

THE REGULAR MEETING OF THE BOARD OF EDUCATION OF INDEPENDENT SCHOOL DISTRICT NO. 2142, ST. LOUIS COUNTY SCHOOLS, HELD ON MONDAY, JANUARY 24, 2011.

MEMBERS PRESENT: Bruns
 B. Larson
 C. Larson
 Feist
 Rantala
 Swanson
 Zupetz

ALSO PRESENT: Rick
 Cox
 Johnson

The regular meeting of the Board of Education of Independent School District No. 2142, St. Louis County Schools, was held at ISD # 2142 District Office on January 24, 2011, at 5:00 p.m.

Pledge of Allegiance.

Superintendent Rick indicated that there was a correction to be made on the 2011-2012 School Calendar and he would note the change before the approval of Enclosure 6.22.

Motion by B. Larson and seconded by Zupetz to approve the agenda as amended.

Yes – Bruns, B. Larson, C. Larson, Feist, Rantala, Swanson, Zupetz
Against – None

Superintendent Rick reported the following: 1.) The Superintendent spoke on the January 17, 2011 teachers In-service Day. Dr. Rick said that Kim Jirik did an excellent job on the Q-Comp presentation and organization. Teachers had breakout sessions on Flex Wednesday courses; site improvement plans; compass learning; reading counts; benefits; Kindergarten; ECFE/LR; PLP's. It was a good day; 2.) The Curriculum Department continue to meet and make progress; 3.) Elementary grade level group also continue to meet; 4.) The Student Advisory Council will meet this Friday; 5.) The District-wide Spelling Bee will take place on Thursday, February 3, 2011 at 1:00 at the District Office; 6.) There will be a meeting at the Cotton School on February 25, 2011 on the transition. Topics will be transportation; technology and the flex schedule; 7.) The Superintendent asked the board to advise his office if more information is needed for the January 27, 2011 board study session.

Kevin Abrahamson reported the following: Mr. Abramson distributed handouts to the board: 1.) The curriculum departments are continuing to meet and are making

progress; 2.) Mr. Abrahamson spoke on the elementary grade level group meetings; 3.) Student advisory will meet this Friday; and 4.) Work is already happening for the April District Assessment/Testing.

John Henry of JCI reported the following: 1.) John Henry had handouts for the board and reported that the South Ridge School is continuing on schedule even with the cold weather; 2.) The Cherry School is progressing. The new windows are being manufactured in Hibbing; 3.) The Babbitt-Embarrass School remodel plans are being finalized; 4.) The Tower-Soudan School remodel plans are 90% complete; and 5.) On February 18, 2011 the variance meeting was held and approved; 6.) The bids for the North Site will be due on February 8, 2011. All permits are in order. Johnson Controls expanded well tests to 1 mile of the North building site even though there was a requirement of a ½ mile. Letters were sent to the 27 people within that 1 mile radius with 2 extra families included. Continuing to work with MNDOT on Olson Road.

Motion by Rantala and seconded by Feist to approve consent agenda: January 10, 2011 Reorganizational / Regular School Board Meeting Minutes; Policy: 5.21 Donations: 1.) \$289.21 from CLK Management Co., Inc. for the Cook School McTeacher night; 2.) \$11.00 cash received from an anonymous donor for the Cook School McTeacher night; 3.) \$70.00 from Studio 34, Judith F. Koponen of Babbitt, MN for the Babbitt-Embarrass Jr. Class Prom; 4.) \$150.00 from Northshore Mining for the Babbitt-Embarrass School; 5.) \$338.00 from Hector Communications for the Cotton School; 6.) \$500.00 from Saturday Night Country...Live! for the Cook School Music Program; 7.) \$500.00 from Saturday Night Country...Live! for the Orr School Music Program; 8.) \$464.88 from Enstrom Studio, Inc. for the Cotton School; and 9.) \$345.00 from the Cook PTO for the Cook School.

Yes – Bruns, B. Larson, C. Larson, Feist, Rantala, Swanson, Zupetz
Against – None

Emily Rose Johnson, former student of the Babbitt-Embarrass School, spoke to the board concerning the name change for the school. Ms. Johnson expressed her concerns that the school would lose its identity and presented the board with a petition in favor of not changing the school name. She indicated that the community did not have enough input in the process.

Roberta Johnson, alumni of Babbitt-Embarrass School, wrote a letter to the editor of the local newspaper opposing the name change of the school. Emily Johnson read the letter to the school board.

