

**ASBSD Board of Directors Meeting
April 21-22, 2023
Clubhouse Hotel & Suites
Sioux Falls, SD**

- I. **Call to Order** – President Lisa Snedeker called the meeting to order at 12:02pm. Present were board members, Louann Krogman, Eric Stroeder, Garret Bischoff, Duane Alm, Rob Honomichl, Susan Humiston Jamie Lindner, Marc Murren, Anita Peterson, Shane Roth, Ellie Saxer and Julie Schwader. Absent were members: Tanya Gray, Angie Roth, Pam Haukaas and Steve Kubik. Also present was Dr. Wade Pogany, Holly Nagel, Tyler Pickner and Katie Mitchell-Boe.
- II. **Welcome and Pledge** – President Snedeker welcomed the board members and asked that the board please stand and join in the Pledge of Allegiance.

III. **Good News-**

Jamie Lindner – Waverly-South Shore has only one open teaching position for the upcoming year.

Shane Roth – DeSmet is 3 times State Basketball champs. They have hired a new vocal teacher. Negotiations are done and the building project continues to be on schedule.

Marc Murren – Sioux Falls has not yet made a decision on gymnastics. Overall the school year has been a good one, and negotiations ended with a 5.4% increase for teachers.

Anita Peterson – Haakon has three weeks of school left, negotiations are finished. The FFA program had two teams that placed 1st at State. Track includes grades 6-12 and 78 students are participating.

Susan Humiston - One Edgemont senior has been a recipient of the Higgin's' Scholarship that will provide \$7,500 per semester for the student. Jim Holbeck worked with the Edgemont School Board on their strategic plan.

Duane Alm – Negotiations are done, Aberdeen district is hiring a full time communications director. Their athletic director is being inducted into the South Dakota Sports Hall of Fame.

Lisa Snedeker – Woonsocket has been very busy with the DARE 6th Grade graduation, school play and board looking at expanding their shop facilities. Negotiations start with the best offer the board can make so they usually go very well.

Louann Krogman – White River FBLA qualified for state. Negotiations are just beginning and they have lots of open positions.

Garret Bischoff - Huron has had eight snow days this school year. Negotiations are complete with a 7% increase and modifications made to hiring scale. The district continues to look at building projects.

Ellie Saxer – Brandon Valley gave their employees an 8% increase in salary and a one-time bonus varying from \$1,500 to \$1,800. Plans are in the works for a new elementary school. Superintendent was evaluated and new language was incorporated into his contract to help retain him.

Rob Honomichl – Personal note he just received his doctorate degree.

Eric Stroeder – Mobridge-Pollock board is working on an opt-out. They are planning on having a preschool and after school program in place for school year 23-24.

Julie Schwader – Howard had five resignations and have all the positions filled but one and they interviewed for last position earlier in the morning. Their business manager, Kimberly Cleveland, received the “Shining Star Award” from ASBO. Ten students qualified for the national FFA.

IV. Approval of Minutes – Moved by Susan Humiston, second by Anita Peterson to approve the minutes of the February 20, 2023 meeting. Motion carried.

IV.A. Executive Committee Minutes – Dr. Pogany provided the board with the Executive Committee Minutes of April 2, 2023 for the board’s information.

V. NSBA Report - Lisa Snedeker, Louann Krogman and Garret Bischoff shared briefly their experiences at the national convention that was held in Orlando, Florida. Eric Stroeder shared NSBA will have a new executive director, Verjeana McCotter-Jacobs, effective July 1. Dr. John Heim will stay on as the Advocacy spokesman. Eric also shared NSBA continues work on its beliefs and will continue to lead the conversation about public education.

VI. Finance

VI.A. Teacher Placement Center Update – Tyler Pickner reported information regarding the ASBSD Teacher Placement website and the new update. ASBSD will offer **free** Teacher Placement service for member schools. The updated website will have ads and the process including links, logins, postings and passwords will remain the same.

