

1. Regular meeting called to order by Chair. Pledge of Allegiance.
2. Adopt Agenda.
3. Seat new board member: Oath of Office administered by Chair.
4. Consent Agenda:
  - a. Approve the minutes of the October 15th Regular & November 9th Special School Board Meetings.
  - b. Approve the November bills.
  - c. Review and accept the November Treasurer's report.
  - d. Enrollment Analysis.
  - e. Personnel
5. Student Council Representative's report.
6. Expenditure / Revenue Fund Summary Report.
7. Acknowledgement of Donations or Contributions.
8. Open Forum.
9. Review and consider the FY18 Audit Report from Burkhardt and Burkhardt.
10. Elementary Principal's report.
11. High School Principal - Activities Director report.
12. Superintendent's Report.
13. Acknowledge Braham "HONORS" Recipients.
14. School Board members' reports/updates.
15. Review Annual Student Fundraising Report.
16. Review the proposed 2019-2020 School Calendar.
17. Consider Approval of the World's Best WorkForce 2017-2018 summary.
18. Consider Approval of the World's Best WorkForce 2018-19 plan.
19. Consider bids received for snow plowing for the 2018-19 & 2019-20 seasons.
20. Consider updates to the Faculty handbook.
21. Consider Resolution Establishing Combined Polling Places for Multiple Precincts and Designating Hours during which the Polling Places will Remain Open for Voting for School District Elections not held on the Day of a Statewide Election.
22. Consider cycle review of district policies for adoption.
23. Reminder of the December Regular school board meeting.
24. Adjourn.

1. **Meeting called to order by Chair. Pledge of Allegiance.**

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Roll Call.  
\_\_\_\_\_

2. **Adopt agenda.**

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3. **Seat new board member: Oath of Office Administered by Chair.**

The chair may administer the Oath of Office to the new board members as follows: "I Swear/affirm that I will support the Constitution of the United States and of this state, and that I will discharge faithfully the duties of the office of school board member of Independent School District No. 314 to the best of my judgement and ability."

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4. **Consent Agenda:**

Ind. School District No. 314  
Isanti, Pine, Chisago & Kanabec Counties  
Braham, MN 55006

Regular School Board Meeting  
Monday, October 15, 2018  
6:30 pm – BAHS Community Room

The regular school board meeting was called to order by Chair Steven Eklund at 6:30 p.m. The Pledge of Allegiance was recited.

Members present: - S. Eklund, M. Thompson, D. Davis, D. Klemz, A. Flowers, A. Londgren. and Supt. Gagner. Members absent: T. Cuda

Motion by D. Klemz, second by M. Thompson, to adopt the agenda with one change of moving the student council report to the top of the agenda. Carried.

Luke Bendickson, Student Council representative, reviewed their written report. Student Council will be holding a blood drive at the High School on Nov. 13.

Motion by M. Thompson second by A. Flowers, to approve the minutes of the September 17th regular school board meeting. Approve the October bills \$221,796.82; accept the October Treasurer’s report and review the enrollment analysis. The board approved the following: 1) **Pam Eklund** as the 5th gr. long term sub. The position will be Oct. 29, 2018 through Jan.17, 2019. Pay will be BA, step 2. 2) **Crystal Sundermeyer** as the long term sub for the title 1 para position. The position will be Oct. 29, 2018 through April 5, 2019. She will be paid at step 2 of the para contract for 33.75 hrs per week. 3) **Maddie Altendorf** as the flex-C team/JH girls basketball coach. Her start date will be Nov. 6, 2018, she will be paid at Lane 9, step 2 of the C schedule. 4) **Becky Swanson** as the JV girls basketball coach. Her start date will be Nov.12, 2018, she will be paid at lane 10, step 9 of the C schedule. 5) **Darwin Nelson** as the Echelon advisor. His start date will be September 2018, he will be paid lane 7, step 9 of the C schedule. 6) **Per Gulbranson** as the flex/ JH boys basketball coach. His start date will be Nov. 19, 2018, he will be paid Lane 9, step 1 of the C schedule. 7) **Lori Anderson** as the full time custodian. Her start date will be Oct. 22, 2018, she will be paid step 5 of the custodian pay scale. The board accepted: 1) **Josh Faulkner**, flex/JH boys basketball coach resignation, he has been with the district for 2 years. 2) **Peter Duvernay** submitted his leave request for September 19, 2018 through October 3, 2018. He returned to work on October 4, 2018. 5 votes yes and one abstention. Carried.

Motion by D. Davis, second by A. Flowers, to accept the Expenditure/Revenue Fund summary report. Carried.

Motion by D. Klemz, second by A. Flowers, to acknowledge the October 2018 donations for the purposes requested: Sand box toys & balls from Heather Sward for elem. recess; hula hoops, chalk & bubbles from Debbie Grell for elem. recess; \$50 from Debbie Singh for the Angel fund; \$500 from Waste Management for elem. preschool needs; steel from Derek Becker for repairing the greenhouse; \$650 value in computer items from Frandsen Bank. Carried.

Open Forum: Luke Becker, super mileage advisor, reported the super mileage cars will be on display at the MSBA winter conference and the Minneapolis School District STEM Expo. NASA HUNCH will also be having Braham students build parts for the space station. A NASA employee will be here on Oct. 22 to meet with Mr. Becker & students.

Motion by D. Klemz, second by A. Londgren, to adopt the resolution awarding the sale, prescribing the form and details, authorizing the execution, delivery and registration, and providing for the payment of general obligation alternative facilities and capital facilities refunding bonds, series 2018A. Carried.

Motion by M. Thompson, second by A. Flowers, to adopt the resolution awarding the sale, prescribing the form and details, authorizing the execution, delivery and registration, and providing for the payment of general obligation taxable OPEB refunding bonds, series 2018B. Carried.

Board Chair Eklund presented the board with the FY18 Audit report from Burkhardt and Burkhardt. Presentation and acceptance of the FY18 Audit will be at the November Regular Board Meeting.

Principal Eklund reviewed his written report. 4th, 5th and 6th grade families can now connect to Powerschool and stay current with their students grades and attendance.

Principal/AD Kuhnke reviewed his written report. Flu shots will be available during parent teacher conferences on Thursday, Nov. 8th at the High School. The fall musical "The Addams Family" dates and times: November 2, 3 & 10 at 7:00 p.m. and November 4 & 11 at 2:00 p.m.

Supt. Gagner reviewed his written report. Upcoming levy vote on Nov. 6th. Braham High School was awarded a school safety grant for \$155,850. Mr. Gagner attended Isanti Co. Corrections Advisory Board, Grandy Lions, Braham Education Foundation, Braham Chamber, ECMECC Board, General SEE mtg. and levy presentations during the month.

