

Warroad Public Schools #690
Special Board Meeting
November 9, 2017 – 5:15 pm – Warroad HS



AGENDA

BOARD MEMBERS:

| | |
|-----------------------------------------------------|---------------------------------------|
| ___ Bryan Hontvet, Chairperson | ___ Tim Fast, Director |
| ___ Christine Laznicka, Vice-Chairperson | ___ Brad Woodward, Director |
| ___ Laurie Thompson, Treasurer | ___ Jeff Heppner, Clerk |
| ___ Peter Haapala Superintendent, <i>Ex-officio</i> | ___ Ava Gross, Student Representative |

1. Call to Order
2. Pledge of Allegiance
3. Approval of agenda.
4. Action Items
 - a. Canvas results of special election
 - b. Approve repeal of Policy #551 First Reading- Attachment
 - c. Approve revision of Policy #524 First Reading - Attachment
 - d. Approval of Heidi Clipperton contract change - Attachment
 - e. Approve Mission - Vision - Goals - Attachment
 - f. Approve retaining two kitchen format for Warroad Public Schools
5. Move to closed sessions for negotiations strategy
6. Return to open session
7. Adjournment



Adopted: 1/9/12
First Reading: 12/12/11
Revised: _____

WHS Policy 551

551 CELL PHONE/ELECTRONIC DEVICES POLICY

I. PURPOSE

The purpose of this policy is to set forth policies and guidelines for use of cell phones and electronic devices.

II. GENERAL STATEMENT OF POLICY

Cell phones and electronic devices are a major problem on school campuses across the country. Ringing cell phones are disruptive during class time. Camera phones and text messaging are used to cheat on quizzes and tests. MP3 players, where the volume is distracting to other students. Phones and electronic devices are stolen, loaned to other students, may be lost, or broken and have exacerbated crisis situations. The use of cell phones at school is detrimental to the academic climate because it takes valuable time away from instruction and creates disciplinary problems.

Due to the enormous time spent on stolen cell phones, the school will NOT investigate when these devices are lost or stolen. Their security is the sole responsibility of the student.

All cell phones/electronic devices must be turned off. They must be locked in your locker during school hours. Students may not use their cell phones between the first and final bells of the school day, except during the student's lunch period. Using a cell phone as a clock or saying that it fell out of pockets is not an excuse to have a cell phone out.

III. UNACCEPTABLE USES

If a student is using a cell phone (ANY OF ITS FUNCTIONS) for any reason during the restricted time, the following consequences will be imposed:

1st Incident

Phone will be confiscated from the student and will only be returned to the Parent/Guardian of the student. The student, sibling, neighbor or relative other than the parent/guardian, may not pick up the phone. The parent/guardian may pick it up in the office after 3:50 pm of the day it was confiscated or any time during the following days.

2nd Incident

The above plus detention will be assigned.

3rd Incident

The above plus the student will serve ISS for one day for continued defiance.



Any student who refuses to relinquish their phone to a staff person is subject to ISS for insubordination.

THERE WILL BE NO EXCEPTIONS TO THIS POLICY

We realize that having to pick up a student's phone may be inconvenient and therefore we recommend you discuss this policy with your student in order to avoid this problem. We also ask you to keep in mind that the use of cell phones are not only disruptive in class, they are an inconvenience to teachers and staff that must stop what they are doing to correct the problem, label the phone and be responsible for its safe keeping. Confiscated phones will be labeled with the students name and kept in the main office until the parent takes possession.

WARROAD HIGH SCHOOL IS NOT RESPONSIBLE FOR LOST, STOLEN OR BROKEN CELL PHONES AND WILL NOT PAY FOR PHONES THAT ARE LOST, STOLEN OR MISPLACED BY STAFF MEMBERS AFTER CONFISCATION.

REPEATED



Adopted: 7/11/2011
First Reading: 6/13/2011
Revised:

Policy 524
Mandatory

524 INTERNET ACCEPTABLE USE AND SAFETY POLICY

I. PURPOSE

The purpose of this policy is to set forth policies and guidelines for access to ISD 690 computer system and acceptable and safe use of the Internet, including electronic communications.

