

**Date:** 11/10/17  
**Note Taker:** Leslie Rude

**Participants:**

Voting Board Member: Jerry Deschane, Robb Kahl, Dean Gille, David Sachs

Non-Voting Board Members: Ann Molitor

WIVA Academic Team Members: Nicholaus Sutherland, Ed Depersis, Todd Mckintyre

<p><b>Agenda Item:</b>          Board Planning Session Agenda</p>	<p>10:10</p>
<p><b>Discussion:</b>          School Culture Nich discussed          1.1. Parent/Student Satisfaction Survey-Parent survey are up with more positive feedback from years past.          1.2. Faculty Advisory Council Overview-Employee satisfaction. Insperity work group sessions. Need a positive work environment. 5%. Turnover. Bimonthly staff meetings. Faculty advisor counselor. Teacher ambassador. We have one on the K12 K2 team. Work group sessions this spring. Connection calls this is a mix of in person and virtual. Monthly virtual meeting. These are open meeting for everyone          1.3. Employee retention-poster shifts. Took away open complaint form focus on more positive. 3<sup>rd</sup> year in a row lowest school. Focus on improve the teacher. Under spent on Pd. So Improved. Had a lot of positive feedback. Poverty 7 employees. Look at McFarland poverty to compare to ours. Went from 30% down to 5% teacher drop. Non-matching 401K. We need to look into seeing if we can offer more. Bob Welch to 7% match for pension. It's a five year investment. Retirement plan is the first we need to improve. Sp. Ed-Sarah. Retirement system has to be number one priority.          1.3.1. Culture shifts- Compare our poverty with McFarland.          1.3.2. Looking at pay, benefits (potential use of state retirement system), workload- Nich discussed what his feedback has been from staff. The number one priority needs to be the retirement plan          1.3.3. Address Tabled Topic of additional "teacher" bonus allocation -Nich discussed the additional bonus. Nich asked how we want to spend the money. David said he found out you can pay out into the retirement plan. David wants to motion to table. Jerry is for giving the money to staff. Recommendation to come from the administration. The board isn't qualified how the money is divided. David would like someone from K12 to discuss the Louisiana situation, so we don't end up in the same situation. David wants to table a 40,000 last year's surplus on David motion to arise from the table. Second by Robb. Motion carries. Original motion from back in June by David is asking us to spend 40,000 form the surplus s for a one time bonus to teachers. Second by Robb. Robb would like to see the \$40,000 to go towards a retirement plan Motion fails.          2. School Performance-Nich seen significate growth-school Report cards. We will receive this in November available to the public Nov. 21<sup>st</sup>. Our next board meeting is November 30<sup>th</sup> and Nich will be able to give us the full information on our report card.          2.1. Review of School Report Cards- student report cards are looking better, and positive. Nich reported that he will have a full report on school report cards at the November 30<sup>th</sup> board meeting.          2.2. Look at persistence data-more details will be available at the November 30<sup>th</sup> board meeting when the information comes available November 17<sup>th</sup>.          2.3. School goals and school improvement efforts-Andrew is going to look over. Special goal and operational goals.</p>	

3. Charter Reauthorization-discussion with where were at with McFarland school District. 3 year special review Start assessment from Family Enrollment specialist and K8 Counselor. Both positions have been filled. Affirmation mangagemtn fees,

4. Confirm Bi Law Edits-Nich asked if board is okay with him sending them to Jeff our attorney.

5. Overview of EPSA – Specifically looking at financial agreements-Ed discussed. David, asked if the MIFI cards to the homeless families comes out of the computer budget. MT-It services. 2 Incentive fees- recovery deficit performance managing the program. 1% surplus gets paid out to K12. Todd discussed no liability on your audit sheet. David asked why subcommittee needs to be created.

A- Further discussion and changes to the ESPA would have to be discussed at the time of renewal.

6. Review of EPSA Amendments and timelines Nich discussed,. He will work with Sara. Jerry brought up that if McFarland 10 agreement the board is agreeing to a ten year service agreement with K12. Revised charter done by March per Andrew. Jerry asked if there should be an agenda item in December or January to take e about the ESPA review to determine if there’s anything it wants to negotiate. Up for renewal Four Lakes Four Lakes

7. Digitizing school files- 2years lease Nich presented a quote from Imaging for 1.3 million files they would scan. Monthly free to maintain \$30,000 then around \$500. The board supports this. Nich will get more quotes from other vendors.

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