Supt. Gagner congratulated the following staff, students, and community members for their accomplishments as "Braham HONORS" recipients. They are: Emily Ludwig, Sheila Seibert, Sarah Tilkens-Rogstad, Emily Ludwig, Korey Sybrant, Joe Rajkowski, Jan Strohkirch, Jennifer Lundin, Roxanne Kirby, Jeff Eklund, Katie Kunshier, Shawn Kuhnke, Steve Eklund, Ken Lindgren, Allison Londgren, Trina Olson, Mike Thompson, Dakota Hill, Chris Grote, Tammi Johnson, Becky Swanson, Jonelle Klemz, Lori Auers, Ben Carlson, Connie Gelle, Jody Baker, Waste Management

School board members attended various events and meetings including: WBWF, ECMECC, General SEE, traveling basketball organizational and Tusen Tack meetings, retiree coffee, volleyball & football games, and levy presentations.

Motion by D. Klemz, second by A. Londgren, to approve updates to Elem. handbook. Carried.

Motion by A. Flowers, second by D. Davis, to approve FFA trip to Indianapolis. Carried.

Motion by M. Thompson, second by A. Flowers, to approve the 2017-18 report on Equitable Access to Excellent Teachers. Carried.

Motion by A. Londgren, second by D. Klemz, to approve the Resolution of School Board Supporting Application to MSHSL Foundation. Carried.

Motion by M. Thompson, second by A. Flowers, to approve the 2018-2019 Seniority List for Instructional and Support Staff Personnel. Carried.

Motion by M. Thompson, second by A. Londgren, to approve the date for the Special School Board meeting to canvass

November 6 election results on Friday, Nov. 9 at 7:00 am. Carried.

Motion by A. Londgren, second by D. Davis, to adopt the following policies for cycle review: #306 -ADMINISTRATOR CODE OF ETHICS; #403- DISCIPLINE, SUSPENSION, AND DISMISSAL OF SCHOOL DISTRICT EMPLOYEES; #406 -PUBLIC AND PRIVATE PERSONNEL DATA; #408 -SUBPOENA OF A SCHOOL DISTRICT EMPLOYEE; #409 EMPLOYEE PUBLICATIONS, INSTRUCTIONAL MATERIALS, INVENTIONS, AND CREATIONS. Carried.

Chair Eklund reminded all present of the Regular School Board meeting to be held on Monday, Nov. 19, 2018 at 6:30 p.m. in B100 - Community Room.

Motion by A. Flowers, second by A. Londgren, to adjourn the Regular School Board meeting. Chair Eklund adjourned the meeting at 7:23pm.

Attest: \_\_\_\_\_  
Allison Londgren, Clerk

Attest: \_\_\_\_\_  
Steven Eklund, Chair

Ind. School Dist. No. 314  
Isanti, Pine, Chisago &  
Kanabec Counties  
Braham, MN 55006

Special School Board Meeting  
Friday, November 9, 2018  
7:00 a.m.. - BAHS Community Room

The Special meeting was called to order by Chair Steve Eklund at 7:00 a.m. The Pledge of Allegiance was recited.

Members present: S. Eklund, D. Klemz A. Londgren, T. Cuda, M. Thompson, D. Davis Supt. K. Gagner  
Members absent: A. Flowers

Motion by D. Klemz, second by T. Cuda, to adopt the agenda as printed. Carried.

Following review of the Election Judges' Abstract and Return of Votes Cast, motion by A. Londgren second by T. Cuda to adopt the Resolution Canvassing the Returns of Votes of the November 6, 2018 Special School Board Member election and Operating Levy Election. Carried. A copy of said resolution shall be a part of the official minutes.

Following the canvassing of the returns of the November 6, 2018 Special School Board Member election and Operating Levy election, motion by M. Thompson, second by D.Davis to adopt the Resolution Authorizing Issuance of Certificates of Election. Carried. A copy of said resolution shall be a part of the official minutes.

Motion by A. Londgren, second by T. Cuda to adjourn the meeting.

Chair Eklund adjourned the special school board meeting at 7:03 a.m.

Attest: \_\_\_\_\_  
Allison Londgren, Clerk

Attest: \_\_\_\_\_  
Steve Eklund, Chair

- b. Approve the November bills.
- c. Review and accept the November Treasurer's report.

d. Enrollment Analysis

	Sep	Oct	Nov
	5	11	1
K	54	55	56
1	53	53	54
2	64	63	63
3	68	70	68
4	50	49	49
5	70	69	69
6	55	55	54
7	63	63	63
8	60	61	60
9	49	49	50
10	59	60	58
11	55	55	54
12	52	49	50
K - 12			
Sub-Total	752	751	748
ECSE	15	15	16
TOTAL			
K - 12 plus			
ECSE	767	766	764

e. Personnel

**RECOMMENDATIONS**

**Lynn Powell**, has been recommended by Principal Kuhnke for the HS Special Ed Para position. 33.75 hrs./wk, student contact days only. She will be paid at step 1 of the para contract. Her start date was Nov. 7, 2018.

**Carmen Gimpl**, has been recommended by Principal/AD Kuhnke for the Spelling Bee Coordinator. She will be paid \$200 per the C schedule. Her start date will be Nov. 19, 2018.

**Lynn Powell**, has been recommended by Principal Kuhnke for the Long term sub.-HS special ed. para. She will work Monday through Thursday, Nov. 1, 2018 through Dec. 21, 2018. She will be paid step 1 of the para contract.

**Retta Nelson**, has been recommended by Principal Kuhnke for the Long term sub.-HS special ed. para. She will work Fridays, Nov. 1, 2018 through Dec. 21, 2018. She will be paid step 1 of the para contract.

**Ken Gagner**, has been recommended by Principal/AD Kuhnke for the JH Girls Basketball Coach for the 2018-19 season. He will be paid Lane 5, step 9. Start date was Nov. 6, 2018.

**Michelle Oquist**, has been recommended by Principal Eklund for the .5 hr/day Title 1 para position. She started these hours Aug. 27, 2018. She will be working .5 hr/day for a total of 2.5 hrs/wk. She will be paid at step 4 of the para contract.

**Barb Johnson**, has been recommended by Principal Eklund for the 65 min/day Title 1 para position. She started these hours Aug. 27, 2018. She will be working 65 min/day for a total of 3.25 hr/wk. She will be paid at step 4 of the para contract.

**Shawna Surdey**, has been recommended by Principal Eklund for the BASK helper position. She will work approximately 6 hr/wk depending on BASK needs. She will be paid at step 2 of the para contract.

