

REGULAR BOARD MEETING MINUTES

Monday, June 8, 2009

Chair Pagel called the regular meeting of the Dover-Eyota Board of Education, District #533, to order at 7:08 PM in the Dover-Eyota High School Media Center. Board members present: Don Andring, Julie Austinson, Dan Johnson, Gene Loftus, Ron Pagel, Molly Rieke, Superintendent Bruce Klaehn and Student Board Member Travis Schreier. Absent: Gary Pedersen. Also in attendance were Principal Todd Rowekamp, Principal Jeanne Svobodny, Chris Berg, Gary Betcher, Chad Nelson, John Pittenger, Zach Ferson, and Jordyn Bentson.

The Pledge of Allegiance was recited.

Agenda

A motion was made by Member Andring, seconded by Member Johnson and carried unanimously to approve the agenda.

Visitors to Address the Board

There were no visitors to address the Board.

Board Minutes

A motion was made by Member Johnson, seconded by Member Loftus and carried unanimously to approve the May 11, 2009 Regular Board Meeting Minutes.

Board Minutes

A motion was made by Member Rieke, seconded by Member Johnson and carried unanimously to approve the May 28, 2009 Special Board Meeting Minutes.

Regular District Bills

With Member Andring abstaining, a motion was made by Member Loftus, seconded by Member Johnson and carried unanimously to approve the Regular District Bills totaling \$315,481.20.

Special District Bills

A motion was made by Member Rieke, seconded by Member Johnson and carried unanimously to approve the payment of the Special District Bills totaling \$188,614.12.

Treasurer's Report

A motion was made by Member Andring, seconded by Member Loftus and carried unanimously to approve the Treasurer's Report with liquid assets totaling \$5,203,444.47, as well as the May electronic transfers.

CABINET COMMUNICATIONS

Elementary Principal – Jeanne Svobodny shared the following: 1) Elementary activities not shared in the printed communication to the Board included a luau picnic the last day of school planned by Food & Nutrition Director Carrie Frank. The elementary also held their first annual Bus Driver Appreciation Day with several drivers attending and the students giving them notes and cards they had written as well as "goodie bags;" 2) Mrs. Svobodny thanked Mrs. Dana Schott for teaching our students for 24 years. She added, "She is a leader at the elementary, particularly in the area of Best Practices for reading. Dana shares information in her quiet, gentle way and is a woman of character." Principal Svobodny also thanked Mrs. Schott for her generous contribution of volunteer time over the years as well as her financial contributions; 3) Mr. Kyle Anderson is caring towards the districts most challenging students and will also be missed. Mrs. Svobodny expressed her hope that he will be "excited and happy about his next endeavor;" 4) Sarah McDonald is also leaving the district after two years of service and has "won her way into the hearts of students and staff as well;" 5) In the fall, Mrs. Gwen Ahern will replace Mrs. Schott in a multi-age classroom. She is working on obtaining her reading licensure and is excited about teaching beginning reading; 6) Mandy Martin will be the new, full-time EBD teacher and will be working at both the elementary and high school buildings; 7) The vocal music, third grade, and math interventionist positions have been posted. The new math interventionist will be funded by the grant that

provides the district with the reading and behavior interventionists; 8) Mrs. Svobodny talked about the results of two of the elementary building goals: *Students will achieve their expected growth in reading and math* and *The number of students receiving three or more office referrals will be reduced from 18 to 15*; 9) At the request of Chair Pagel, Principal Svobodny reviewed the procedures used if an opening occurs and another teacher wishes that position; 10) She shared photos of an annual staff tradition -- waiving to students the last day of school as they leave in the buses; 11) Mrs. Svobodny shared a photo of a tree being moved for the elementary parking lot expansion; 12) Member Austinson stated that Music Explorers was a part of the school culture and was assured by Mrs. Svobodny that the new person hired to fill the elementary vocal position will also lead the Explorers; 13) In regard to the Math Interventionist, Member Loftus said, "It is our goal to intervene and provide preventative activities so students don't have to be identified as needing special education services." Principal Svobodny relayed that interventionists not only need to know research-based interventions, but also need people skills in order to maintain cooperation with the staff and students. Chair Pagel stressed the need to do all we can to prevent kids from being "labeled" as special education and felt that preventive costs are lower than dealing with the issues down the road. Member Johnson said, "This goes along with the tradition of investing in our kids."

