

Board Meeting Minutes November 18, 2013

The Board of Education of Independent School District No. 299, Caledonia, Minnesota, met in a regular school board meeting in the Middle/High School Media Center. The meeting was called to order by Chair Michelle Werner at 7:00 p.m. The Pledge of Allegiance was said. The school board members present were Jared Barnes, Amanda King, Melissa Marschall, Kelley McGraw, Jean Meyer, Michelle Werner, Spencer Yohe and student school board representatives Julia Jones and Lauren Perry. Also present were Superintendent Ben Barton, Nancy Runningen, Paul DeMorett, Barb Meyer, Brad Harguth, Kelly Stanage, Jackie Johnson, Jean Klinski, Deb Cody and Dan Goergen.

APPROVAL OF AGENDA

Moved by Jean Meyer, seconded by Amanda King, to approve the agenda as presented. Motion carried by a unanimous vote.

APPROVAL OF PAST MEETING MINUTES

Moved by Spencer Yohe, seconded by Jared Barnes, to approve the minutes of the October 21, 2013, regular school board meeting, the October 28, 2013, special school board meeting, and November 8, 2013, special school board meeting. Motion carried by a unanimous vote.

BOARD SHOWCASE

A Junior First Lego League slide show was presented.

TREASURER'S REPORT & AUTHORIZATION OF ACCOUNTS PAYABLE

Moved by Jean Meyer, seconded by Spencer Yohe, to approve the electronic transfers and bills due and payable amounting to \$1,025,269.80 including check numbers 56320 through 56427 along with transfers from MSDLAF to Merchants Bank in the amount of \$500,000.00. Motion carried by a unanimous vote.

STUDENT SCHOOL BOARD REPRESENTATIVE UPDATE

Ms. Jones attended WE Day and stated it was a very inspiring event. They suggested that our school should think about sponsoring a Community Day, where students would do good things in our community. The board suggested surveying students about this idea, the possibility of having each class pick an event, and involving all grade levels.

PUBLIC COMMENT

Mr. Harguth updated the board on the elementary shed project and the Ag Star Grant the school district received.

PERSONNEL ITEMS

Resignations

Moved by Jean Meyer, seconded by Jared Barnes, to accept the resignation of Brandon Meiners as the 7th grade girls' basketball coach effective immediately with thanks for his services. Motion carried by a unanimous vote.

Moved by Barnes, seconded by Amanda King, to accept the resignation of Dustin Moburg as the head boys' soccer coach effective immediately with thanks for his services. Motion carried by a unanimous vote.

New Hires

Moved by Jean Meyer, seconded by Spencer Yohe, to ratify the hiring of Tory-Kale Schulz as the One Act Play advisor beginning the 2013-2014 school year at I/0 at \$1,237.91. Motion carried by a unanimous vote.

Moved by Spencer Yohe, seconded by Amanda King, to ratify the hiring of Kody Moore as the junior high boys' basketball coach beginning the 2013-2014 school year at I/0 at \$1,665.89. Motion carried by a unanimous vote.

Resolution to Amend Health Reimbursement Arrangement

Member Kelley McGraw moved the adoption of the following Resolution:

RESOLUTION TO AMEND
(Caledonia ISD #299)
Health Reimbursement Arrangement

The Caledonia ISD #299 Board of (Education/Directors) adopted the following resolution at the November 18, 2013, Board Meeting:

WHEREAS, the Caledonia ISD (The "Employer") currently maintains a Health Reimbursement Arrangement (HRA) which provides for the reimbursement of eligible health care expenses as provided for in the Internal Revenue Code; and

WHEREAS, recent guidance issued by the Departments of Labor, Health and Human Services and the Treasury (collectively referred to as the "Agencies") with respect to the prohibition on annual and lifetime limits in group health plans have substantially changed the legal requirements of the HRA; and

WHEREAS, the Employer does not wish to redesign its current HRA to conform to the newly prescribed guidance with respect to the prohibition on annual and lifetime limits that are effective January 1, 2014; and

WHEREAS, the Agencies provided in this same guidance the opportunity for an Employer that currently maintains an HRA to cease contributions into the HRA before January 1, 2014. Those contributions credited to the current HRA account before January 1, 2014 may be used after December 31, 2013, to reimburse medical expenses in accordance with the terms established in the current HRA without causing the HRA to fail to comply with the prohibition on annual and lifetime limits; and

WHEREAS, the Employer wishes to freeze the HRA it currently maintains and thus shall cease all contributions except those already credited and promised to be contributed within the 2013 plan year effective before January 1, 2014. The current HRA plan shall continue as designed until all funds have been exhausted as allowed for in the Agencies recent guidance. If a member does want this HRA option the next plan year and the collective bargaining agreement has not been amended, the district will offer it.