II. GENERAL STATEMENT OF POLICY

In making decisions regarding student and employee access to ISD 690 computer system and the Internet, including electronic communications, ISD 690 considers its own stated educational mission, goals, and objectives. Electronic information research skills are now fundamental to preparation of citizens and future employees. Access to ISD 690 computer system and to the Internet enables students and employees to explore thousands of libraries, databases, bulletin boards, and other resources while exchanging messages with people around the world. ISD 690 expects that faculty will blend thoughtful use of ISD 690 computer system and the Internet throughout the curriculum and will provide guidance and instruction to students in their use.

III. LIMITED EDUCATIONAL PURPOSE

ISD 690 is providing students and employees with access to ISD 690 computer system, which includes Internet access. The purpose of the system is more specific than providing students and employees with general access to the Internet. ISD 690 system has a limited educational purpose, which includes use of the system for classroom activities, educational research, and professional or career development activities. Users are expected to use Internet access through the district system to further educational and personal goals consistent with the mission of ISD 690 and school policies. Uses which might be acceptable on a user's private personal account on another system may not be acceptable on this limited-purpose network.

IV. USE OF SYSTEM IS A PRIVILEGE

The use of ISD 690 system and access to use of the Internet is a privilege, not a right. Depending on the nature and degree of the violation and the number of previous violations, unacceptable use of ISD 690 system or the Internet may result in one or more of the following consequences: suspension or cancellation of use or access privileges; payments for damages and repairs; discipline under other appropriate ISD 690 policies, including suspension, expulsion, exclusion, or termination of employment; or civil or



criminal liability under other applicable laws.

V. UNACCEPTABLE USES

- A. The following uses of ISD 690 system and Internet resources or accounts are considered unacceptable:
1. Users will not use ISD 690 system to access, review, upload, download, store, print, post, receive, transmit or distribute:
 - a. pornographic, obscene, or sexually explicit material or other visual depictions that are harmful to minors;
 - b. obscene, abusive, profane, lewd, vulgar, rude, inflammatory, threatening, disrespectful, or sexually explicit language;
 - c. materials that use language or images that are inappropriate in the educational setting or disruptive to the educational process;
 - d. information or materials that could cause damage or danger of disruption to the educational process;
 - e. materials that use language or images that advocate violence or discrimination toward other people (hate literature) or that may constitute harassment or discrimination.
 2. Users will not use ISD 690 system to knowingly or recklessly post, transmit, or distribute false or defamatory information about a person or organization, or to harass another person, or to engage in personal attacks, including prejudicial or discriminatory attacks.
 3. Users will not use ISD 690 system to engage in any illegal act or violate any local, state, or federal statute or law.
 4. Users will not use ISD 690 system to vandalize, damage, or disable the property of another person or organization, will not make deliberate attempts to degrade or disrupt equipment, software, or system performance by spreading computer viruses or by any other means, will not tamper with, modify, or change ISD 690 system software, hardware, or wiring or take any action to violate ISD 690's security system, and will not use ISD 690 system in such a



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way as to disrupt the use of the system by other users.

5. Users will not use ISD 690 system to gain unauthorized access to information resources or to access another person's materials, information, or files without the implied or direct permission of that person.
6. Users will not use ISD 690 system to post private information about another person, personal contact information about themselves or other persons, or other personally identifiable information, including, but not limited to, addresses, telephone numbers, school addresses, work addresses, identification numbers, account numbers, access codes or passwords, labeled photographs, or other information that would make the individual's identity easily traceable, and will not repost a message that was sent to the user privately without permission of the person who sent the message.
 - a. This paragraph does not prohibit the posting of employee contact information on ISD 690 webpages or communications between employees and other individuals when such communications are made for education-related purposes (i.e., communications with parents or other staff members related to students).
 - b. Employees creating or posting school-related webpages may include personal contact information about themselves on a webpage. However, employees may not post personal contact information or other personally identifiable information about students unless:
 - (1) such information is classified by ISD 690 as directory information and verification is made that ISD 690 has not received notice from a parent/guardian or eligible student that such information is not to be designated as directory information in accordance with Policy 515; or
 - (2) such information is not classified by ISD 690 as directory information but written consent for release of the information to be posted has been obtained from a parent/guardian or eligible student in accordance with Policy 515.



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In addition, prior to posting any personal contact or personally identifiable information on a school-related webpage, employees shall obtain written approval of the content of the postings from the building administrator.

