

ICP board meeting 4/14/16

Meeting starts 7:05pm

Attending: Dan, Barb, Dave, PTO leaders, Jamie, Karen, Erik, Tim, Kelly, Kim P, Melissa H, Mr. O

Public comment: none

**March minutes approved**

Dan report- see report

enrollment 107, some with challenges, next year full 110 students

20 on wait list for K

Staff

working on conferences

Admin

STAR testing and teacher's evaluations based on these scores

working on giving teachers more planning time

don't want teaching to the tests

Our insurance requires teacher evaluations

some schools have PLC(professional learning) time, like the 1hr early release

how to go about it? we do come together as staff, hopefully this gives teachers time to

discuss issues. Staff meet several times a year and discusses goals and how got there

board needs to think about school day schedule that is good for families and teachers

planning needs are increased here because of grade overlaps between teachers, one

teachers has 2 and 3 grade, another has 3 and 4, need overlap units and field trips,

more coordination needed

Leann/financials

needs to add an assistant, or...

auditors would also like someone else involved for safety, not just add time to Leann's hours

line item for position should be larger, 20hrs, Dan and Leann get back with us about their ideas

looked at capitol items line in financial report see report

PTO

described family fun night

future ideas- campout will happen, a jog a thon?

want to create their own mission statement, wants board to make their vision!?

have grant writing skills, want to use these for the roof or teacher help, or?  
can the PTO be part of helping with the teacher salary issue?  
communication could be better, wants the board to come to more things, events  
board rep at PTO meetings? and/or PTO member on the board? a liaison on board to PTO?

board appreciates fundraising, % of funds raised go to school and % goes to community, or fixed amount to raise each year are all good ideas

Leann reminded that she had asked for library money from the PTO which was approved

Mr. O had asked for money which was approved

PTO gives directly to teachers, has given to art, PE and music this year, monies given is for the teachers to use at their discretion, any monies needed over the amount given by the PTO the teachers are free to request more

PTO doesn't feel it knows what is needed by the school and staff

Dave suggested grandparent's letter

Board member reminded all of suggestion that each family give \$250

PTO rep doesn't like this idea because no one knows of funding "problems" of the school so families would be reluctant, suggests a meeting where board lets all school know how bad off we are? or a newsletter about our problems stating "here are problems, give us money, we are stretched thin"

Possibly get Stonybrook residents to donate by way of Legacy, getting grants for items such as the roof vs "shiny" things

PTO wants to start merchant marketing/donors- Fred Meyer, eScrip

no fundraising for salaries directly but maybe fundraise for roof so roof money can go to salaries.

PTO sent letter to teachers asking wish list but only one responded

PTO is there to support the schools mission and special projects, too

board thinks community building is very important

volunteer problem both on board and PTO

need volunteer database and volunteer coordinator, teachers should ask for help, suggestions to create calendar of events for the whole year for the parents to see and volunteer for

suggestion to use VolunteerSpot, give out for each event

community building and fundraising event, teachers attend and say what is needed, all talk, several times a year

suggestions of a needs tree, where each leaf suggests items or volunteers needed,

Amazon Smile is another place to donate(should already be signed up)

have a grandparent's day- go into classrooms, children sing, maybe have a grandparent event at Tyee

Capitol items

have more than enough in donations have \$14K general, \$13K in PTO monies will have \$40K carry over= \$54K

see list of things needed-  
(roof \$26K high priority)

(smart board \$5224 high), install and new projectors, training included, **Jamie moves to approve \$5500, Dave seconds, all approve with 5s**

(gym wall \$16K), can get for less with volunteers, this summer

(library \$8300), PTO help with this?

(seismic\$5+\$5K), see Jamie's list, money has strings related to district, little buildings are being funded because less than \$1.5mil , some other problems may get fixed in the process, takes care of Thompson thing with district, use contractor time and engineering report will be less), overhead?

**Jamie motions** to approve money for an engineering report with these conditions:

- a) We pay for the report only if the district allows us to apply for the September 2016 grant cycle.
- b) If the grant is awarded the district passes along any reimbursement to the school.
- c) We allocate \$5000 this budget and \$5000 from next year's budget.

, **2nd from Dave, all approve**

board states we are not really rent free, need to pool some money for "rent" that goes to building maintenance, \$22500 was paid to district in beginning years, can use that as measure of what to collect for "rent"

### Leann report

doing well quarterly, no real changes to budget, on track

### SALARY

what is structure, what are steps, fairness within and money in general?

board agreed in principle to a salary schedule

no more than 10steps or less(each step is one year), 1/2 yr credit for each outside experience year up to 5yrs

\$32K start, start at 3%/step

part time goes up 1/2 step, not whole

2 columns down to 1 column , masters will get extra step

how much % each year, some years bad, others good

ADMw only going up 1.5%

board member suggests normalizing raises over total budget  
have never committed to raises but have done so every year  
the board is committed to fairness, structure can change but must be obvious and one  
knows where they will be on the schedule  
everyone is on a step  
district has agreed to change the 80% that MCCS receives!  
staff has to realized that, for example, a \$33K salary is more like \$50K because of  
insurance, etc.  
discussed assistants- have 6 now, one has different schedule and duties, assistants do  
recess and extra duties so teachers don't have to  
board reminded all that MCCS is supposed to be different, having assistants is  
different than the rest of the district, want to keep, parents, too  
1 class has only 16 students, maybe no assistant

#### HRA

can't offer HRA any more, how to go forward?  
the difference between what staff may have received and what they will get now that  
HRA gone, is about \$10K extra from our budget

**Motion- Erik moves to add \$10K to staff benefit budget line item, Jamie 2nd,  
approved**

**Motion- PACE liability /OSBA- assure them we agree to sign the form of  
joinder(sp?) to PACE for insurance, all vote, approved**

Tim announced resignation come June, gave speech of appreciation  
need to discuss board recruitment, email going out  
Melissa resigning too, Erin M. coming in  
PTO asks about the process of recruiting and taking on new board members

Meeting ends 11:08pm

May 12th next meeting