

NORTH CENTRAL EDUCATIONAL SERVICE DISTRICT

Minutes of the March 28, 2018, Regular Board Meeting

I. CALL TO ORDER

The ESD Board met at North Central ESD and Chair Harlan Warner called the meeting to order at 12:07 p.m. Present were Board members Susan Albert, Mary Kunkle, Marcia Kunkle, Larry MacGuffie and Ed Daling. Staff present: Superintendent Michelle Price, Assistant Superintendent Linda McKay, Executive Directors Dave Arp, Brent Stark, Suzanne Reister and Executive Assistant Eldene Wall.

Harlan noted additions to the agenda, including resignations submitted by Dave Arp, Brent Stark and Amy Eddy.

II. CONSENT AGENDA

**** It was moved by Mary Kunkle and seconded by Ed Daling to approve the Consent Agenda. Motion carried.**

A. Approval of Minutes

Approved the minutes of the February 28, 2018, Board meeting as presented.

B. Approval of Vouchers and Payroll

Approved March vouchers and payroll as presented.

The following vouchers are audited and certified by the auditing officer, as required by RCW 42.24.080, and those expense reimbursement claims certified, as required by RCW 42.24.090, are approved for payment. In addition, payroll direct deposit and warrants in the amount of \$916,176.93 are also approved.

General Expense Fund

- March Mid-Month Warrant Numbers 801127007 through 801127096 totaling \$172,340.91.
- February Comp Tax Wire Transfer Number 20170004 totaling \$1,354.81.
- March Co-op Mid-Month Warrant Numbers 801127097 through 801127103 totaling \$182,283.97.

February Payroll amount \$916,176.93.

C. Personnel

New Hires

- *None*

Resignations/Retirement

- *Celeste Schwint, Speech-Language Pathologist, effective March 13, 2018.*
- *Dave Arp, Executive Director, effective June 30, 2018.*
- *Brent Stark, Executive Director, effective June 30, 2018.*
- *Amy Eddy, School Psychologist, effective June 30, 2018.*

D. Travel Requests

- *Lesa Eiffert to White Plains, NY, April 4-7, 2018, to attend the Life Skills TOT Training.*
- *Michelle Price to Los Angeles, CA, May 1-4, 2018, to attend an AASA Executive Committee Meeting.*
- *Suzanne Reister to San Francisco, CA, May 3-6, 2018, to meet with Safety National, Workers' Comp excess carrier insurance.*
- *Michelle Price to Washington, DC, July 8-12, 2018, to attend an AASA Executive Committee meeting and Legislative Advocacy Conference in Washington, DC.*
- *Michelle Price to Minneapolis, MN, July 16-19, 2018, to attend AESD Leadership Training.*
- *Ami Collins to Baltimore, MD, July 19-22, 2018, to attend the 2018 ASHA School Connect Conference.*

IV. AESD REPORT

A. AESD Executive Board Update

An update will be presented after the AESD Executive Board meeting scheduled on April 12 during the AESD Conference in Pasco.

III. STAFF REPORTS

A. Teaching and Learning

Linda indicated No Child Left Behind was reauthorized as ESSA and provided information about implementation of the Support Model for the 2018-19 school year. The AESD Network is excited to have a deeper involvement with ESSA. Michelle complimented Linda for her leadership in this area. It was her work demonstrating how it could work that had a lot to do with ESD involvement. Linda answered questions about AESD Network involvement with statewide initiatives. Michelle reported ESD Superintendents are meeting tomorrow to talk about who they are, their why, their priorities and how they want to move forward. Michelle and Linda have been brainstorming efficiencies that they can bring forward to the group. Linda also reported:

- We have ten buildings identified as comprehensive, and nearly 40 as targeted support (47 total). 900 schools across the state were identified. April 19 – presenting to superintendents; April 27 is spring outreach.

- Mechelle, Andy and Linda were in the National Science Conference in Atlanta. Andy and Mechelle did a great job of presenting the new science curriculum. They are getting requests from around the state and from other states to share their professional development. They have submitted a request for presentation to the AASA Conference where they can share their new method of teaching, based on phenomena.
- The Network is submitting the statewide computer science grant application on Monday, asking for \$400,000.
- Linda and Michelle are working with the WSLA Leadership group. How can they support leadership in districts?

B. Fiscal Services

Dave reported:

- 2242 (now 6362) is moving along. He has designed a salary schedule template and is sharing with districts.
- SEB has been created for schools, and there are a lot of questions about the insurance pool. They are partnering with ESD 112 for trainings.
- Audits are being completed and there has been a finding for all nine ESDs. More information will be provided to the Board.
- Dave reported he was honored to be on the interview committee for filling Les Vandevort's position at Wenatchee School District when he retired.
- June 30 is Dave's last day, then he is taking vacation days, going to work for an American School in Morocco.

Michelle described her sadness that Dave and Brent are moving on, but shared her appreciation for their fantastic work.

C. Special Services

Brent Stark highlighted his invitation to Oroville for their LID day, looking at data with a view of the whole child, incorporating ACES and PBIS. He was blown away by the work of Andy Boyd, Cathy Meuret, Shelley Seslar and Candace – an amazing way to start the day. Special Services work is really starting to come together, working with Teaching & Learning, making a cohesive and powerful day. They look at more than just good test scores, but at what is going on in the students' homes. It was very well received. Superintendent Jeff Hardesty invited the same team to come back four times next year for 800 students, 70 staff, and 40 teachers.