High School Principal – Todd Rowekamp shared the following: 1) All of the end-of-the-year activities went well. It was a busy but fun time to celebrate the accomplishments of the students. Commencement was successful and Mr. Rowekamp thanked Ron Pagel, Molly Rieke and Gary Pedersen for handing out diplomas; 2) Interviews will be held this week for the Social Studies position and next week for the FACS position; 3) Mr. Rowekamp provided the "preliminary" results of our students' MCA assessments; 4) Mr. Rowekamp ended his report by thanking the teachers who were leaving the district -- Jim Dusso, Angie Bartlewski and Kyle Anderson.

Customer Compliments, Concerns, Complaints

Superintendent Klaehn shared the Customer Compliment, Concern, Complaint forms that had been received that month.

STUDENT BOARD MEMBER COMMUNICATION

Travis Schreier relayed the following information: 1) Finals seemed to go well and the graduation ceremonies contained some entertaining speeches; 2) The awards ceremony also went well and seemed less "drawn out" than in the past; 3) Becca Lee and Shawn Berg represented Dover-Eyota at the state track meet this spring. The track team enjoyed assisting with the 4th and 5th grade track and field and it was hoped that some of these younger students will join high school track in upcoming years; 4) The Teens as Leaders had helped with the middle school track and field event; 5) He had heard positive comments about 9th grade Band and Choir being held in the same block next year.

REPORTS

Close Up Trip to Washington, DC

Advisor John Pittenger and students Zach Ferson and Jordyn Bentson, provided a PowerPoint presentation and shared some of their experiences at the Close Up trip in May. Mr. Pittenger thanked the Board for their donation to the group and for allowing the fundraising efforts that support the program.

School Liaison Officer

Deputy Chad Nelson talked about the two types of lockdown drills:

- **Lockdown with Warning** will be used when there is a potentially dangerous situation in the community and law enforcement advises the schools to lock down. A "lockdown with warning" is called over the PA system, the building is locked down, but classes may continue as long as there is no direct threat to the building. In a real situation of this type, updated instructions would be given over the PA system as the school is advised by law enforcement.
- **Lockdown with Intruder** will be used when there is a dangerous intruder or a direct threat on the school. A "lockdown" is called over the PA system and classes stop until the exercise is over. In a real situation of this type, the building would likely stay in full lockdown mode until law enforcement has cleared the building room by room. Because *everyone* must be locked down, communication would be limited.

As a result of conducting both types of lockdown drills, the Crisis Team has worked through some changes needed for more secure lockdowns (concerns with locked interior fire doors, etc.)

Deputy Nelson also explained the preparation process used for the active shooter mock entry recently held at the high school. Members of the school's Crisis Team met with Olmsted County Sheriff's Department representatives to develop the active shooter drill and take into account needs for communication to students and teachers before the event to avoid undue stress and needs for communication to parents after the event. Deputy Nelson thanked the school district for the invaluable training opportunity the experience provided the Olmsted County Sheriff's Office.

Other items discussed:

- In a real life situation, if the elementary locks down, the high school will lock down and vice versa instituting the ability for the Sheriff's Department to enter our buildings using key fobs so that all doors can be locked in a lockdown - currently one door is left unlocked so law enforcement has a way to enter the building
- simplifying access to school bus garages since they are the primary evacuation location for certain types of crises
- development of a "go bag" system (bag with key information, including student medication from the nurse's office and student accountability forms, that can be easily accessed during an evacuation of the building)
- the cities will assist as necessary (i.e., barricades)
- the possibility that our current building security system will advise if a door is open or ajar

Officer Nelson relayed that the school year had been a good one and that he was very pleased with the location of his office as many students had accessed his services. Many of the concerns that he had at the beginning of the year (dealing with fights, etc.) had never developed which was a "good testament" to the high school students.

OLD BUSINESS

Second Reading and Approval of the 2009-2010 Strategic Plan

Supt. Klaehn mentioned additions made since the first reading in May and pointed out several key initiatives. Member Austinson pointed out that Goal #6 needs to be revised to include a middle school action plan.

A motion was made by Member Andring, seconded by Member Johnson and carried unanimously to approve the 2009-2010 Strategic Plan (Attachment A).