- c. These prohibitions specifically prohibit a user from utilizing ISD 690 system to post personal information about a user or another individual on social networks, including, but not limited to, social networks such as “MySpace” and “Facebook.”
7. Users must keep all account information and passwords on file with the designated ISD 690 official. Users will not attempt to gain unauthorized access to ISD 690 system or any other system through ISD 690 system, attempt to log in through another person’s account, or use computer accounts, access codes, or network identification other than those assigned to the user. Messages and records on ISD 690 system may not be encrypted without the permission of appropriate school authorities.
8. Users will not use ISD 690 system to violate copyright laws or usage licensing agreements, or otherwise to use another person’s property without the person’s prior approval or proper citation, including the downloading or exchanging of pirated software or copying software to or from any school computer, and will not plagiarize works they find on the Internet.
9. Users will not use ISD 690 system for conducting business, for unauthorized commercial purposes, or for financial gain unrelated to the mission of ISD 690. Users will not use ISD 690 system to offer or provide goods or services or for product advertisement. Users will not use ISD 690 system to purchase goods or services for personal use without authorization from the appropriate ISD 690 official.
10. Users will not use the school district system to engage in bullying or cyberbullying in violation of the school district’s Bullying Prohibition Policy (ISD 690 Policy 514). This prohibition includes using any technology or other electronic communication off school premises to the extent that student learning or the school environment is substantially and materially disrupted.



- B. A student or employee engaging in the foregoing unacceptable uses of the Internet when off ISD 690 premises also may be in violation of this policy as well as other ISD 690 policies. Examples of such violations include, but are not limited to, situations where ISD 690 system is compromised or if a ISD 690 employee or student is negatively impacted. If ISD 690 receives a report of an unacceptable use originating from a non-school computer or resource, ISD 690 may investigate such reports to the best of its ability. Students or employees may be subject to disciplinary action for such conduct, including, but not limited to, suspension or cancellation of the use or access to ISD 690 computer system and the Internet and discipline under other appropriate ISD 690 policies, including suspension, expulsion, exclusion, or termination of employment.
- C. If a user inadvertently accesses unacceptable materials or an unacceptable Internet site, the user shall immediately disclose the inadvertent access to an appropriate ISD 690 official. In the case of a ISD 690 employee, the immediate disclosure shall be to the employee's immediate supervisor and/or the building administrator. This disclosure may serve as a defense against an allegation that the user has intentionally violated this policy. In certain rare instances, a user also may access otherwise unacceptable materials if necessary to complete an assignment and if done with the prior approval of and with appropriate guidance from the appropriate teacher or, in the case of a ISD 690 employee, the building administrator.

VI. FILTER

ALTERNATIVE NO. 1

~~All computers equipped with Internet access and available for student use at each school site will be equipped to restrict, by use of available software filtering technology or other effective methods; all student access to materials that are reasonably believed to be obscene, child pornography or harmful to minors under state or federal law. Software filtering technology shall be narrowly tailored and shall not discriminate based on viewpoint.~~

ALTERNATIVE NO. 2

- A. ~~All ISD 690 computers with Internet access and available for student use will be equipped to restrict, by use of available software filtering technology or other effective methods, all student access to materials that are reasonably believed to be obscene, child pornography or harmful to minors under state or federal law.~~
- B. ~~All ISD 690 computers with Internet access, not just those accessible and available to students, will be equipped to restrict, by use of available software filtering technology or other effective methods, adult access to materials that are~~



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~~reasonably believed to be obscene or child pornography under state or federal law.~~

- ~~E. Software filtering technology shall be narrowly tailored and shall not discriminate based on viewpoint.~~

ALTERNATIVE NO. 3

- A. With respect to any of its computers with Internet access, ISD 690 will monitor the online activities of both minors and adults and employ technology protection measures during any use of such computers by minors and adults. The technology protection measures utilized will block or filter Internet access to any visual depictions that are:
1. Obscene;
 2. Child pornography; or
 3. Harmful to minors.
- B. The term “harmful to minors” means any picture, image, graphic image file, or other visual depiction that:
1. Taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; or
 2. Depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and
 3. Taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.
- C. Software filtering technology shall be narrowly tailored and shall not discriminate based on viewpoint.
- D. An administrator, supervisor, or other person authorized by the Superintendent may disable the technology protection measure, during use by an adult, to enable access for bona fide research or other lawful purposes.
- E. ISD 690 will educate students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.