VI.B. Financial Report – through March 2023 – Holly Nagel, CFO, reported March 31st marks that we are 75% of the way through the year. As of March 31st, we have received \$1,835,090.17, or 84.85%, of our revenue budget and expended \$1,547,882.58 or 72.19% of our expenditure budget.

At the same time last year, the Association had total revenue of \$1,674,749.98 or 78.52% of our revenue budget while expenditures were \$1,435,826.30 or 68.15% of our expenditure budget.

The Unassigned Net Position (Fund Balance) of the Association at the end of March is \$3,128,034 compared to last year at this time of \$3,173,387.

ASBSD continues to have a strong balance sheet and financial position. Moved by Garret Bischoff, second by Duane Alm to accept the financial report as presented. Motion carried.

VI.C. 2023-2024 Budget Proposal – Holly Nagel, CFO, presented the proposed 2023-2024 budget. She advised the board a majority of the Association’s budget is salary and benefits. The recommended budget increase for salary for Association employees is 6% and to cover an estimated 5% increase in insurance.

Membership dues for public K-12 institutions have a base of \$750 plus expenditure. Based on FY 2022 school district expenditures member dues will provide new revenue to the Association in the amount of \$6,517.60 or 2.57% increase. Dues for non-public K-12 institutions (educational cooperatives, tribal schools, parochial schools, and etc.) \$775.

The Protective Trust is 54% of the ASBSD revenue budget. Moved by Ellie Saxer, second by Rob Honomichl to approve the 2023-2024 proposed budget as presented. Motion carried.

VI.D. Protective Trust Update – Holly Nagel, CFO, reported the Protective Trust’s Property Liability, Workers’ Comp and Health Benefit Fund pool’s renewal is complete. The Property

Liability has 22 members and they are still finalizing the rate. Workers' Comp has 74 members with a flat rate increase. The Health Pool has 80 members with a 4% increase.

VI.E. Appointment of Holly Nagel as Interim Executive Director – Moved by Susan Humiston, second by Julie Schwader to approve the Executive Committees recommendation to appoint CFO Holly Nagel as the Interim Executive Director from June 10 to July 3 and also recommended additional compensation of \$1,500 for the extra duties. Moved by Marc Murren, second by Jamie Lindner motion to amend said salary to \$2,500 for extra duties. Motion to amend motion by Louann Krogman, second Julie Schwader to amend salary to \$3,000. Motion carried.

VII. ASBSD Awards – Reflection #1 – Dr. Pogany shared each year ASBSD promotes 5 awards that recognize individuals and school boards for their leadership and service. We sponsor:

1. Community Service Award
2. Outstanding School Board Member of the Year
3. Longevity Awards to retiring board members
4. School Board Award of Excellence
5. School Bell Award

The first 4 awards are chosen from application submitted to ASBSD. The School Bell Award is selected by the Executive Committee and the Executive Director with nominations from the ASBSD Board and staff to consider. Nominees suggested included:

1. Becky Guffin, Aberdeen Superintendent
2. Susan Humiston, Edgemont and ASBSD Board Member
3. Tom Oster
4. Maxine Schoechehmaier
5. SD Game, Fish & Parks Educational Unit

VII.A. Awards Policy Amendment – Moved by Garret Bischoff, second by Marc Murren to amend Policy AGA – Recognition for Accomplishments as presented with one minor modification to proposed amendment by changing plaque to award. Motion carried. Attachment 1

VIII. Book Study – Reflection #2 – Louann Krogman led the discussion on chapters 5-8 of Know What You're For by Jeff Henderson

IX. Discuss expectation for new Executive Director – Lisa Snedeker shared with the board the purpose of this topic was not what the topic stated but rather a line item in which the board would be given the opportunity to roast and toast Dr. Pogany. The board presented Dr. Pogany with parting gifts and stories of their time with him.

The meeting was recessed until Saturday, April 22, commencing at 8:15 a.m.