Approve Preliminary 2009-2010 Budget

Supt. Klaehn provided a Preliminary 2009-2010 Budget that did not include teacher and bus driver contract settlements, Tire II Federal Economic Stimulus revenue and final state funding levels. Key features of the budget are:

- restoring some reserves in Operating Capital
- using some Food Service revenues to purchase equipment for the kitchen
- reserving funds for ongoing bus purchases
- having the Unreserved Undesignated Fund operate in the black again in 2009-2010

Supt. Klaehn relayed that a revised budget is always brought to the Board in November or December.

A motion was made by Member Johnson, seconded by Member Loftus and carried unanimously to approve the Preliminary 2009-2010 Budget (Attachment B).

NEW BUSINESS

DEEA Memorandum of Understanding – Tax Deferral of Severance Pay

Business Manager Gary Betcher advised that the Minnesota state retirement systems and an advisor from EBC benefits (the company who monitors the district's 403b plan) had reviewed this memorandum to make certain proper procedures were followed.

Supt. Klaehn advised that the language will be included in the new contract to settle the severance pay issue and he recommended that the Board approve the Memorandum.

A motion was made by Member Johnson, seconded by Member Loftus and carried unanimously to approve the Memorandum of Understanding – Tax Deferral of Severance Pay (Attachment C).

Proposal to Address Elementary Playground Surface Problems

Supt. Klaehn said that Road Constructors, the successful bidder of the elementary parking lot redesign, had used the same calculations and provided two options for upgrading the elementary playground:

- long-term solution –dig out the problem areas in the playground area, patch them, and resurface the entire playground at a cost of \$11,310
- short-term solution – dig out the problem areas in the playground area, patch them, and fill all of the
- cracks at a cost of \$2,799

The Board discussed the problem areas on the playground and was told that the long-term solution will improve water drainage but will not guarantee solving all of the drainage concerns.

An additional option provided was to replace the west bike path from the playground to the building at a cost of \$3,500.

A motion was made by Member Andring, seconded by Member Loftus and carried unanimously for Supt. Klaehn to work with the vendor and proceed with the long-term solution, the replacement of the west bike path, and the bike path between the school and playground using the same unit cost rates.

Let Bakery, Dairy, Fuel, and Snow Removal Bids

A motion was made by Member Rieke, seconded by Member Johnson and carried unanimously to let bakery products, dairy products, snow removal, and fuel bids.

Consent – Terminations

A motion was made by Member Loftus, seconded by Member Rieke and carried unanimously to terminate the following individuals: 1) CONNIE CHAPMAN as Cook's Helper; 2) CONNIE JUNGERS as Cook's Helper; 3) JOYCE WILLIAMS as Instructional Assistant; 4) RHONDA SEELHAMMER as Instructional Assistant; 5) ALLI KITTLESON as Instructional Assistant.

Consent – Accept Resignations

Member Andring asked that the resignations of Dana Schott and James Dusso be voted on separately.

A motion was made by Member Loftus, seconded by Member Johnson and carried unanimously to accept the following resignations: 1) ANGELA BARTLEWSKI as FACS Instructor; 2) SARA MCDONALD as Elementary Music Instructor; 3) MICHAEL DUSSO as B Baseball Coach; 4) RICHARD OLSON as Varsity Volleyball Coach; 5) TIM ANDRING as B Boys' Basketball Coach.

A motion was made by Member Andring and seconded by Member Rieke to accept the resignation of DANA SCHOTT as Elementary Instructor. Mr. Andring stated that Mrs. Schott had provided exceptional service to our school community. A vote on the motion carried unanimously.

A motion was made by Member Rieke and seconded by Member Johnson to accept the resignation of JAMES DUSSO as Social Studies Instructor and Head Baseball Coach. Mr. Johnson publicly thanked Mr. Dusso for his years of exceptional service. Chair Pagel indicated that Mr. Dusso had made a positive impact on students and wished him well in future endeavors. A vote on the motion carried unanimously.

Consent - New Hires

A motion was made by Member Andring, seconded by Member Johnson and carried unanimously to approve hiring the following individuals: 1) DANIEL LOEHR as Transportation & Grounds Assistant; 2) *Eagle* Reporter IRIS CLARK NEUMANN has been increased from .125 FTE to .250 FTE to take over editor responsibilities; 3) LOUANNE JENDERNY, KAREN FIESELER, BRIDGET SKRUKRUD and ELIZABETH BOEHMKE as Adult SACC Workers; 4) CHRISTINE KOBBS, DOUG ZARS, AMANDA MECUM and ELIZABETH BOEHMKE as Summer School Teachers; 5) PEGGY SWENSON and PENNY GARITY as Project Start Teachers; 6) MELANIE KEEFE, JACKIE MACON and KIMM OLSON as Summer School Instructional Assistants; 7) SHAWN BERG, JACOB MEYER and HANS DUBBELS as summer cleaning help; 8) BRANDON EVANS, NICOLE VERKUILEN and MARCIE ABLIN as Student SACC Workers; 9) AMANDA MARTIN as Special Education Instructor beginning the 2009-2010 school year.

