

**HR Board Subcommittee
MEETING AGENDA
June 14, 2010; 1:00 – 3:00 pm
Fairdale Room, CSF**

Present: Valerie Braughton, Kelly Hornby, Nicole Rapp, Joel Dvorak, Doreen McGlade, Bev Jackson, Steve Degenfelder, Rene Rickabaugh, Mike Pyska

PURPOSE: To create a shared direction, establish efficacy and provide service to the Board of Trustees and communication to the schools and departments through employee association groups.
DESIRED OUTCOMES: <ul style="list-style-type: none"> ○ Become informed about HR issues ○ Take action on identified issues
ROLES: <ul style="list-style-type: none"> ○ Chairperson: Audrey ○ Recorder: Carol

Agenda

Time	Who	What	Action/Information
1:00-1:05	Audrey	Board Topics	Information
1:05-1:25	Kelly	Classified Staffing Plan	Information
1:25-2:00	Kelly	HR Budget	Information
2:00-2:15	Kelly	PD 5 year plan	Information
2:15-2:30	Kelly	Evaluations (principal/certified)	Information
2:30-2:50	Audrey	Communications	Information
2:50-3:00	Audrey	Future Topics	Information

Board Topics

Calendar and scheduling will be discussed tonight. Work session will be on High school scheduling. Talk about differences in data collected locally and on the state level. Drop out discussion.... Get more information.

Classified Staffing Plan

Create a plan fiscally neutral to district. There are specific positions that schools need to operate. The plan was rolled out to principals first and that brought up some questions. Each level looked a little different. There were concerns of equity. Tried to address equity across the board. There is confusion around the model. Principals were given a green light to move toward the model. Initially said it was a three year plan. There is question if the models meets the needs at all the schools and if it is fiscally responsible for the district. Need to live the model for a while to see if it meets the needs of the schools. Job classifications is a concern. Currently there are so many. Recalibration will be done internally this year. The state did not hire an outside consultant this time. Principals have

lost the ability to cash in certified FTE to buy classified positions. Equity is still a huge issue (some schools moved to cash-ins a couple years ago, some did not so inequities really need to be looked at)

There was discussion about classified organizations being involved in targeted selection and medallion of excellence. Need to contact organization leaders for participants.

HR Budget

(attachment)

HR Steering brainstormed ideas as to what money was needed to move forward for the upcoming school year.

HR received \$850,232.81, a 5% budget decrease from the 2009/10 year. (spread sheet attached) Department breakdown: OD = \$398,500, Compact = \$173,000, Sub Office = \$41,000, ECOH = \$27,500, Employee Services = \$63,500, Insurance = \$36,500, and HR \$110,232.81 for a total of \$850,232.81.

PD 5 year plan

District goal 5 has moved this issue forward. OD council has been resurrected and they are working on a 5 year plan. An outside facilitator from the National Staff Development Council is helping to design the plan for the OD council. There will be a 5 year strategic professional development plan that will be brought forward to the board. We need to keep in mind the human part as well while we move forward on the PD plan.(relationships) The board questions would be: "What is the purpose of PD?" What is meant by accountability? Are we building a business model?

Evaluations

(attachment)

Trying to align with district goals. 1st three pages is the rubric that will be used to evaluate certified teachers. (state) next document is skeletal version of the work with the principal evaluation group(summary or rubric proposed to be used for administrators) (educational code from the state)Chapter 29: regulations speaking to what an evaluation system should have. We are looking to run a pilot to see how these go for a year.

Communications

Is there progress for associations to communicate in the school buildings? Put issue on agenda for next time. Audrey asked for a list of what was misunderstood the most for the next meeting.

Future Topics

Update on evaluations

PD five year plan