have an administrative degree or an administrative certificate she was working essentially under Ms. Nagel's certification. She is now certificated as an administrator and I am recommending she be given an administrative contract. This contract will be

until June 30<sup>th</sup>, after which she will go on a full year administrative contract. I am recommending this so all of our administrators are on the same contract year.

- 5. Superintendent Evaluation;**
  - a.** The board is required to evaluate a new superintendent two times a year, therefore this is your first shot at evaluating me. You will receive a link for your evaluation and I am not for sure how it will work after that. I will do a self-evaluation which I need to have done by.
- 6. Executive Session:**
  - a.** I will bring the documents for executive session to the meeting.