**RESIGNATION**

**Carla Maslow**, District para. has submitted her resignation effective Nov. 6, 2018. Carla has been with the district since 2007.

**Peter DuVernay**, Elem. para has submitted his resignation effective Nov. 8, 2018 Peter has been with the district since 2016.

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5. **Review Student Council Representative’s report.**

**BAHS Student Council  
School Board Report  
November 2018**

**Mentor Program:** The mentor program has officially kicked off and is going well! The mentors meet with their kid(s) every Wednesday mornings during advisory to talk about their classes and/or homework they might be struggling with. We are planning to have a holiday gathering before winter break.

**WBWF:** Dakota Hill, Ben Carlson, and Jody Baker served as our representatives on the World’s Best Workforce committee on October 10th.

**Blood Drive:** On November 13th, we hosted another Blood Drive. Students spent time calling members of the community to sign them up to give blood, or people could sign up online. We had students working the registration table and handing out cookies during the blood drive, and we also had students bring in food items to provide a meal for the Red Cross workers. We collected 44 pints of blood.

**Blue Star Moms Project:** We are participating in the Blue Stars Moms service project to donate items for those serving in our military. Each advisory that participates will be put into a drawing for a breakfast.

**Bake Sale:** We hosted a bake sale on November 8th during conferences, and it was very successful.

**Pennies for Patients:** Amaya Leniz and Ben Carlson are taking the lead on Pennies for Patients this year, and we are currently working on fundraising ideas. We have set the dates to be February 4th through the 22nd, kicking off on the week of Snow Daze.

**Sno Daze:** Sno Daze has been set to take place during the week of February 4th through the 8th.

**Recycling and Announcements:** We will continue to read announcements and collect recycling on Fridays.

Respectfully submitted by,

Abby Olson  
Co-Secretary

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6. **Expenditure / Revenue Fund Summary Report**

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**7. Acknowledgement of Donations or Contributions**

Minnesota Statute 123B.02 permits school boards to “...receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee of any trust created for the benefit of the district, and for the benefit of pupils thereof.”

Therefore, the Superintendent recommends the following resolution:

“BE IT RESOLVED by the School Board of Independent School District No.314 that the School Board accepts with appreciation the following contributions and permits their use as designated by the donors.”

10/18/18	Trevor & Jessica Scanlon	Braham Schools	\$88	student needs
10/19/18	Grandy Lions	FFA	\$400	FFA Trip
10/19/18	Grandy Lions	Super Mileage	\$2,000	Super Mileage
10/26/18	Susan Severson	Theater Dept.	\$100	Theater Dept. expenses
10/31/18	Braham Evangelical Lutheran Church	Braham Schools	\$295	Students in need
10/31/18	BAEF	Shannon Fox	\$250 value for DOC CAM	Show editing of student papers during instruction.
10/31/18	BAEF	Sped. Ed.	Flexible seating \$250 value	Sped. students with special needs for flexible seating
10/31/18	BAEF	Early Childhood Special Ed.	2-mini Ipads \$450 value	Learning needs of Early Childhood special ed.
10/31/18	BAEF	Band Dept.	Band lessons with MacPhail College of Music Faculty \$900 value	Band Lessons
10/23/18	East Central Energy Operation Round- Up Grant	Super Mileage	\$2,700	Super Mileage team needs
11/2/18	Bert's Auto Body	Braham Schools	\$250	student needs
11/6/18	Willmer & Lorraine Lakeberg	FFA	\$345	FFA club needs
11/7/18	Marion Larson in memory of Bill Donager	Art Dept.	\$100	Art Dept. needs
11/12/18	Anonymous donation	Elem. Phy. Ed. Dept.	\$400	Phy. Ed. Dept. needs

**8. Open Forum.**

9. **Review and consider the FY18 Audit Report from Burkhardt and Burkhardt.**

Auditors from Burkhardt and Burkhardt will be present at this evening's meeting to review the FY18 School District Audit Report. Audit was given to the board at the Oct. board meeting. Action to accept the FY18 Audit can be taken tonight.

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10. **Review Elementary Principal's report.**  
**Braham Area Elementary**  
**November 2018 Board Report**

1. **Conferences**

- Conferences were well attended.
- Thank you to our teachers for putting in some long hours to make connections with families.

2. **BEPO**

- Thanks to BEPO for providing food on conference night.
- Craft fair & cookie sale was very successful
- Thanks to BEPO for all that they do for our kids!

3. **Halloween Party**

- Thank you to Frandsen Bank for taking this on.
- Thank you to the MANY volunteers that make this night possible.

4. **Evaluations**

- Ongoing
- Lots of great learning in the classroom.
- Very impressed with how teachers are using technology to enhance lessons rather than just a time filler.

5. **Book Fair**

- Ran incredibly smooth!
- Will provide lots of new books for our kids.
- Thank you to Michelle Becker and Dana Hendren for running this.

6. **Early Childhood**

- Looking into finding a curriculum that fits better with standards and will transfer into KG better.

7. **Veterans Day**

- A very special day for our community. Veterans really enjoy coming onto the school, visiting with each other, seeing the kids at the program, and visiting with them afterwards.

8. **Speaker System**

- HUGE thanks to BEPO for our new speaker system. For the first time in YEARS everyone in the cafeteria was able to hear clearly during our Veterans Day program.

9. **Congratulations to Lauren Kiesz. Lauren is our Elementary T.E.A.M. (Together Everyone Achieves More) Award winner!**

- Lauren has been a long term sub for the first part of the year at the elementary school. She has worked in 3rd grade for Mrs. Schminski. Our staff and students have been lucky to have someone as positive and encouraging as Mrs. Kiesz to fill in! Thank you!