BE IT FURTHER RESOLVED, that the appropriate designees of the District are hereby authorized and directed to execute and deliver all documents necessary for the proper implementation of this action and to ensure it is effective January 1, 2014.

The motion for the adoption of the foregoing resolution was duly seconded by Jean Meyer. On a roll call vote, the following voted in favor: Jared Barnes, Amanda King, Melissa Marschall, Kelley McGraw, Jean Meyer, Michelle Werner, and Spencer Yohe. The following voted against: None. Whereupon said resolution was declared duly passed and adopted.

Amendment and Resolution to the Section 125 Flexible Benefits Plan

Member Jean Meyer moved the adoption of the following Amendment and Resolution:

Independent School District No. #299
Section 125 Flexible Benefits Plan
AMENDMENT

The employer sponsored 125 Flexible Benefits Plan has been amended as follows:

The definition of “spouse” has been revised to reflect the decision of the Supreme Court of the United States in *United States v. Windsor*, that section 3 of the Defense of Marriage Act (DOMA) is unconstitutional. The revised definition of “spouse” is intended to be applied consistent with applicable regulatory guidance, including IRS Revenue Ruling 2013-17. The old definition in Article II, paragraph 2.43 is hereby replaced with the new definition provided below, effective September 6, 2013.

Delete: Old definition in Article II, paragraph 2.43

2.43 Spouse. "Spouse" means, for purposes of this Plan and each underlying Benefit available under this Plan, an individual who is married, for Federal income tax law purposes, to another individual of the opposite sex.

Replace with: New definition in Article II, paragraph 2.43

2.43 Spouse. "Spouse" means, for purposes of this Plan and each underlying Benefit available under this Plan, an individual who is legally married to a Participant (and who is treated as a spouse as recognized to be legally married under the Code). This provision shall be administered consistent with applicable regulatory guidance, including IRS Revenue Ruling 2013-17.

Independent School District No. #299
Section 125 Flexible Benefits Plan
RESOLUTION

The Caledonia School District #299 Board of Education adopted the following resolution at the November 18, 2013, regular board meeting:

WHEREAS, the Caledonia School District #299 (the “District”) currently maintains a cafeteria plan pursuant to the requirements of Section 125 of the Internal Revenue Code called the Section 125 Flexible Benefits Plan (the Plan), which provides for premium conversion benefits, health care reimbursement benefits and dependent care benefits; and

WHEREAS, the District wishes to amend the Plan to conform the definition of “spouse” in Article II, paragraph 2.43 to be applied consistent with the applicable regulatory guidance, including IRS Revenue Ruling 2013-17.

NOW, THEREFORE, BE IT RESOLVED, that the District's Board of Education hereby approves this Resolution and amends the District's Flexible Benefits Plan and its component parts, such change is effective as of September 16, 2013.

BE IT FURTHER RESOLVED, that the appropriate designees of the District are hereby authorized and directed to execute and deliver all documents necessary for the proper implementation of the Plan to ensure that the amended restated Plan, hereby approved is in effect.

The motion for the adoption of the foregoing Amendment and Resolution was duly seconded by Spencer Yohe. On a roll call vote, the following voted in favor: Jared Barnes, Amanda King, Melissa Marschall, Kelley McGraw, Jean Meyer, Michelle Werner, and Spencer Yohe. The following voted against: None. Whereupon said resolution was declared duly passed and adopted.

ACTION ITEMS

School Weapons Policy #501

Moved by Jared Barnes, seconded by Jean Meyer to adopt the School Weapons Policy #501 as presented. Motion carried by a unanimous vote.

Student Fundraising Policy #511

Moved by Spencer Yohe, seconded by Jared Barnes to adopt the Student Fundraising Policy #511 as presented. Motion carried by a unanimous vote.