VII. CONSISTENCY WITH OTHER SCHOOL POLICIES

Use of ISD 690 computer system and use of the Internet shall be consistent with ISD 690 policies and the mission of the ISD 690.

VIII. LIMITED EXPECTATION OF PRIVACY

- A. By authorizing use of ISD 690 system, ISD 690 does not relinquish control over materials on the system or contained in files on the system. Users should expect only limited privacy in the contents of personal files on ISD 690 system.
- B. Routine maintenance and monitoring of ISD 690 system may lead to a discovery that a user has violated this policy, another ISD 690 policy, or the law.
- C. An individual investigation or search will be conducted if school authorities have a reasonable suspicion that the search will uncover a violation of law or ISD 690 policy.
- D. Parents have the right at any time to investigate or review the contents of their child's files and e-mail files. Parents have the right to request the termination of their child's individual account at any time.
- E. School district employees should be aware that ISD 690 retains the right at any time to investigate or review the contents of their files and e-mail files. In addition, ISD 690 employees should be aware that data and other materials in files maintained on ISD 690 system may be subject to review, disclosure or discovery under Minn. Stat. Ch. 13 (the Minnesota Government Data Practices Act).
- F. ISD 690 will cooperate fully with local, state and federal authorities in any investigation concerning or related to any illegal activities or activities not in compliance with ISD 690 policies conducted through ISD 690 system.

IX. INTERNET USE AGREEMENT

- A. The proper use of the Internet, and the educational value to be gained from proper Internet use, is the joint responsibility of students, parents, and employees of ISD 690.
- B. This policy requires the permission of and supervision by the school's designated professional staff before a student may use a school account or resource to access the Internet.



- C. The Internet Use Agreement form for students must be read and signed by the user, the parent or guardian, and the supervising teacher. The Internet Use Agreement form for employees must be signed by the employee. The form must then be filed at the school office. As supervising teachers change, the agreement signed by the new teacher shall be attached to the original agreement.

X. LIMITATION ON SCHOOL DISTRICT LIABILITY

Use of ISD 690 system is at the user's own risk. The system is provided on an "as is, as available" basis. ISD 690 will not be responsible for any damage users may suffer, including, but not limited to, loss, damage, or unavailability of data stored on ISD 690 diskettes, tapes, hard drives, or servers, or for delays or changes in or interruptions of service or misdeliveries or nondeliveries of information or materials, regardless of the cause. ISD 690 is not responsible for the accuracy or quality of any advice or information obtained through or stored on ISD 690 system. ISD 690 will not be responsible for financial obligations arising through unauthorized use of t ISD 690 system or the Internet.

XI. USER NOTIFICATION

- A. All users shall be notified of ISD 690 policies relating to Internet use.
- B. This notification shall include the following:
1. Notification that Internet use is subject to compliance with ISD 690 policies.
 2. Disclaimers limiting ISD 690's liability relative to:
 - a. Information stored on ISD 690 diskettes, hard drives, or servers.
 - b. Information retrieved through ISD 690 computers, networks, or online resources.
 - c. Personal property used to access ISD 690 computers, networks, or online resources.
 - d. Unauthorized financial obligations resulting from use of ISD 690 resources/accounts to access the Internet.
 3. A description of the privacy rights and limitations of school sponsored/managed Internet accounts.
 4. Notification that, even though ISD 690 may use technical means to limit student Internet access, these limits do not provide a foolproof means for enforcing the provisions of this acceptable use policy.



5. Notification that goods and services can be purchased over the Internet that could potentially result in unwanted financial obligations and that any financial obligation incurred by a student through the Internet is the sole responsibility of the student and/or the student's parents.
6. Notification that the collection, creation, reception, maintenance, and dissemination of data via the Internet, including electronic communications, is governed by Policy 406, Public and Private Personnel Data, and Policy 515, Protection and Privacy of Pupil Records.
7. Notification that, should the user violate ISD 690's acceptable use policy, the user's access privileges may be revoked, school disciplinary action may be taken and/or appropriate legal action may be taken.
8. Notification that all provisions of the acceptable use policy are subordinate to local, state, and federal laws.

XII. PARENTS' RESPONSIBILITY; NOTIFICATION OF STUDENT INTERNET USE

- A. Outside of school, parents bear responsibility for the same guidance of Internet use as they exercise with information sources such as television, telephones, radio, movies, and other possibly offensive media. Parents are responsible for monitoring their student's use of ISD 690 system and of the Internet if the student is accessing ISD 690 system from home or a remote location.
- B. Parents will be notified that their students will be using ISD 690 resources/accounts to access the Internet and that ISD 690 will provide parents the option to request alternative activities not requiring Internet access.