Consent – Accept Donations

A motion was made by Member Austinson, seconded by Member Loftus and carried unanimously to accept the following donations: 1) High School -- \$100 to Close Up from the HIAWATHA SNO-SEEKERS, \$50 from CLIFF & LONA SCHREIER to the Athletic Dept.; 2) Elementary – \$200 to DARE from the HIAWATHA SNO-SEEKERS, \$640 from BOX TOPS FOR EDUCATION; 3) Media Center -- \$100 from the Masonic Charities to purchase library books.

HEARING OF REPORTS

Superintendent's Report & Communication

Supt. Klaehn provided the following information: 1) Reminded the Board of the Gopher Count and Eyota Days parades; 2) Recent legislation waived the requirement of holding Truth & Taxation hearings. The board discussed the increase in attendance the past few years, how attendees leave the meetings with a better understanding of the school district's finances process, and how the meetings allow the district to provide explanation of tax increases. Supt. Klaehn will bring this item back for further consideration at the July meeting; 3) The Administrative Team was working on revising the Fundraiser Policy with the goal of bringing it for first reading at the July meeting and second reading and approval at the August meeting; 4) The summer building and office hours were provided to the Board; 5) Advised that he will be attending a state superintendent association meeting June 11-12 and be on vacation June 20-27.

Board of Education Committee Reports & Communication

Loftus — Thanked the teachers and other staff that were leaving the district. Mr. Loftus stressed the need to use Internet tools (such as Google Earth) and other technology during Board meetings.

Rieke – Relayed that she liked meeting in Room 123 and also stated it would be nice to have technology tools used at the Board meetings. Mrs. Rieke had attended the elementary activity days, kindergarten picnic and graduation. The Community Education Committee had developed a theatre camp to be held just prior to Eyota Days and was seeking ideas for fall activities. Member Rieke thanked the Close Up group for presenting to the Board and added, "The students get an experience that they will remember for years to come." To the departing staff she said, "Thank you and good luck!" She also thanked the administrators for the work they were doing on the Baldrige report. Mrs. Rieke ended her report by expressing concerns about the mock lockdown with an intruder because of the "guns going off" aspect of the drill.

Johnson – He was unable to attend the Technology Committee meeting and wished to receive the minutes of that meeting. In regard to having interventionists in the district he said, "It is hard to get everyone's needs met and sometimes just getting that extra attention in a neutral way and attacking the problem on a more personal level is very successful. It is money well spent." Mr. Johnson expressed his appreciation to all of the departing staff who had given of their time over the years and had given so much back to the district. He relayed that the graduation ceremonies had gone well and thanked Principal Rowekamp and his staff for making it so. Member Johnson ended his report by wanting to see more technology use and less paper at Board meetings, including more wireless capabilities.

Andring – The first preliminary finance meeting of the Southeast Service Cooperative had been accomplished as a conference call. The Cooperative successfully uses laptops at their meetings rather than paper documents. Mr. Andring extended a special thank you to Mrs. Dana Schott and added, "She is an excellent teacher and mentor to the other teachers. People like that make our school what it is." He also thanked Mr. Jim Dusso and Mr. Kyle Anderson for their service to the district. Member Andring ended his report by asking that minutes of the last Health & Safety Committee meeting be forwarded to him.

Austinson – Thanked Officer Chad Nelson for providing an update of the lockdown procedures. She advised that assistance was needed on June 20 with the installation of the new playground equipment. Mrs. Austinson relayed best wishes to the graduates and good luck to that staff that are leaving the district. In regard to Mrs. Schott she said, "I had the privilege of working with Dana as a member of Parents and Teachers Together. She was a very cheerful, happy contributor who was grounded, down to earth and always gave a different perspective to multiple areas of her life. "

Pagel – The last Three Rivers Conference Board meeting included the member athletic directors and some of the issues discussed were budgets, saving money, and how to reduce expenditures on junior high athletics. Mr. Pagel said, "It is not as easy as one would think as a lot of varsity and junior high events are held at the

same time and the students travel together.” The group had also discussed the academic disadvantages of having kids gone several nights a week to away games and limiting the number of those events per week or per season. The athletic directors will bring proposals back to the Three Rivers Board. In regard to the district-wide Staff Recognition Breakfast, he said, “It always amazes me the job Food Service does in catering this event. The breakfast is a good way to recognize staff that are retiring or leaving, years of service, and the Teacher of the Year.” Mr. Pagel relayed that graduation had gone well and that he was amazed at the money that the graduates receive through the Dollars for Scholars program. He added that the amount of “local dollars” says a lot about our school district and communities.