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11. **Review High School Principal's report.**

**HS Principal / Activities Director  
School Board Report  
November 19, 2018**

1. I have been involved in several teacher observations, I have been very impressed with the teaching and learning we have going on in our classrooms!
2. We had a very nice turnout of Veterans at our Veterans Day Lunch at the High School. The students enjoyed the experience of engaging in conversations with the veterans that were present. Also, thank you to Donna Bryant and the entire food service department for decorating the lunchroom and for providing a hearty meal!
3. Parent Teacher Conferences were held on November 8 and 13 from 3:15 – 7:15 p.m. We are in the process of tallying the overall attendance at the HS level.
4. Congratulations to all of our fall activities for their successful seasons on and off the playing field/court.
  - a. Our Volleyball team lost in the Subsection Quarterfinals to Pine River - Backus. The girls finished the year with a 10-19 record.
  - b. The Football team lost in the Section Semifinals to Blackduck 36-20. The boys finished the year with a 5-4 record.
5. All levels of Fall Schedules are finalized for 2019 except for one varsity football game (Chisholm has dropped football for 2019) and we are still looking for one varsity volleyball tournament.
6. I am very proud to announce Ms. Savannah Kunshier and Mr. Luke Bendickson as our ExCEL Award winners. This is awarded annually to a junior female and male for their Excellence in Community, Education and Leadership.
7. AAA applications were accepted through Wednesday, November 14.
8. The fall musical "The Addams Family" finished with their last of five performances on Sunday, November 11. I thought the performances were fantastic! I have also heard many positive comments from the directors, students and community. As you well know, a lot of time, effort, and energy go into making these performances possible. Congratulations to the students and staff in the production of these wonderful performances!
9. Currently our JH Girls Basketball season and Varsity/JV/C Girls Basketball seasons are well underway. Varsity/JV/C Boys Basketball and Wrestling started tonight, Monday, November 19.
10. Winter participation numbers will be available for your review at the next meeting.

Respectfully Submitted,  
Shawn Kuhnke

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## 12. Superintendent's report.

Braham Area Schools #314

Superintendent Report

November 19, 2018

1. SEE Regional Meeting highlights - Oct. 22
  - Reviewed legislative platform draft
2. RRSEC Governing Board highlights - Oct. 23:
  - M. Thompson suggested future governing board meetings be scheduled to coincide with executive meetings, therefore reducing out of district meetings for superintendents - approved.
  - Citations are being addressed from the recent MDE fiscal audit.
  - M. Thompson and R. Jenson agreed to serve on negotiations team with C. Schultz and K. Gagner.
3. ECMECC Operating Committee highlights - Oct. 26
  - Queener, Trubenbach, and Gagner will remain on negotiating committee
  - 1<sup>st</sup> annual School Security Summit will be held Dec. 6 in Braham
  - Openings/opportunities still exist to attend ISTE conference (Philadelphia) and for PD if you teach a college level course
  - Several member districts (including Braham) completed a network security assessment
  - This is the last year to apply for E-rate Cat 2 funding (70% reimbursed).
4. Isanti County School Safety Committee highlights - Oct. 29:
  - Reviewed Threat Analysis Worksheet
  - Updated Resource document
  - Discussed committee purpose. Will invite private schools to next meeting - 11/26/18 @ 9:00 a.m.
5. Allina Community Health Assessment Committee highlights - Oct. 31:
  - Allina Health and Isanti County Public Health are required to gather community input in order to formulate strategic plans every 3-5 years. During this meeting the group analyzed data and next meeting will be devoted to deciding on priorities and creating action plans. Some highlights pertaining to Isanti County include:
    - Over 60% of our workforce leaves the county to attend their job
    - 25% of homes are single parent
    - 24% of homes are below the poverty level
    - Average age is 40 - younger in the south, older towards the north
    - 40,000 residents
    - 35% of residents have some form of mental illness, i.e. depression, anxiety, etc. (based on diagnosed by doctors)
    - 77% overweight or obese based on actual clinic data (32% aged 2-17)
    - 37% of juniors used some form of tobacco in last 30 days (2016)
    - 33% of students report having their first drink before age 13 (2016)
    - Meth is #1 abused drug
    - Food is #1 reported need of Medicare and Medicaid patients
6. Isanti County Children's Collaborative highlights - Nov. 5, 2018:
  - 2019 budget approved
    - Includes \$24,205 for ISD #314 to reduce student chemical dependency challenges
    - Includes \$12,000 for special grants related to Adverse Childhood Experiences (ACES)
  - Set 2019 meeting dates; March 4, July 1, November 4

7. Grandy Lions highlights - Nov. 5, 2018:
  - Grants approved related to ISD #314
    - \$4,000 for ISD #314 targeting greenhouse repair due to hail damage this summer
    - \$2,500 Braham Area Education Foundation
  - Turned in 3,310 pairs of eyeglasses for reconditioning/reuse
  
8. Braham Area Education Foundation highlights - Oct. 15 & Nov. 12, 2018:
  - Funds in the account are now \$100,000+ - reaching the year one fundraising goal.
  - \$1,850 in grants were awarded to ISD #314 staff
  - Save the Date: Second Annual BAEF Gala - April 12, 2019
  - Motion to re-appointment members with expiring terms:
    - i. Peter Hesselroth
    - ii. Tracy Fix
    - iii. Marie Meyer
    - iv. Heather Sward
  - Motion to re-appointment officers with expiring terms:
    - i. Terry Turnquist (Vice Chair)
    - ii. Kelby Jennissen (Treasurer)
  - Preliminary work occurred on the 2019 Annual Plan
  - Next meeting is Dec. 10 at 5:00 p.m. in B100. All are invited.
  
9. Braham Chamber update - November 13, 2018:
  - Routine business. Planning underway for Tree lighting ceremony (Dec. 6) and the *Holiday Lights for Braham Nights* - registrations due Nov. 30.
  - Farmers Market had a successful year with nine registered vendors.
  
10. Rum River Special Education Cooperative Executive Council update - November 14, 2018:
  - a. Consent agenda included contracts (snow removal, basic maintenance), bills, and misc. agreements
  - b. ISD #314 currently has one student enrolled in level four services
  - c. Nine policies were reviewed containing basic MSBA suggested changes
  - d. Discussion was held on an HRA payment (to C-I as fiscal host) covering the years 2011-2015. Braham's share would be \$3,994.
  - e. Discussion was held on lease agreements involving C-I and potential issues when they leave the cooperative 7/1/19.
  
11. District updates:
  - a. Work continues with vendors regarding the MDE safety grant. Work is expected to start in the next few months:
    - Add exterior door intercom systems - with video - that may be monitored from a variety of locations.
    - Add two exterior door card access readers
    - Add automatic locking features which lock doors, activate strobes, announces the event, and calls police
    - Install door alarm sensors
    - Rekey all exterior entrances
    - Improve intercom system
    - Upgrade security software
    - Add portable communication devices
    - Upgrade visual notification system
  - b. The blue shed remodel is complete allowing for district van parking and creating needed space in the yellow shed.
  - c. The walk in freezer in the HS is being replaced in Dec. The current freezer is non repairable and leaking badly.