This notification should include:

1. A copy of the user notification form provided to the student user.
2. A description of parent/guardian responsibilities.
3. A notification that the parents have the option to request alternative educational activities not requiring Internet access and the material to exercise this option.
4. A statement that the Internet Use Agreement must be signed by the user, the parent or guardian, and the supervising teacher prior to use by the student.
5. A statement that ISD 690's acceptable use policy is available for parental



review.

XIII. IMPLEMENTATION; POLICY REVIEW

- A. ISD 690 administration may develop appropriate user notification forms, guidelines, and procedures necessary to implement this policy for submission to the school board for approval. Upon approval by the school board, such guidelines, forms, and procedures shall be an addendum to this policy.
- B. The administration shall revise the user notifications, including student and parent notifications, if necessary, to reflect the adoption of these guidelines and procedures.
- C. ISD 690 Internet policies and procedures are available for review by all parents, guardians, staff, and members of the community.
- D. Because of the rapid changes in the development of the Internet, the school board shall conduct an annual review of this policy.

- Legal References:**
- 15 U.S.C. § 6501 *et seq.* (Children's Online Privacy Protection Act)
 - 17 U.S.C. § 101 *et seq.* (Copyrights)
 - 20 U.S.C. § 6751 *et seq.* (Enhancing Education through Technology Act of 2001)
 - 47 U.S.C. § 254 (Children's Internet Protection Act of 2000 (CIPA))
 - 47 C.F.R. § 54.520 (FCC rules implementing CIPA)
 - Minn. Stat. § 121A.031 (School Student Bullying Policy)
 - Minn. Stat. § 125B.15 (Internet Access for Students)
 - Minn. Stat. § 125B.26 (Telecommunications/Internet Access Equity Act)
 - Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)
 - United States v. Amer. Library Assoc.*, 539 U.S. 194, 123 S.Ct. 2297, 56 L.Ed.2d 221 (2003)
 - Doninger v. Niehoff*, 527 F.3d 41 (2nd Cir. 2008)
 - R.S. v. Minnewaska Area Sch. Dist. No. 2149*, No. 12-588, 2012 WL 3870868 (D. Minn. 2012)
 - Tatro v. Univ. of Minnesota*, 800 N.W.2d 811 (Minn. App. 2011), *aff'd* on other grounds 816 N.W.2d 509 (Minn. 2012)
 - S.J.W. v. Lee's Summit R-7 Sch. Dist.*, 696 F.3d 771 (8th Cir. 2012)
 - Kowalski v. Berkeley County Sch.*, 652 F.3d 656 (4th Cir. 2011)
 - Layshock v. Hermitage Sch. Dist.*, 650 F.3d 205 (3rd Cir. 2011)
 - Parents, Families and Friends of Lesbians and Gays, Inc. v. Camdenton R-III Sch. Dist.*, 853 F.Supp.2d 888 (W.D. Mo. 2012)
 - M.T. v. Cent. York Sch. Dist.*, 937 A.2d 538 (Pa. Commw. Ct. 2007)



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J.S. v. Bethlehem Area Sch. Dist., 807 A.2d 847 (Pa. 2002)

- Cross References:***
- ISD 690 403 (Discipline, Suspension, and Dismissal of School District Employees)
 - ISD 690 406 (Public and Private Personnel Data)
 - ISD 690 505 (Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees)
 - ISD 690 506 (Student Discipline)
 - ISD 690 514 (Bullying Prohibition Policy)
 - ISD 690 515 (Protection and Privacy of Pupil Records)
 - ISD 690 519 (Interviews of Students by Outside Agencies)
 - ISD 690 521 (Student Disability Nondiscrimination)
 - ISD 690 522 (Student Sex Nondiscrimination)
 - ISD 690 603 (Curriculum Development)
 - ISD 690 604 (Instructional Curriculum)
 - ISD 690 606 (Textbooks and Instructional Materials)
 - ISD 690 806 (Crisis Management Policy)
 - ISD 690 904 (Distribution of Materials on School District Property by Nonschool Persons)

WARROAD PUBLIC SCHOOLS EMPLOYMENT AGREEMENT

The School Board of Independent School District No. 690 of Warroad, Minnesota, referred to as the "District" enters into this agreement with **Heidi Clipperton**, referred to as the "Employee", who hereby accepts employment as **3 and 4 year old ECFE teacher**.