ADJOURNMENT

A motion was made by Member Johnson, seconded by Member Austinson and carried unanimously to adjourn the meeting at 9:52 PM.

Daniel A. Johnson, Clerk
Cb

6-08-09

Dover-Eyota Public Schools 2009-2010 Strategic Plan

<p>AIM 1: <u>High Student Achievement</u></p> <p>GOAL 1 Students will meet or exceed proficiency levels in reading, writing, mathematics and science.</p> <p>GOAL 2 Students will be challenged academically to prepare them to pursue their future goals.</p>	<p>MEASURES:</p> <ul style="list-style-type: none"> • MCAII/GRAD Reading, Math, Writing, Science -(NWEA MAP Reading, AIMS Web Fluency – predictive measures) • EXPLORE/ PLAN/ ACT • Participation rates in Tier III Reading Interventions • Common Assessment Analysis • Surveys • Students taking Advanced Courses • Number of College Credit Courses • Number of students taking College Credit Courses • Grade level writing samples with rubric <p>Math, use as</p>	<p>KEY INITIATIVES:</p> <ol style="list-style-type: none"> 1. Full implementation of Tier II and III Strategic Reading Interventions (Elem) 2. Identify essential skills at each grade level/ department 3. Use common reading and math assessments (Elem) 4. Expand college credit opportunities (HS) 5. Maintain / Expand Gifted/Talented opportunities 6. Initiate the implementation of a middle school program and structure 7. Implement new K-5 math program (Elem) 8. Utilize Math Interventionist position (Elem) 9. Implement use of rubric to improve quality of writing (Elem)
<p>AIM 2: <u>Safe and Welcoming Environment</u></p> <p>GOAL 3 Students will demonstrate respectful and appropriate behavior toward other students, staff and adults in the school community.</p> <p>GOAL 4 Parents and community members will be valued and active educational partners.</p>	<p>MEASURES:</p> <ul style="list-style-type: none"> • Disciplinary Referrals • Number of school-wide positive behavioral support activities used • Surveys (Student and Parent) • Monitor participation in ECFE • Summary of Officer related activities • Attendance at conferences • Parent Surveys - Add Early Childhood Survey • Number of volunteers at each building • Percent of parents who use JMC • Parent/ student attendance at Open Computer Lab 	<p>KEY INITIATIVES:</p> <ol style="list-style-type: none"> 1. Increase school-wide positive behavioral support systems 2. Increase the use of components of Responsive Classroom / Developmental Design 3. Capitalize on the educational opportunities and services provided by the Community Resource Officer 4. Evaluate and strengthen Early Childhood Program 5. Explore additional communication methods and tools to better connect schools and community. 6. Increase parent involvement with online programs that support student learning

<p>AIM 3: <u>Efficient and Effective Operations</u></p> <p>GOAL 5 The district will ensure the effective use of technology as a teaching, learning, and communication tool.</p> <p>GOAL 6 The district will integrate the continuous improvement philosophy and process throughout the system.</p> <p>GOAL 7 The district will maintain a well-trained and highly qualified workforce.</p> <p>GOAL 8 The district will effectively use its financial resources to maximize opportunities for students.</p>	<p>MEASURES:</p> <ul style="list-style-type: none"> • Surveys • Percent of staff who demonstrate technology competencies • Number of staff using Smart Boards • Participation in data analysis training • Action Plans – Elem. • Action Plans – Middle School • Action Plans – High School • Action Plans – District • PLT Monthly Logs • Staff development evaluation forms • Surveys • Licensure compliance report (STAR) • Audit Comparisons • Program and staff Comparison 08-09 vs. 09-10 	<p>KEY INITIATIVES:</p> <ol style="list-style-type: none"> 1. Continue training opportunities to strengthen staff technology skills 2. Increase overall quality in the staff utilization of the website 3. Expand training to enhance use of Smart Boards 4. Increase staff’s skills and knowledge in the analysis of student assessment data 1. Effectively utilize Professional Learning Teams (PLTs) 2. Continue SMART Team Training focusing on student achievement 1. Provide focused middle school staff development opportunities 2. Align staff development to meet site goals and needs 1. Replenish Capital Outlay Reserve 2. Pursue efficiencies outside of program and staff reductions
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DOVER-EYOTA

