

ICP Meeting 6/9/16

Attending- Erik, Karen, Tim, James, Barb, Dan, Kelly, Melissa, Leann

Public comment- none

Any changes to the agenda- none

Approval of the minutes from May- Erik moves to approve, Karen seconds, approved with all 5s

Dan report-

Enrollment the same

Staff concerned about change around MCCS with all the staff replacements

Dan concerned about interviews and scheduling them

Counselor reports nothing new

Art report- end of year art, finishing up

Many field trips

District report- special education teacher, Shirley and a retired person staffing, knows the laws Kevin and Dan met, talked about the transition of getting a new ED, Dan will stick around to help the new ED, human resources and IMUs affected, Duvall is happy to help, since Dan has been here Kevin feels this is the best relationship MCCS and the board have had, Kevin is worried that Dan is leaving, he does not want a repeat or the type of conflict we had before Dan, Kevin wanted Barb to do IED but she declined

building issues- only so much money, can we do all that we want to?

roofing is in motion, contract signed, flat roof done by fall, composition and play shed will need help some day but is ok, might find dry rot, will bring up price, ok extra after do budget, 1-5K

well issues and lead, inspector here, Dan took samples from sinks, annual test have passed so far, he also tests for chlorine coli forms every day, pH test at well house, the well house is built so that some pipes are above ground and some below. want to change that so pipes above do not freeze, can fix completely for \$15K, get the galvanized pipes gone, get a new pump in plastic, need to remove the roof to do that, assured good use for many years after that, checking every fall costs \$800, this goes away if overhauled, solid iron in the water is plugging the filters, L and M well drilling and inspector got together here to discuss, 4 filters get cleaned for the annual fee

accountability- safety meeting did not happen, Melanie upset, this is an OSHA violation

PTO - no full mowing by campout date, want for field day too, parent cannot do it, all swamped, Cody? will ask even though is short notice

PTO wondering how to organize and structure their fundraising, they don't like to throw money as at projects as they come along, board asked if the computers are being paid by them? they did not get back to Leann, some members said no, say grant writers should find a grant for the computers should we get more hand me down computers? consider?

ICP budget- no changes

Main budget-

The main issues are everything on the current budget, insurance, workmen's compensation, all have gone up and are in the budget for next year, input the ED salary in upper range, benefits have been left at same level because there are still questions, \$1000/employee compensation replacement, etc.

Used a conservative admw

Wanted \$15K for capitol savings, so the summary/overview= -\$41K actually, this is with salaries based on new hires leaving teacher kept at same, counselor at \$1000 more, pers there, used 105 for students so \$40K district thinks, computers in, afterschool adventures money is gone, donations? admw from this year or next, roof, south wall minimal done, earthquake deposit was not figured in, -\$5K now and \$5K later or the whole \$10K later

approve roof, incase of rot, from next year's capitol money, even from the emergency money

benefits discussion- sick pay, front loading 40hrs does not seem right, went to salaried because of benefits but now useless because of mandate, go back to hourly, full time salaried can front load then go to extended leave for sick, easier paperwork, or we can accrue every 30hr gets 1hr, fulltime and parttime get 40 hr at start

do we need a policy change?-should approve tonight so the MOUS can get out

retire policy HR00050a, reword HR00030c about leave for new contracts- parttime are affected Erik asks for vote to approve Melissa's changes, policy becomes HR00030d, changing 5day to 40 etc., request for leave form changed, Tim moves for this change to happen, 2nd by James, vote all 5s,

more benefits- can offer dental(Delta) and vision(VSP) to all, two not eligible, life map currently \$7/mo or can go with Standard, can over life insurance(\$25K benefit) or ?? this would be pretaxed and can add dependents, \$59.39/person/mo, \$5/person/mo vision at group price, full time has med, dental, life but not parttime, parttime gets dental and vision, must offer to all the same, some opt out because covered by others

get this approved for MOUS- motion by Erik to approve these benefits(only dental and vision for new, over 17.5hr), 2nd by James, approved all 5s

opt outs how to handle- used to have HRA, now we don't give anything special to someone who does opt out, the law doesn't allow

inservice money and time- each teacher gets some, Tom went over and some others didn't use, staff would be allowed to ask for more reimbursement at the end of the year, Leann wants to use some next year(summer), Dan allocated board gave lump sum

reword policy- to all staff get paid leave 40hr/school year non cumulative, state law, see already changed policy 1.2.2 changed by Melissa and will send to James who will now oversee policy changes and getting them written up, strike mention of hourly and HRA, in 1.2 med and dental for fulltime is the same

NOTE Jeannine sends newest changes to Google docs

hourly gets 1 personal and 1 bereavement day off

Erik will "unlock" box of closed meeting notes

more budget items?-----will not approve until see real budget, 80% salary

hiring-

interviewees will come in paid less than Kim

teacher -

in past ED takes care of committee, is formed, no screening, board member for this committee is Kelly, also Barb, Angela, Dan, Melissa, Tom, 2nd parent, might change, date of committee meeting is 6/17, Melissa M. watched teaching practice made notes on form, look at this lightly because not all were present and not all candidates will get to practice teaching, person not at all meetings will go over lesson plans and gathering data, head teacher not there because morning, unfortunate, 3 applicants so far,

ED- posted and applicants coming in, hiring committee equals 3 board at max, so James, Barb by policy will go over legals, 2 school community, admin staff should be there, Jennine, Karen, Melissa M. teacher, PTO, Leann, considered district HR person? find old questions, approve questions by email only to committee, wait until end of school year, screen only if too many applicants, no in house so far which would be a different procedure, do this 6/21, have a special board meeting after, references will be called

3 applicants for behavioral specialist, process done by ED, committee is internal and same for the assistants(2)

exit interview for our employees is voluntary, have a set of questions for feedback vs. complaints, some discussed how it would be nice to have feedback, this could be emailed to the appropriate person

Melissa H ends board membership 6/30, Tim through summer(Aug 30)

Tim brings up things to think about- if we have sexual misconduct situations in the future should we implement legal counsel before proceeding? OSBA can provide this, can use board money, policy does not state that now, OSBA will help us change it, question about board and school protection by insurance, we have \$300K which is middle amount, do research to find out about possibilities in sexual harassment cases the board steps in, there would be an investigation by committee 2 board, Dan, the counselor, be part of policy change

Received a note from a staff member who didn't receive an evaluation? Will check into this, there are laws now about teacher evals, certified receive every other year, classified receive every year

Discussion about Vision meeting come fall, many want this, have at Tyee?, be casual discussion meeting, James will email Dave

Meeting ends at 10:30