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13. **Acknowledge Braham “HONORS” Recipients.**

11/1/18	Luke Becker, Lee Kreyer, Roxanne Bromley, Jeremy Brown Ben Carlson, Jason Johnson, Brock Grams, Jacob Johnson, Justin Zimmer, Dylan Graham	Braham Area School District #314 would like to recognize you for your efforts to assist the district in repairing the greenhouse. Your willingness to help others is appreciated and serves as a model for us all.	Gagner
11/1/18	Frandsen Bank & Trust	Braham Area School District #314 would like to recognize you for your leadership in planning the 26th Annual Community Halloween Party. Your organization, along with all those you recruited to help, created a safe environment filled with fun for the youth of Braham. Your efforts are appreciated!	Gagner
11-1-18	Bryan Johnson, Tracy Fix, Karl Fix, Nancy VanderHeyden, Andrea Downing, Darwin Nelson, Mike Williams, Dan Downing, Susan Severson, Julie Anderson, Roberta Kopel, Katie Kunshier, Angie Beckman	Braham Area School District #314 would like to recognize you for your contribution towards the 2018 production of 'The Addams Family'. Students involved in quality extracurricular programming have high rates of success beyond high school and your leadership and commitment to excellence makes a difference. Congratulations!	Gagner
11-1-18	JeanAnn Mattson, Kim Halvorson, Donna Bryant, Katie Theis, Bryan Johnson	Braham Area School District #314 would like to recognize you for your leadership and/or service regarding the 2018 Veteran's Day Program. It was a wonderful event to honor these fine individuals. Your work is appreciated.	Gagner

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14. **School Board members’ reports/updates.**

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15. **Review Annual Student Fundraising Report. Per policy 511.**  
Fundraising report was included in Board members addendums.

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16. Review the proposed 2019-2020 School Calendar.

Braham Area Schools											
2019-2020 School Calendar											
M	T	W	TH	F	26 - Teacher In-Service - 7:45 - 2:25 pm	M	T	W	TH	F	
<b>August 2019</b>					27 - Teacher In-Service - 7:45 - 2:25 pm	<b>January 2020</b>					
12	13	14	15	16	28 - Work Day - 7:45 - 2:25 pm			1	2	3	1 - No School - Winter Break
19	20	21	22	23	28 - Open House - 5:00 - 7:30 pm	6	7	8	9	10	17 - 2nd Qtr ends - 44 days
26	27	28	29	30	29 - 30 - No School	13	14	15	16	17	*20 - No School - MLK Day
<b>September 2019</b>						20	21	22	23	24	21 - Teacher Work Day**
2	3	4	5	6	2 - No School - Labor Day	27	28	29	30	31	**20th if 21st is snow make up day
9	10	11	12	13	3 - First day of school - Gr 1 - 12	<b>February 2020</b>					
16	17	18	19	20	3 - 6 Kindergarten Orientation						
23	24	25	26	27	9 - First day - PK(M/W/F) & K	3	4	5	6	7	
<b>October 2019</b>					10 - First day - PK (Tu/Th)	10	11	12	13	14	14 - Teacher In-Service - Curriculum
	1	2	3	4	4 - Teacher In-Service - Curriculum	17	18	19	20	21	*17 - No School - President's Day
7	8	9	10	11	17 - 18 - No School - MEA	24	25	26	27	28	
14	15	16	17	18		<b>March 2020</b>					
21	22	23	24	25	1 - 1st Quarter ends - 40 days	2	3	4	5	6	20 - End of 3rd Qtr - 41 days
28	29	30	31		4 - Teacher Work Day	9	10	11	12	13	23 - Teacher Work Day - No School
<b>November 2019</b>					7 - K-12 Conferences - 3:15 - 7:15 pm	16	17	18	19	20	26 - K-6 Conferences - 3:15 - 7:15 pm
				1	12 - K-12 Conferences - 3:15 - 7:15 pm	23	24	25	26	27	31 - K-6 Conferences - 3:15 - 7:15 pm
4	5	6	7	8	28 - 29 - No School - Thanksgiving	30	31				
11	12	13	14	15		<b>April 2020</b>					
18	19	20	21	22			1	2	3	10 Spring Break	
25	26	27	28	29		6	7	8	9	10	*13 Spring Break
<b>December 2019</b>						13	14	15	16	17	
2	3	4	5	6		20	21	22	23	24	
9	10	11	12	13		27	28	29	30		
16	17	18	19	20	23 - 31 - No School - Winter Break	<b>May 2020</b>					
23	24	25	26	27					1	22 - GRADUATION	
30	31					4	5	6	7	8	25 - No School - Memorial Day
<b>KEY:</b>						11	12	13	14	15	28 - 4th Qtr ends - 45 days
						18	19	20	21	22	28 - Last day of School
						25	26	27	28	29	*29 - Teacher Work Day**
											**June 1 if 5/29 is snow make up day
End of 1st Trimester - 11/27/19 ---- End of 2nd Trimester 2/28/20											
*1st snow day make-up: January 21					Qtr	Student Days	Tchr Work / In-Service / Conference				
*2nd snow day make-up: February 17					1	40	1 - 3 - 0				
*3rd snow day make-up: April 13					2	44	1 - 0 - 1				
*4th snow day make-up: May 29					3	41	1 - 1 - 0				
Adopted: December 17, 2018					4	45	2 - 0 - 1				
						170	5 - 4 - 2				

17. Consider Approval of the World's Best WorkForce 2017-2018 summary.

MDE requires a workforce summary be submitted by Dec. 15 of each year.  
*WBWF summary was included in the Board addendums.*

18. **Consider Approval of the World’s Best WorkForce 2018-19 plan.**

MDE requires a workforce plan be submitted by Dec. 15 of each year.  
*WBWF plan was included in the Board addendums.*

19. **Consider bid received for snow plowing for the 2018-19 & 2019-20 seasons.**

Bids accepted until Monday, November 19, 2018, 10:00 a.m.

	Pickup with plow	Skidsteer	Dump truck & sanding (district pays for sand & salt)	Loader	Dump truck/ Hauling snow
Bid from: David Segl with Muddy Gap Hollow Inc. Excavating & Septic					
2018-2019 & 2019-2020	\$75.00 hr.	\$85.00 hr.	\$105.00 hr.	\$110.00 hr.	\$85.00 hr.
Bid from: Cole Newman with Premier Outdoor Services					
2018-2019 & 2019-2020	\$60.00 hr. 9'2" V plow	\$60.00 hr. Snow bucket or box blade		\$85.00 hr.	\$85.00 hr.
Bid from: Jeff's Outdoor Services					
2018-2019 2019-2020	8' straight blade \$60.00 8.5' V plow \$70.00 9.5' V plow \$75.00 9'-11' wide out \$90.00 Bobcat with 8' Bucket \$70 hr 9' Box plow pusher \$75 hr 12' Box plow pusher \$75 hr	2-speed Bobcat with 9' bucket \$95/hr.	Post/Pre-Treat De-Icing of parking lots \$300-\$400/ Application to cover 2 parking lots	90 horse power front end loader \$125 hr.	\$100 hr.