Gary Friedlieb, Principal of the Babbitt-Embarrass School, spoke to the school board about the process that had taken place on the proposed school name change. Mr. Friedlieb said that they respect the views of the past, however, they used the direction of the Superintendent and the process in the South for their process. They created a form for the communities of Tower-Soudan and Babbitt-Embarrass for students, parents and community members for input. (The School Board was given copies of the form.) The

deadline for input information was extended through December 25, 2010. On January 6, 2011 Tower-Soudan students were invited to attend Ice Breaker Day at the Babbitt-Embarrass School. All students were encouraged to participate in the new school name selection process and three final names emerged from the process. The students at both sites voted by ballot on their name choice, mascot and school colors and the Northeast Range School was chosen. The staff and principal are in the process of creating a brochure outlining the courses and descriptions that will be available and students will then be invited on February 5, 2011 to see what the Babbitt-Embarrass School has to offer for the 2011-2012 school year. The facility renovations are going to help necessitate the new flex course schedule.

Board Member Swanson said that he is wondering if there are enough students to allow a name change.

Joan Kjorsvig, counselor at the Babbitt-Embarrass School, spoke about the procedure of the name change and the momentum and excitement that it has created with the students. Ms. Kjorsvig said, "Not to rename the Babbitt-Embarrass school would be a huge mistake."

Discussion followed.

Superintendent Rick explained the thinking behind the new name change.

Board Chair Bruns asked for a motion.

Motion by Rantala and seconded by Feist to approve the new school name for the Babbitt-Embarrass School as the Northeast Range School; Mascot-Nighthawks; and school colors-Black, Forest Green and Silver, effective the 2011-2012 school year.

Member Rantala explained the reaction of the Tower-Soudan and Babbitt-Embarrass students at the ice breaker and their excitement. Mr. Rantala said that you couldn't tell any differences between them.

Member Swanson said that he believes that this is the wrong change for Tower-Soudan, however he indicated that changing the name will bring the Tower-Soudan students into the Babbitt-Embarrass School.

Discussion followed.

A vote was taken on the motion.

Yes – Bruns, B. Larson, C. Larson, Feist, Rantala, Swanson, Zupetz
Against – None

Superintendent Rick explained that he became aware of an error in the calendar today; due to fact that next year is leap year. The Superintendent Rick recommended

ending the school year one day sooner: May 30, 2012 for students and May 31, 2012 as the last teacher day.

Motion by C. Larson and seconded by Zupetz to approve the amended school calendar for the 2011-2012 school year.

Yes – Bruns, B. Larson, C. Larson, Feist, Rantala, Swanson, Zupetz
Against – None

Board Chair Bruns explained that when she was at the MSBA Conference earlier this month, she checked into the eligibility of board members to sit on negotiations committees. Ms. Bruns found that if a board member has a member of their family working as a teacher, that it is a conflict of interest for them to be on the teacher negotiation committee. Therefore, Ms. Bruns removed B. Larson from the teacher negotiations committee due to this conflict of interest.

Superintendent Rick explained briefly the different committees and that they are all part of teacher negotiations.

Board Chair Bruns appointed the following:

403b MOU Committee: Zelda Bruns and Chet Larson

On-line Learning MOU Committee: Jody Feist and Chet Larson

Title I MOU Committee: Troy Swanson

Motion by B. Larson and seconded by C. Larson to accept Travis Kahlstorf's letter of resignation as bus driver, effective December 31, 2010.

Yes – Bruns, B. Larson, C. Larson, Feist, Rantala, Swanson, Zupetz
Against – None

Motion by Zupetz and seconded by Feist to accept Joyce Gunderson's letter of resignation as assistant cook, effective December 2, 2010.

Yes – Bruns, B. Larson, C. Larson, Feist, Rantala, Swanson, Zupetz
Against – None

Motion by Zupetz and seconded by Rantala to approve a medical leave of absence for Kathleen Niska, teacher, effective on or about March 30, 2011 through April 26, 2011, in accord with master agreement, article XI, Section 4, Subd. 3, between ISD # 2142 and EDMNSLCT.

Yes – Bruns, B. Larson, C. Larson, Feist, Rantala, Swanson, Zupetz
Against – None

Motion by Feist and seconded by Zupetz to approve a medical leave of absence for Jeannie Taylor, instructional aide, effective January 3, 2011 for the period of six (6) months, in accord with master agreement Article 12, Section 1, between ISD # 2142 and the Teamsters Local #346.

Yes – Bruns, B. Larson, C. Larson, Feist, Rantala, Swanson, Zupetz
Against – None

Motion by Zupetz and seconded by C. Larson to approve a medical leave of absence for Natalie Graves, instructional aide, effective on or about April 1, 2011 for the period of up to six (6) months, in accord with master agreement Article 12, Section 1, between ISD # 2142 and the Teamsters Local #346.