The meeting was called to order by President Snedeker. Dr. Doug Wermedal, incoming Executive Director joined the meeting. Brief introductions followed.

X. Advocacy

X.A. Legislative Update – Dr. Pogany shared ASBSD monitored over 80 bills this legislative session and was successful in killing 20 out of the 23 bills ASBSD opposed. He advised the board issues on vouchers, property taxes repeals, sales tax repeals and other hot topics will continue to be on horizon. On the win sides the 7% increase in state aid is a record high and the \$5 million for CTE equipment grants.

X.B. Advocacy Issues – Reflection #3 – Dr. Pogany advised the board they need to remain vigilant on local government awareness/control issues. He concluded his review with asking the board to reflect on what is our role as a school board organization.

1. How should ASBSD respond to issues that target school boards? Board recall (SB 96), partisan elections, mandated election dates and the threat of required school board training are all direct attacks on local school boards.
 - **What strategies could ASBSD employ to minimize these threats?**
 - **How concerned are you about these political attacks on local school boards?**
2. Recruiting and retaining teachers remains a significant challenge. Legislators agreed we need to increase salaries to attract and retain teachers and made it clear they want the increased state dollars to go to teacher salaries, but will that be enough to solve the teacher shortage problem?
 - **In addition to advocating for increased teacher salaries, what else should ASBSD do in this area to help schools recruit and retrain quality teachers and staff?**
 - **Are there other reasons teachers leave schools and leave the profession?**
 - **Can local schools boards be proactive in their strategies to help retain current staff? Have strategies, other than salary, been discussed in your school?**
3. The issue of voucher bills intended to divert public funds to private schools will continue to be a constant threat to our schools. Even though HB 1234 was defeated this last session, we can expect to see more bills like it in the future.
 - **What strategies should ASBSD employ to push back on the legislative support for vouchers that exists in our state?**
4. The issue of juvenile justice reform took a healthy step toward solving some of the issues schools face with delinquent students coming from the courts back into our schools. However, discipline problems and disruptions in classrooms will still be an issue. We may need some time to see how reforms like SB 4, 5, and 6 work, but it's important for ASBSD to be proactive with new legislation if other issues remain.
 - **In addition to what was supported this past session with SB 4, 5, and 6, what direction should ASBSD take in regard to the juvenile justice concerns?**
5. With the defeat of SB 57, the opportunity for homeschool parents to enroll their students to participate in "activities" in another school district is even greater. The education lobby argued open enrollment is not for activity purposes, and if not addressed, will give homeschoolers an inequitable advantage to choose where they want to participate that public schools students do not have. The legislature's reluctance to address the problem only makes the issue worse. Homeschoolers will take advantage and choose where they want their students to participate, which is not an option available to public school students.
 - **What strategy should ASBSD employ to push back on having an inequitable system participation between homeschool students and public school students?**
6. The issue of tax reform and pressure to control increases in property taxes have become a significant issue to legislators the past 3 years. Bills designed to reduce valuations or give tax payers a property tax credit did not get final support in the last session, but the problems still lingers. Schools are dependent upon property valuations to generate property taxes. These are complex issues, but it's one that is important to school district funding.
 - **What, if anything, should ASBSD do to become involved in the property tax discussions that could take place prior to the 2024 legislative session?**

- **What positions should ASBSD take on property valuation adjustments?**

7. Are there other advocacy issues we should be considering? The Policy and Resolutions Committee will be meeting this summer to write resolutions and your input into topics is very important.

X.C. PRC Appointments – President Snedeker has appointed Eric Stroeder, Louann Krogman, Garret Bischoff, Shane Roth and herself to the Policy and Resolutions Committee. Their first meeting will be July 15 to prepare the 2024 advocacy agenda.