Public Independent School District #533

2009 - 2010

REVENUE & EXPENDITURE BUDGET

PRELIMINARY

June 8, 2009

DOES NOT INCLUDE: - Teacher and Bus Driver Contract Settlements
 - "TierII" Federal Economic Stimulus Revenue
 - Final State Funding Levels

FUND	REVENUE	EXPENDITURES	NET
GENERAL FUND	\$8,910,697	\$8,514,319	\$396,378
<i>Unreserved</i>	\$8,249,447	\$7,973,750	\$275,697
<i>Health & Safety</i>	\$30,750	\$39,750	(\$9,000)
<i>Oper. Capital / DM</i>	\$334,000	\$269,319	\$64,681
<i>Reserved/Desig.</i>	\$296,500	\$231,500	\$65,000
FOOD SERVICE	\$594,000	\$620,000	(\$26,000)
COMMUNITY ED.	\$229,500	\$230,000	(\$500)
<i>Reserved - CE</i>	\$147,500	\$142,000	\$5,500
<i>School Readiness</i>	\$42,000	\$46,000	(\$4,000)
<i>EC Family Ed.</i>	\$37,000	\$38,500	(\$1,500)
<i>Undesignated</i>	\$3,000	\$3,500	(\$500)
DEBT SERVICE	\$1,545,000	\$1,533,187	\$11,813

Memorandum of Understanding
Tax Deferral of Severance Pay

Whereas, the 2002 Legislature adopted a revision to Minnesota Statutes that allows for the tax deferral of severance pay; and

Whereas, the 2001 Legislature adopted a statute directing the creation of a post-retirement health care savings plan for the tax free contribution of money for retiree health care needs; and

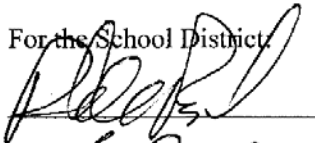
Whereas, the exclusive representative and the school district recognize the tax advantages of these options for both the employer and the employees;

Be it therefore resolved that the parties agree to amend Article XIII by changing its title to "Separation Pay" and by substituting the following language in 1-5 for section 5:

1. Subject to the limitations listed below, the school district will contribute an amount equal to the value of 25% of the amount calculated in Section 3 directly into the retiree's 403(b) account (not to exceed \$30,000). This is a non-elective employer contribution and the retiree will not receive any cash severance payment from the school district.
2. The school district's annual contribution into the retiree's 403(b) account must not exceed the IRS contribution limit. If the amount calculated in #1 exceeds the available limits in the year of separation, the school district will make a contribution up to the IRS maximum into the retiree's 403(b) account in the following year(s).
3. For purposes of calculating the maximum deferral limit, the employer will provide the retiree with contribution information for the previous twelve (12) months. The employee will then submit the calculation of maximum deferral from the vendor.
4. The school district also agrees to place 75% of the amount calculated in Section 3 into an account for the separating employee in the Minnesota State Retirement System's Health Care Savings Plan (HCSP).
5. The school district contributions into the separating employee's 403(b) account and HCSP account will be made forty-five (45) days from separation.
6. In addition, Section 3 will be amended to include this statement: "A teacher retiring during summer vacation shall receive a contribution into the 403(b) and HCSP based on the teacher's wage on the last teacher duty day of the conventional school year (i.e., late May or early June) following retirement."

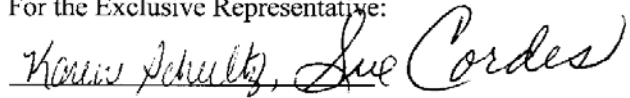
7. In addition, the parties agree to place in an appropriate section in the CBA the following language: "Any and all payments due an employee or former employee that remain unpaid at death will be paid to the recipient required by law immediately, and in no case later than the first month following the month of death."
8. This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements.
9. This agreement does not set any precedent for any future issue.

For the School District:



Date: 6-8-09

For the Exclusive Representative:



Date: 6-5-09