20. **Consider updates to the Faculty handbook.**

Proposed Updates to the 2018-2019 Faculty Handbook

LESSON PLANS

- Lesson plans are necessary in order for you to be as **an** effective and efficient a teacher. ~~as you can possibly be.~~ Lesson plans must include topic, standards met, objectives, activities, and assessments.
- It is important to save all of your lesson plans. In this era of assessment, standards and accountability, lesson plans are essential to record the curriculum covered and can also be used as a means to analyze, whether or not, or to what degree we are meeting required standards and preparation for state-mandated assessment.
- Each teacher will keep lesson plans and use a common format. Lesson plans will be submitted to the principal to analyze each week by the beginning of the workday on Mondays (or the first day of the school week).

SCHOOL WEBSITE

- Braham Area Schools maintains a website with information for our students and community. This is a great technology to promote our school and the many outstanding programs and news that exist there. The Parent Portal of the website contains weekly homework assignments and other class information for students and parents. You are encouraged to provide any information and photos that promote the school, staff and student body.
- **Each licensed staff member will have a webpage that is accessible from the school website that includes their name, position, professional background, class schedule, course syllabus, lesson plans, and contact information. The site must be kept current.** ~~This should be updated periodically throughout the year.~~
- ~~Lesson plans are necessary in order for you to be as effective and efficient a teacher as you can possibly be. Lesson plans must include topic, standards met, objectives, activities, and assessments.~~

21. **Consider Resolution Establishing Combined Polling Places for Multiple Precincts and Designating Hours during which the Polling Places will Remain Open for Voting for School District Elections not held on the Day of a Statewide Election.**

A new law MN Statute 205A.11, sub.2b, requires districts to pass a resolution every year to combine polling places for all special elections not held on statewide election day. Furthermore, the polling place is now required to be at a location designated for use as a polling place by the county or municipality. The location for Braham Schools would be Braham City Hall. This was discussed with City Administrator Sally Hoy. This is an annually required resolution that must be approved by December 31<sup>st</sup> of each year for elections not held on the statewide General Election date which includes Braham School Board elections held in the odd year. This resolution DOES NOT affect the election on November 6, 2018, but subsequent elections. A copy of this resolution is in the signature file will become part of the official minutes.

Member \_\_\_\_\_ introduced the following Resolution and moved for its adoption:

**RESOLUTION ESTABLISHING COMBINED POLLING PLACES  
FOR MULTIPLE PRECINCTS AND  
DESIGNATING HOURS DURING WHICH THE POLLING  
PLACES WILL REMAIN OPEN FOR VOTING  
FOR SCHOOL DISTRICT ELECTIONS NOT HELD  
ON THE DAY OF A STATEWIDE ELECTION**

BE IT RESOLVED by the School Board of Independent School District No. 314, State of Minnesota, as follows:

1. Pursuant to Minnesota Statutes, Section 205A.11, the precincts and polling places for school district elections are those precincts or parts of precincts located within the boundaries of the school district which have been established by the cities

or towns located in whole or in part within the school district. The board hereby confirms those precincts and polling places so established by those municipalities.

2. Pursuant to Minnesota Statutes, Section 205A.11, the board may establish a combined polling place for several precincts for school district elections not held on the day of a statewide election. **Each combined polling place must be a polling place that has been designated by a county or municipality.** The following combined polling places are established to serve the precincts specified for all school district special and general elections not held on the same day as a statewide election:

(Set forth each combined polling place explaining which precincts are being served, such as:)

Combined Polling Place: Braham City Hall, 201 Broadway Ave S, Braham, MN 55006  
Name and address of combined polling place

"This combined polling place serves all territory in Independent School District No. 314 located in the City of Braham, Cambridge Township, Stanchfield Township, Maple Ridge Township in Isanti County; City of Braham, City of Grasston, Grass Lake Township, Comfort Township in Kanabec County, and Royalton Township and Pokegama Township in Pine County; and Nessel Township in Chisago County, Minnesota."

**Note: See Section 2.3.2 of the Election Manual regarding changing polling places in the case of an emergency or if the polling place is no longer available.**

\*3. Pursuant to Minnesota Statutes, Section 205A.09, the polling places will remain open for voting for school district elections not held on the same day as a statewide election between the hours of 8 o'clock a.m. and 8:00 o'clock p.m.

Note: See Section 3.6 of the Election Manual regarding certain restrictions on voting hours.

4. The clerk is directed to file a certified copy of this resolution with the county auditors of each of the counties in which the school district is located, in whole or in part, within thirty (30) days after its adoption.

5. As required by Minnesota Statutes, Section 204B.16, Subdivision 1a, the clerk is hereby authorized and directed to give written notice of new polling place locations to each affected household with at least one registered voter in the school district whose school district polling place location has been changed. The notice must be a nonforwardable notice mailed at least twenty-five (25) days before the date of the first election to which it will apply. A notice that is returned as undeliverable must be forwarded immediately to the appropriate county auditor, who shall change the registrant's status to "challenged" in the statewide registration system.

(If a combined polling place is changed, the change must be adopted at least ninety (90) days prior to the first election where it will be used unless that polling place has become unavailable for use.) This date is November 15, 2018, for an election on February 13, 2019.

The motion for the adoption of the foregoing Resolution was duly seconded by \_\_\_\_\_ and upon vote being taken thereon the following voted in

favor thereof:

and the following voted against the same:

whereupon said Resolution was declared duly passed and adopted.

Dated: November 19, 2018

BY ORDER OF THE SCHOOL BOARD

/s/ \_\_\_\_\_  
Allison Londgren  
School District Clerk  
Independent School District No. 314, Braham  
State of Minnesota



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22. **Consider cycle review of district policies for adoption.**

#421 Gifts to Employees and School Board Members; #422 Policies Incorporated by Reference;  
#423 Employee-Student Relationships; #504 Student dress and appearance.

**Braham Area Public Schools**

**Ind. School District #314**

**Braham, MN 55006**

Adopted: May 26, 1998

Reviewed: March 19, 2003

Revised: April 20, 2015, **November 19, 2018**

**421 GIFTS TO EMPLOYEES AND SCHOOL BOARD MEMBERS**

**I. PURPOSE**

The purpose of this policy is to avoid the appearance of impropriety or the appearance of a conflict of interest with respect to gifts given to school district employees and school board members.