XI. Strategic Planning

XI.A. Strategic Planning Reflection #4 – Dr. Pogany shared during the 2023 legislative session, the issue of low proficiency on state test scores for public schools, especially during the voucher bill debates. Some anti-public school legislators used the State’s test score data against us to make the argument that students shouldn’t be stuck in low performing schools and that vouchers are an answer to allow them to enroll elsewhere. We pushed back on that argument with counter arguments like, vouchers divert money from public schools and private schools should not receive state money and won the voucher debate.

How do we combat the concerning questions when they ask, “is there a statewide plan to improve student achievement”? What are schools doing to improve student achievement? How do you as a board member know how your students are progressing academically? Should ASBSD create a strategic goal to raise awareness? Discussion followed.

XI.B. ASBSD Regional Engagement Update - ASBSD Regional Engagement Meetings have been scheduled as indicated below:

April 30 - 6:00 pm to 7:30 pm CST - Central Region Co-Chairs: Eric Stroeder/Louann Krogman

7:00 pm to 8:30 pm MDT - Western Region Co-Chairs: Tanya Gray/Susan Humiston

May 7 - 6:00 pm to 7:30 pm CST - Northeast Region Co-Chairs: Garret Bischoff/Shane Roth

7:00 pm to 8:30 pm CST - Southeast Region Co-Chairs: Ellie Saxer/Lisa Snedeker

XI.C. Strategic Plan Accomplishments – Dr. Pogany reviewed the accomplishment of the past year related to the strategic plan and an update on the progress of the ALL Awards Program.

XII. Final Directors Report – Dr. Pogany thanked the board for their friendship and hard work. He noted that ASBSD is owner of the entire 306 East Capital Building and financially we have erased a huge debt and now have over \$2 million in savings. He also stated the board should never give up the fight on public education and to always remember the children we support. School Boards should take courage in what we do and he is going to miss the relationships that have been built over the past 12 years.

XIII. Executive Session if necessary

XIV. Other Business – Dr. Pogany advised the board the next meeting would be Wednesday, August 2nd at the Denny Sanford Premier Center.

XV. Adjourn – Moved by Ellie Saxer, second by Garret Bischoff, the meeting was adjourned. Motion carried.

**Policy AGA
RECOGNITION FOR ACCOMPLISHMENTS**

It will be the intent of the Board of Directors and Officers of the Association to honor distinguished or exceptional achievements of citizens, students, staff members, or school board members when, in the opinion of the Board, such recognition is deserved and in the best interests of education.

Such recognition will generally be carried out when designated by the board, and at least annually.

The ASBSD School Bell Award shall be presented to a person in the state who has served statewide public education in an exemplary fashion. This award shall be presented only when there is a deserving candidate. Recipients shall be chosen by the Board of Directors in consultation with the Executive Director.

Each year one school board member shall be honored as Outstanding School Board Member of the Year. Nominations for the award may be made by school boards or by individuals. Nominations must be active members of a school board in the state. Selection shall be made by an impartial committee.

The ASBSD Community Service Award shall be presented to a person, persons or group for exemplary service to their school district. This award shall be presented only when there is a deserving candidate. Recipients shall be selected by the Board of Directors in consultation with the Executive Director.

Each year school board members shall be honored for longevity. The name of the award will be the Distinguished Service Award. If a school board member has served their local board for 5 or more years they would be honored in the following ways:

- a. Beginning with their 6th year of service, ASBSD will send a certificate of appreciation and letter from the ASBSD President, thanking them for their service to public education.
- b. At 10 years of service, ASBSD will send a certificate, thank you letter from the President, small award, and free registration to the Joint Convention.
- c. At 15 years of service, ASBSD will invite the board member to the Joint Convention and present an award along with a free registration to the Joint Convention.
- d. At 20 years of service, ASBSD will invite the board member to the Joint Convention and present an award along with a free registration to the Joint Convention.
- e. Any board member achieving 25 years or more of service will be invited to the Joint Convention, presented an award, given a free registration to the Joint Convention, and be honored by the Legislature with a Commemoration in their name.