Yes – Bruns, B. Larson, C. Larson, Feist, Rantala, Swanson, Zupetz
Against – None

Member B. Larson introduced the following resolution and moved as follows:

**RESOLUTION TERMINATING THE EMPLOYMENT OF
MICHELLE LUBINSKI**

WHEREAS, Michelle Lubinski has been an employee of ISD No. 2142 assigned to the position of Indian Home School Liaison and, at all times relevant, is a member of General Driver's Union Local No. 346;

WHEREAS, public records reveal that Michelle Lubinski has been charged by the St. Louis County Attorney's Office with First Degree Possession of a Controlled Substance (cocaine, heroin and/or meth), which items were found in her car and in her apartment;

WHEREAS, the school district considers such conduct and behavior unbecoming an employee of the school district which undermines her ability to properly and effectively function in her position, and adversely affects the school district's ability to conduct and operate a credible and successful Indian Education program;

WHEREAS, the Director of Indian Education suspended Ms. Lubinski without pay pending completion of the school district's investigation into the matter and possible termination;

WHEREAS, Ms. Lubinski misrepresented her criminal history in her Application for Employment with the school district by failing to advise and reveal to the district that she had been charged or convicted of one or more other crimes involving dishonesty prior to her employment with the district;

WHEREAS, Ms. Lubinski was provided with a Notice of Proposed Intent to Terminate/Discharge and Notice of Pre-termination Hearing by certified mail on or about January 7th advising her that the administration was proposing her for termination/discharge and setting forth the reasons for same; that, she was advised of a

pre-termination hearing scheduled for January 11th, 2011, at 9:30 a.m. in the Superintendent's office at which time she would be given the opportunity to address the allegations for her proposed discharge;

WHEREAS, a pre-termination hearing was held on January 11, 2011, at 9:30 a.m. in the Superintendent's Office, but Michelle Lubinski failed to show or appear for the hearing, although her Local Union representative did appear but was unaware of any reason why Ms. Lubinski didn't show or appear for the hearing;

WHEREAS, at no time did Ms. Lubinski ever request of the school district administration a continuance of the hearing so as to be able to present her response to the allegations nor had she requested any help or assistance from the Field Representative for General Drivers Union No. 346;

WHEREAS, it is the belief and opinion of the Superintendent and the Director of Indian Education that just cause exists for terminating her employment with the school district;

BE IT RESOLVED, by the school board of Independent School District No. 2142, St. Louis County Schools as follows:

1. That, the employment of Michelle Lubinski with ISD No. 2142 be and is hereby terminated;
2. That, the administration be and is hereby directed to provide Michelle Lubinski with a copy of this resolution, and to take and conduct whatever steps are necessary and appropriate to bring about her termination and separation from the school district.

The motion for the adoption of the foregoing resolution was duly seconded by C. Larson and upon vote being taken thereon, the following voted in favor thereof: Bruns, Feist, B. Larson, C. Larson, Rantala, Swanson, and Zupetz.

and the following voted against the same: None

Whereupon, said resolution was declared duly passed and adopted.

Dated: January 24, 2011

Motion by B. Larson and seconded by C. Larson to hire Judith Long as instructional aide, bargaining unit, 8:00 a.m. to 3:00 p.m., 5 days per week, effective January 5, 2011, for the 2010-2011 school year, with terms and conditions of employment in accord with master agreement between ISD # 2142 and Teamsters Local # 346.

Yes – Bruns, B. Larson, C. Larson, Feist, Rantala, Swanson, Zupetz
Against – None

Comments from board members:

Board Member Rantala said that we have had a busy week. Changing the name of a school is not an easy think. Mr. Friedlieb and Joan Kjorsvig have done an excellent job. Thank you to Kevin Abrahamson and the Superintendent for their reports.

Board Member C. Larson indicated that the South site is looking good.

Board Member B. Larson asked when the groundbreaking will take place in the North. Mr. Larson informed the board that there will be negotiation training on February 25, 2011 in Grand Rapids. Mr. Larson asked for an update from Kim Jirik on Q-Comp. He informed the board that he attended seminars down at the MSBA: How to develop School relations; and preparing your student for college. Mr. Larson asked for a board study session on staffing.

Board Chair Bruns stated that there will be a board study session on Thursday, January 27, 2011 at 4:00; a special board meeting on Monday, January 31, 2011 at 5:00 p.m. and a board study session on Wednesday, February 2, 2011 at 4:00 p.m. Ms. Bruns scheduled an additional board study session for Monday, February 28, 2011 at 12:00 noon on staffing. All noted meetings are scheduled to take place at ISD # 2142 District Office.

Board Member Zupetz said that she is glad to see that Tower-Soudan and Babbitt-Embarrass are moving ahead. Mr. Zupetz said that she learned a lot at the MSBA Convention.

Board Member Feist indicated that she liked the new colors for the Babbitt-Embarrass School and also learned a lot at the convention.

Board Member Swanson said that he learned a lot down at the convention and indicated that he see a hole at the Tower-Soudan School.

The board meeting was adjourned at 6:45 p.m.