**II. GENERAL STATEMENT OF POLICY**

A. The school district recognizes that students, parents, and others may wish to show appreciation to school district employees. The policy of the school district, however, is to discourage gift-giving to employees and to encourage donors instead to write letters and notes of appreciation or to give small tokens of gratitude as memorabilia.

B. A violation of this policy occurs when any employee solicits, accepts, or receives, either by direct or indirect means, a gift from a student, parent, or other individual or organization of greater than nominal value. (Nominal value shall be defined as a value greater than \$5.)

C. A violation of this policy occurs when any employee solicits, accepts, or receives a gift from a person or entity doing business with or seeking to do business with the school district. Employees may accept items of insignificant value of a promotional or public relations nature or **a plaque with a resale value of \$5 or less with an inscription recognizing an individual for an accomplishment.** The superintendent has discretion to determine what value is “insignificant.”

D. Teachers may accept from publishers free samples of textbooks and related teaching materials.

E. This policy applies only to gifts given to employees where the donor’s relationship with the employee arises out of the employee’s employment with the school district. It does not apply to gifts given to employees by personal friends, family members, other employees, or others unconnected to the employee’s employment with the school district.

F. An elected or appointed member of a school board, a school superintendent, a school principal, or a district school officer, including the school business official, may not accept a gift from an interested person.

**III. DEFINITIONS**

A. "Gift" means money, real or personal property, a service, a loan, a forbearance or forgiveness of indebtedness, or a promise of future employment that is given without something of equal or greater value being received in return.

B. "Interested person" means a person or a representative of a person or association that has a direct financial interest in a decision that a school board member, a superintendent, a school principal, or a district school officer is authorized to make.

#### IV. PROCEDURES

Any employee considering the acceptance of a gift shall confer with the administration for guidance related to the interpretation and application of this policy.

#### V. VIOLATIONS

Employees who violate the provisions of this policy may be subject to discipline, which may include reprimand, suspension, and/or termination or discharge.

**Legal References:** Minn. Stat. § 10A.07 (Conflicts of Interest)  
Minn. Stat. § 10A.071 (Prohibition of Gifts)  
Minn. Stat. § 15.43 (Acceptance of Advantage by State Employee; Penalty)  
Minn. Stat. § 471.895 (Certain Gifts by Interested Persons Prohibited)

**Cross References:** MSBA/MASA Model Policy 209 (Code of Ethics)  
MSBA/MASA Model Policy 210 (Conflict of Interest – School Board Members)  
MSBA/MASA Model Policy 306 (Administrator Code of Ethics)

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**Braham Area Public Schools**

**Ind. School Dist. #314**

**Braham, MN 55006**

Adopted: July 18, 2016

Reviewed: **November 19, 2018**

#### #422 POLICIES INCORPORATED BY REFERENCE

##### PURPOSE

Certain policies as contained in this policy reference manual are applicable to employees as well as to students. In order to avoid undue duplication, the school district provides notice by this section of the application and incorporation by reference of the following policies which also apply to employees:

Model Policy 102	Equal Educational Opportunity
Model Policy 103	Complaints – Students, Employees, Parents, Other Persons
Model Policy 206	Public Participation in School Board Meetings/Complaints about Persons at School Board Meetings and Data Privacy Considerations
Model Policy 211	Criminal or Civil Action Against School District, School Board Member, Employee, or Student
Model Policy 305	Policy Implementation
Model Policy 505	Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees

Model Policy 507	Corporal Punishment
Model Policy 510	Student Activities
Model Policy 511	Student Fundraising
Model Policy 517	Student Recruiting
Model Policy 518	DNR-DNI Orders
Model Policy 519	Interviews of Students by Outside Agencies
Model Policy 524	Internet Acceptable Use and Safety Policy
Model Policy 525	Violence Prevention
Model Policy 610	Field Trips
Model Policy 710	Extracurricular Transportation
Model Policy 711	Video Recording on School Buses
Model Policy 712	Video Surveillance Other Than on Buses
Model Policy 802	Disposition of Obsolete Equipment and Material

Employees are charged with notice that the above cited policies are also applicable to employees; however, employees are also on notice that the provisions of the various policies speak for themselves and may be applicable although not specifically listed above.

*Legal References:*

*Cross References:*

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**Braham Area Public Schools**

**Ind. School Dist. #314**

**Braham, MN 55006**

Adopted: July 18, 2016

Reviewed: **November 19, 2018**

**#423 EMPLOYEE-STUDENT RELATIONSHIPS**

**I. PURPOSE**

The school district is committed to an educational environment in which all students are treated with respect and dignity. Every school district employee is to provide students with appropriate guidance, understanding, and direction while maintaining a standard of professionalism and acting within accepted standards of conduct.

**II. GENERAL STATEMENT OF POLICY**

- A. This policy applies to all school district employees at all times, whether on or off duty and on or off of school district locations.
- B. At all times, students will be treated by teachers and other school district employees with respect, courtesy, and consideration and in a professional manner. Each school district employee is expected to exercise good judgment and professionalism in all interpersonal relationships with students. Such relationships must be and remain on a teacher-student basis or an employee-student basis.
- C. Teachers must be mindful of their inherent positions of authority and influence over students. Similarly, other school district employees also may hold positions of authority over students of the school district and must be mindful of their authority and influence over students.

- D. Sexual relationships between school district employees and students, without regard to the age of the student, are strictly forbidden and may subject the employee to criminal liability.
- E. Other actions that violate this policy include, but are not limited to, the following:
  - 1. Dating students.
  - 2. Having any interaction/activity of a sexual nature with a student.
  - 3. Committing or attempting to induce students or others to commit an illegal act or act of immoral conduct which may be harmful to others or bring discredit to the school district.
  - 4. Supplying alcohol or any illegal substance to a student, allowing a student access to such substances, or failing to take reasonable steps to prevent such access from occurring.
- F. School district employees shall, whenever possible, employ safeguards against improper relationships with students and/or claims of such improper relationships.
- G. Excessive informal and social involvement with individual students is unprofessional, is not compatible with employee-student relationships, and is inappropriate.
- H. School district employees will adhere to applicable standards of ethics and professional conduct in Minnesota law.

### **III. REPORTING AND INVESTIGATION**

- A. Complaints and/or concerns regarding alleged violations of this policy shall be handled in accordance with MSBA/MASA Model Policy 103 (Complaints – Students, Employees, Parents, Other Persons) unless other specific complaint procedures are provided within any other policy of the school district.
- B. All employees shall cooperate with any investigation of alleged acts, conduct, or communications in violation of this policy.

