

ICP Meeting 3/3/15

Attending: Jamie, Karen, Erin M., Dan, Erik, Kelly, Melissa, Barb, Leann

No executive meeting to discuss salaries, will all be public with no names

Public comment: NO

Minutes- Erik moves to approve February's minutes. Jamie seconds and all approve.

Dan's school report-

Enrollment- 3 new enrollments, 2 in district and 1 homeschooled

Staff Concerns- lock down and blinds- all drills need to see in rooms, hallways clear

Salaries(discussed below)

Parent Survey- about 25% of parents responded

IT- library computer down, all old, new software okayed by PTO, consider Rasberry Pi, unix, but can only use certain systems for testing, will MCCS become part of district school board use of iPads for testing?

Smart tech -smart board gone

ICP computer- needs updating, g drive google docs, Leann given the go ahead to work on it

MCCS website updated after hack

Classes- nature, art (see report)

District- 5 district board members came to tour the school

ED feels ICP board should take the same tour of MCCS as the Corvallis School Board did.

During this visit and discussion an increase in our share of ADMw was not asked for.

The district board was asked about teacher salaries, they say salaries are about 80-85% of their budget, ours is about 82% right now.

District business director- met with Dan and Leann to clarify ADMw and per-student payment rates from district

Discussed our concern about our student numbers changing, going down. ..were told there is a policy where all schools are "held harmless" if student numbers go down, and the district will not be asking for a refund for the enrollment drop last year.

ADMw points for ELL, Rural school, IEP, etc... are averaged across the entire school district. We could contribute our IEP points, currently 7% of MCCs students, to that district pool but are not doing so.

District says it doesn't want to make money off us-if discrepancy is found in money for overhead they are looking into paying that back at end of each year

PTO- beautify day was basically successful because of a small group of dedicated people, the fraternity really worked hard, Mr. O', Dan, thanks to them and to the parents

The PTO wants to present a Jogathon, work on the greenhouse, dine outs, PTO leaders are definitely hard workers.

ICP budget report- only updated

Budget discussion-

PERS will increase from 6.5 to 7% in 2018-19, this must be considered in total amount paid for each person

Staff wants to be in district health. District clarified that staff can't because not part of union. Another (group) program costs more than they pay already

Key ADMw notes- we don't get bond measures from state so district board not in charge but district does get special charter money

Per student # will go up, poverty numbers boards have no control

Discussion of keeping district relationship good and bond use clear (don't want Kings Valley/Philomath situation)

Parent conflict issue- solve at lowest level

Discussed legal issues of having a policy

3rd party anti bully policy- take talk outside

Erik will talk/write to person requesting the policy

Board decided no specific policy to be made

Board feels the situation was handled appropriately. Calmness for the students is the only concern.

ED and staff survey ready to go out

Financials- budget salary schedule-

The board's main objectives- fair pay, how pay would progress in the future and the future impact of scheduled raises on the budget

Staff made schedule and put themselves on that schedule where they believe they belong, this gives a 15K raise to some, using the suggested schedule would use twice our total budget.

Board wants to point out the PERS increase, 32% of salary

Board discussed that using the measure of 80% the Corvallis district budget for our salaries probably will not be used.

Want to bring to staff's attention in making calculations of pay all the perks and/or differences at MCCS, such as paid continuing education and smaller class sizes, etc.

Focused on the 5 teachers- polled say no music or assistants, no STAR testing, no counselor, ok with PE and art.

Board would like to keep assistants as this is one of the differences that MCCS has that attracts parents, maybe decrease hours a bit, not sure about music, needs to keep art as this is part of the mission statement, board thinks we need STAR testing to show progress.

Board feels counselor is a must have- new one might have lower pay and/or could be 1/2 time, maybe a behavior specialist instead which is like an assistant, board wants to keep the administrative "team".

Staff wants board to fundraise- a good point, but that money would be variable and so would not be used for salaries in any case, toward the fundraising goal is the "grandparent letter" asking for donations.

3% raise worked in past because we grew, now not going to grow so much and have to consider PERS increase, reduce this raise?

Must decide if we can afford. Other scenarios and further projections several years into the future will be calculated and considered.

Better insurance offerings can be considered to help offset pay - Oregon health plan, check with RJS(insurance company), get the word out, staff may not know about all the possible opportunities, employer healthcare provision and if deemed "unaffordable".

Board agreed experience at other schools would count 1/2 to experience at MCCS.

ED review- coming up

Board members reminded that they can discuss and ask questions by email only one on one but cannot be one on one then on to the next one on one, etc. That would be "serial" meetings.

Next meeting will be April 14th