Brent reported Ed was awesome to work with for the College and Career Fair scheduled at the Waterville Fairgrounds. There were 48 vendors and 300 students. It turned out great! Protective services students from the Tech Center provided direction. Students were engaged and surveys were amazing. It was originally planned for Special Ed kids, but counselors were told to fill the bus up with whoever they want. There was something there for every student, junior high and high school. Brent described the federal mandate for DVR and says they have been in contract with DVR, to see if we can be their pilot. The job fair was good for kids. Ed thanked Brent and his wife for their wonderful work and for being so great to work with.

Flint Simonson is coming to do a two-day training for working with level III hard core kids. They are up to 55 people so had to move to a larger venue. Kevin Risdon and team are at a job fair in Tacoma, then CWU. It is going to be pretty hard to fill all of the positions. Nine positions in our region were not filled this year, so we are behind.

Brent described an Eastern Alternative Pathways Grant. There was a March 15 cutoff and five applications were received for about 30 people wanting 20 slots.

State Needs: Brent reported they asked for and received more money for a teacher of the visually impaired, so more teachers will be hired. The additional funds will help greatly. Brent indicated he is not completely retiring, but stepping down from the cabinet. He will keep the WSDS part of his job and may continue working with Oroville.

Linda added information about Restorative Justice. She said they have to go in assuming that students don't know the right way to behave.

D. Human Resources/Workers Comp

Suzanne Reister highlighted:

- Relationships and communication and the difficulties of filling positions for two SLPs and a school psych, as well as a Special Ed position for Grant County.
- They are working on wrapping up the salary survey and communications for staff.
- Executive Committee meetings are scheduled tomorrow for Workers Comp and Unemployment. The Workers Comp fund has a good balance and is very solid financially. There should be a 5% decrease in rates. Only two districts didn't participate in the incentive program, which had very positive results, and participating districts will receive money back. Unemployment: At the end of August, three-year transition went to true risk pool.
- The Crisis Management Co-op did an active shooter training in Nespelem, which went very well, and helped drive some great conversations in their districts. The threat assessment component is next. It is a team approach to what they can do to meet needs.

IV. OLD BUSINESS

A. AESD Conference Schedule

The AESD Conference schedule was reviewed and each person volunteered to attend a breakout. Eldene will forward hotel information to Board members.

B. Salary Schedule

Suzanne reviewed the salary schedule that came from contracting with Hank Harris, an 18-month process, finally finished. Positions were compared with other ESDs in the state except for PSESD, gathering all job descriptions to make sure they were equitable and comparable in responsibility. A salary schedule was designed to provide growth opportunities for staff, including divisions and bands – units, not steps. Unit increases are

performance based on evaluation, not steps. All positions have been reviewed and the information was included with the board packet. Michelle said that this salary schedule does not include the cabinet, which will be presented later. Michelle shared information about how much it would cost – a 3.1% change on average to bring to market level, aligned with current CPI. It will bring our staff salaries up to the market level. The goal is to retain our employees. Dave talked about the regionalization factor effect upon several districts. Districts need to make sure veteran teachers receive raises in line with the increase for new teachers. Bargaining sessions are expected to be very contentious.

Dave and Michelle answered questions about the impact of the salary schedule upon upcoming budget planning.

**** It was moved by Marcia Henkle and seconded by Susan Albert to approve the salary schedule as presented. Motion carried (one abstained).**

C. Board Recruitment

Michelle reported we have a potential ESD Board candidate from Cashmere – Kim Larson. She owns Crossfit and her husband is a fire fighter. She will come for an interview at 11 a.m. before our next board meeting.

D. Regional Board Meeting

Ephrata School District is unable to host us in April for our Regional Board meeting, so the Board decided to stay in house for our April meeting.

Michelle clarified that the May Board meeting is scheduled May 23, not May 30.

E. Excellence Banquets

Michelle shared the dates for Excellence Banquets and asked which Board members would be able to attend. Harlan will attend the Okanogan County banquet; Larry will attend the Grant County Banquet; Susan will attend the Chelan County Banquet; and Ed will attend the Douglas County Banquet. Michelle will see if Marcia can also attend.

V. NEW BUSINESS

A. Board 5000 series Personnel Board Policies and Administrative Procedures

Suzanne put together the Personnel 5000 series of Board Policies, with the help of WSSDA. The Board shared questions:

- 60 days, working days?
- 5015, tobacco products (property owned by ESD and buildings). If we rent space, does it apply to renting space? The same tobacco prevention policies are followed.
- 5020 drug-free (same provision as tobacco).
- Page 2 of 5020 employee's own expense (own medical expense).

- List of responsible agencies for emergencies only talks about Chelan County. Should it be for each county in our ESD area?
- 5100 and 5105. Who employs staff? The Board authorizes superintendent to hire.

Changes will be made and brought back for approval at the next meeting.

B. Change in Board Policy 1210 – Reorganization of the ESD Board

**** Mary Kunkle moved and Ed Daling seconded to approve the change in Board Policy 1210, reorganizing the ESD Board in January every two years instead of annually. Motion carried.**

C. Friend of Children/Board of the Year

Michelle noted a committee is needed to review Friend of Children and Board of the Year nominations, which are due April 13. Mary and Larry volunteered to review the nominations.

VI. MICHELLE’S MOMENTS

Michelle highlighted the following:

- A profile of each board member will be put together for communications.
- Professional Development – legal side of social media.
- Marcia and Susan will attend the Sweethearts for Kids luncheon on April 11.
- Michelle has been out in districts working with boards, including Pateros, Okanogan, Soap Lake.
- New superintendents – Ashley Goetz will be replacing Richard Johnson, who is retiring as superintendent of Okanogan School District after 40 years in education.
- Lois Davies from Pateros is resigning from her position as superintendent.
- Michelle presented *From Seed to Apple* to the Board and also the *Number One* book.

The meeting adjourned at 2:40 p.m.

Board Chairperson

Board Secretary