School-Sponsored Student Publications and Activities Policy #512

Moved by Amanda King, seconded by Spencer Yohe to adopt the School-Sponsored Student Publications and Activities Policy #512 as presented. Motion carried by a unanimous vote.

Student Promotion, Retention, and Program Design Policy #513

Moved by Jean Meyer, seconded by Jared Barnes to adopt the Student Promotion Retention, and Program Design Policy #513 as presented. Motion carried by a unanimous vote.

Protection and Privacy of Pupil Records Policy #515

Moved by Spencer Yohe, seconded by Jared Barnes to adopt the Protection and Privacy of Pupil Records Policy #515 as presented. Motion carried by a unanimous vote.

Student Medication Policy #516

Moved by Jean Meyer, seconded by Amanda King to adopt the Student Medication Policy #516 as presented. Motion carried by a unanimous vote.

Student Recruiting Policy #517

Moved by Jared Barnes, seconded by Spencer Yohe to adopt the Student Recruiting Policy #517 as presented. Motion carried by a unanimous vote.

DNR-DNI Orders Policy #518

Moved by Jean Meyer, seconded by Jared Barnes to adopt the DNR-DNI Orders Policy #518 as presented. Motion carried by a unanimous vote.

Interviews of Students by Outside Agencies Policy #519

Moved by Spencer Yohe, seconded by Jared Barnes to adopt the Interviews of Students by Outside Agencies Policy #519 as presented. Motion carried by a unanimous vote.

SEMNET Agreement

Moved by Jean Meyer, seconded by Jared Barnes to approve the SEMNET Agreement. Motion carried by a unanimous vote.

ADMINISTRATIVE REPORTS

Mr. DeMorett informed the board that the registration timeline is underway, and he is working with the Houston School District to get course descriptions and offerings. He explained to the board the Positive Behavior Curriculum that has been implemented. The Leadership Team met and reviewed the critical thinking assessment, the dress code, and possibly having a middle school youth frontier retreat.

Mrs. Runningen stated that the SAC Program received a Center and School Age Grant from CRR in the amount of \$1,832.00. Letters will be mailed out to preschool parents to see if they are interested in Surround Care for Preschoolers starting in January. The Junior First Lego League team will be participating in an exposition in January in Rochester. She is working on the Title I grant revisions. The ADSIS budget revisions and the Wellness Grant revisions have been submitted and approved. Grades K-5 will be participating in NWEA assessments in December.

OLD BUSINESS ITEMS

Licensed and Non-Licensed Substitute Pay

The licensed and non-licensed substitute pay was discussed. It was the consensus of the board that this item be tabled and discussed next fall.

NEW BUSINESS ITEMS

School Policies

The board held the first reading of the following policies with the adoption to take place at the December 16, 2013, regular school board meeting:

- Student Surveys Policy #520
- Student Disability Nondiscrimination Policy #521
- Policies Incorporated by Reference Policy #523
- Internet/Electronic Technologies Acceptable Use and Safety Policy #524
- Violence Prevent (Applicable to Students and Staff) Policy #525
- Hazing Prohibition Policy #526

World's Best Workforce

Superintendent Barton described the World's Best Workforce annual report that is being implemented in schools and the importance of this report.

DIRECTORS' REPORTS

Director Yohe updated the board regarding the meeting that was held with the Houston School District. He also discussed the idea of a year-round school year. Director Barnes updated the board regarding the Technology Committee meeting. Director Werner shared with the board that the Rotary Club visited fourth and fifth grade classrooms last week Friday to view the 1:1 iPad project, which they felt was very impressive. Director Meyer updated the board regarding the Building, Grounds and Transportation Committee meeting. Director King updated the board regarding the Finance Committee meeting.

CLOSED SESSION FOR NEGOTIATIONS DISCUSSION

Moved by Amanda King, seconded by Jean Meyer, to close the meeting at 8:13 p.m. for negotiations strategy. Motion carried by a unanimous vote.

Moved by Spencer Yohe, seconded by Jean Meyer, to convene the regular school board meeting at 8:51 p.m. Motion carried by a unanimous vote.

ADJOURNMENT

Moved by Jean Meyer, seconded by Amanda King, to adjourn the meeting at 8:51 p.m. Motion carried by a unanimous vote.

Jean Meyer, Clerk