The following provisions shall apply and are a part of this agreement:

1. **Duties:** The Employee shall carry out the duties as stated in the Job Description and under the direction of the Community Educations Director. It is understood that this position may involve days and hours outside the regular school day and it is the responsibility of the employee in cooperation with the Superintendent to develop working hours.
2. **Term of Employment:** Employment under this agreement commences July 1, 2017 and ends June 30, 2018. This agreement is based on student contact days.
3. **Salary:** The employee shall make a salary of \$16 per hour during the agreement year. Payments will be made on the 15th and 30th of each month throughout each year.
4. **Leaves of Absence:**
 - a. **Sick Leave:** The employee shall accrue one day of sick leave for each month worked (up to a total of 9 a year), accumulative to 120 days. Sick leave with pay shall be allowed whenever an employee's absence is found to have been due to illness and/or disability. Sick leave may be used for illness of self or to care for spouse, child, parent, father-in-law, mother-in-law grandparents and grandchildren.
 - b. **Bereavement Leave:** Up to 5 days shall be allowed, the days to be deducted from sick leave, for death of the employee's spouse, children, parents, brother, sister, grandparents, grandchild, son-in-law, daughter-in-law, grandmother-in-law, grandfather-in-law, brother-in-law, sister-in-law, mother-in-law or father-in-law.
 - c. **Vacation:** The employee shall accrue one day of vacation leave for each month worked (up to a total of 9 a year), accumulative to 320 hours.
 - d. **Paid Holidays:** Labor Day, Thanksgiving, Christmas Day, New Year's Day, President's Day, Good Friday.
 - e. **Unpaid Leave:** The employee is allowed up to 5 unpaid days a year if needed due to lack of leave. Supervisor must preapprove unpaid days. The employee voluntarily terminates this agreement if the employee takes unapproved unpaid leave. All benefits and salary will be deducted for any unpaid days taken.
 - f. **Medical Leave:** The employee shall be granted up to six months of leave without pay for the treatment of an injury illness. The School District will require the Employee to furnish medical certification of need for leave and expected date of return to work. The Employee may return to work only after medical certification of her ability to do so. A return to work date is to be specified on a later certificate.

5. **Health Insurance:** The School District shall contribute up to \$5,629.00 toward the premium for single health coverage and \$11,841.00 toward the premium for family health insurance coverage. The additional cost of the premium shall be borne by the employee and paid by payroll deduction.

6. **403b Match.** The School district shall make a dollar for dollar match up to 3% of base salary per pay period to a state approved tax-deferred matching contribution plan. The maximum lifetime School district contribution will not exceed \$25,000.

Either of the parties hereto may terminate this agreement by giving at least thirty (30) calendar day's written notice. The School District may immediately terminate the employee without thirty (30) days written notice if there is just cause to terminate.

This agreement shall be effective only after it has been authorized by the School Board in appropriate action, recorded in its minutes, and executed by the parties.

IN WITNESS THEREOF I have subscribed my signature this _____ day of _____, 20__.

Employee _____

Supervisor _____

District Official _____

IN WITNESS THEREOF we have subscribed our signatures this _____ day of _____, 20__.

INDEPENDENT SCHOOL DISTRICT NO. 690

Chairman _____

Clerk _____

WARROAD SCHOOL BOARD MISSION/VISION/GOALS 2017-2020



MISSION

Together we create “a future of excellence” by providing a learning community that is personalized, innovative and secure for all learners.

VISION

- We ARE the benchmark
- We have beautiful facilities, great athletics and high graduation rates
- We provide a wide range of opportunities that prepare students for success
- We are leaders in innovation
- We are financially sound and are a great employer
- We have alumni returning to our community for life and work

GOALS

- INNOVATIVE LARNING AND TEACHING – BE BOLD
- CONSISTENCY IN POLICIES, TRUST DEVELOPMENT, MESSAGE, AND TRANSPARENCY
- CONTINUAL FINANCIAL STABILITY AND GROWTH WITH CREATIVE OPPORTUNITIES BY PARTNERING WITH THE ENTIRE COMMUNITY