### **IV. SCHOOL DISTRICT ACTION**

Upon receipt of a report, 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. It also may include reporting to appropriate state or federal authorities, including the Board of Teaching or the appropriate licensing authority and appropriate agencies responsible for investigating reports of maltreatment of minors and/or vulnerable adults. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and school district policies.

### **V. SCOPE OF LIABILITY**

Employees are placed on notice that if an employee acts outside the performance of the duties of the position for which the employee is employed or is guilty of malfeasance, willful neglect of duty, or bad faith, the school district is

not required to defend and indemnify the employee for damages in school-related litigation.

- Legal References:** Minn. Stat. § 13.43, Subd. 16 (School District or Charter School Disclosure of Violence or Inappropriate Sexual Contact)  
Minn. Stat. § 122A.20, Subd 2 (Mandatory Reporting to Minnesota Board of Teaching)  
Minn. Stat. § 122A.40, Subds. 5(b) and 13(b) (Mandatory immediate discharge of teachers with license revocations due to child or sex abuse convictions)  
Minn. Stat. §§ 609.341-609.352 (Defining “intimate parts” and “position of authority” as well as detailing various sex offenses)  
Minn. Stat. § 626.556 (Reporting of Maltreatment of Minors)  
Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)  
Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)  
Minn. Rules Part 8700.7500 (Code of Ethics for Minnesota Teachers)

- Cross References:** MSBA/MASA Model Policy 103 (Complaints – Students, Employees, Parents, Other Persons)  
MSBA/MASA Model Policy 211 (Criminal or Civil Action Against School District, School Board Member, Employee, or Student)  
MSBA/MASA Model Policy 306 (Administrator Code of Ethics)  
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 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)  
MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)  
MSBA/MASA Model Policy 421 (Gifts to Employees)  
MSBA/MASA Model Policy 507 (Corporal Punishment)

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**Braham Area Public Schools**

**Ind. School Dist. #314**

**Braham, MN 55006**

Adopted: July 18, 2016

Revised: **November 19, 2018**

**#504 - STUDENT DRESS AND APPEARANCE**

**I. PURPOSE**

The purpose of this policy is to enhance the education of students by establishing expectations of dress and grooming that are related to educational goals and community standards.

**II. GENERAL STATEMENT OF POLICY**

- A. The policy of the school district is to encourage students to be dressed appropriately for school activities and in keeping with community standards. This is a joint responsibility of the student and the student’s parent(s) or guardian(s).
- B. Appropriate clothing includes, but is not limited to, the following:
  - 1. Clothing appropriate for the weather.
  - 2. Clothing that does not create a health or safety hazard.
  - 3. Clothing appropriate for the activity (i.e., physical education or the classroom).
- C. Inappropriate clothing includes, but is not limited to, the following:

1. “Short shorts,” skimpy tank tops, tops that expose the midriff, and other clothing that is not in keeping with community standards.
  2. Clothing bearing a message that is lewd, vulgar, or obscene.
  3. Apparel promoting products or activities that are illegal for use by minors.
  4. Objectionable emblems, badges, symbols, signs, words, objects or pictures on clothing or jewelry communicating a message that is racist, sexist, or otherwise derogatory to a protected minority group, evidences gang membership or affiliation, or approves, advances, or provokes any form of religious, racial, or sexual harassment and/or violence against other individuals as defined in MSBA/MASA Model Policy 413.
  5. Any apparel or footwear that would damage school property.
- D. **Headgear, including hats or head coverings, Hats** are not allowed in the building except with the approval of the building principal (i.e., student undergoing chemotherapy; medical situations, **student religious practice or belief**).
- E. The intention of this policy is not to abridge the rights of students to express political, religious, philosophical, or similar opinions by wearing apparel on which such messages are stated. Such messages are acceptable as long as they are not lewd, vulgar, obscene, defamatory, profane, or do not advocate violence or harassment against others.
- F. “Gang,” as defined in this policy, means any ongoing organization, association, or group of three or more persons, whether formal or informal, having as one of its primary activities the commission of one or more criminal acts, which has an identifiable name or identifying sign or symbol, and whose members individually or collectively engage in or whose members engaged in a pattern of criminal gang activity. “Pattern of gang activity” means the commission, attempt to commit, conspiring to commit, or solicitation of two or more criminal acts, provided the criminal acts were committed on separate dates or by two or more persons who are members of or belong to the same criminal street gang.

### III. PROCEDURES

- A. When, in the judgment of the administration, a student’s appearance, grooming, or mode of dress interferes with or disrupts the educational process or school activities, or poses a threat to the health or safety of the student or others, the student will be directed to make modifications or will be sent home for the day. Parents/guardians will be notified.
- B. The administration may recommend a form of dress considered appropriate for a specific event and communicate the recommendation to students and parents/guardians.
- C. Likewise, an organized student group may recommend a form of dress for students considered appropriate for a specific event and make such recommendation to the administration for approval.

**Legal References:** U. S. Const., amend. I

- Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)  
 B.W.A. v. Farmington R-7 Sch. Dist., 554 F.3d 734 (8<sup>th</sup> Cir. 2009)  
 Lowry v. Watson Chapel Sch. Dist., 540 F.3d 752 (8<sup>th</sup> Cir. 2008)  
 Stephenson v. Davenport Cmty. Sch. Dist., 110 F.3d 1303 (8<sup>th</sup> Cir. 1997)  
 B.H. ex rel. Hawk v. Easton Area School Dist., 725 F.3d 293 (3<sup>rd</sup> Cir. 2013)  
 D.B. ex rel. Brogdon v. Lafon, 217 Fed.Appx. 518 (6<sup>th</sup> Cir. 2007)

Hardwick v. Heyward, 711 F.3d 426 (4<sup>th</sup> Cir. 2013)  
Madrid v. Anthony, 510 F.Supp.2d 425 (S.D. Tex. 2007)  
McIntire v. Bethel School, Indep. Sch. Dist. No. 3, 804 F.Supp. 1415 (W.D. Okla. 1992)  
Hicks v. Halifax County Bd. of Educ., 93 F.Supp.2d 649 (E.D. N.C. 1999)  
Olesen v. Bd. of Educ. of Sch. Dist. No. 228, 676 F.Supp. 820 (N.D. Ill. 1987)

**Cross References:** MSBA/MASA Model Policy 413 (Harassment and Violence)  
MSBA/MASA Model Policy 506 (Student Discipline)  
MSBA/MASA Model Policy 525 (Violence Prevention)

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23. Reminder of the December Regular school board meeting & 2018 Truth in Taxation public hearing.

The December Regular School Board meeting is set for Monday, December 17th, at 6:30 pm,  
in B100 – Community Room.

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24. Adjourn.

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Time: