

Miami-Yoder School District
BOARD OF EDUCATION
Work Session
Minutes
Wednesday
March 8, 2023
Conference Room
6:30 PM

1.0 Call to Order and Roll Call at 6:32 PM by, Mr. Carneal second by, Mr. Howard

Mr. Bringhurst, Mr. Carneal, Mr. Davis, Mr. Howard, Mr. Leupp

2.00 Motion to approve the Agenda by, Mr. Davis second by, Mr. Howard

Ayes: Mr. Bringhurst, Mr. Carneal, Mr. Davis, Mr. Howard, Mr. Leupp

3.00 Work Session

3.01 Management Staffing

- Mr. Barnes, we had a conversation last time about different strategies for management options. Sheila and I have been talking about the options. When I started here, they had a Secondary Principal, Elementary Principal and Superintendent. The board who hired me decided that we only needed one position in secondary, a principal/superintendent.
- It would probably cost around \$90,000.00 to go back to that model. For example, if I was just a principal, it would cost the district over \$100,000.00 with all the benefits. Both Sheila and I will need help as we grow.
- Another way is to bring in an assistant principal. Assistant principal would work 10 to 20 days longer than a teacher, and they can do evaluations. We would have to develop a pay scale for an assistant principal. Assistant principals would cost \$70,000.00 plus with all benefits.
- Dean of students would also be a way to go. The dean of Students would help with lunch duty, day to day activities like playground duty, watch camera and discipline. Deans do not have the license like a principle. Deans might only work during the school year. A dean would probably be in the \$60,000.00 range for pay.
- I think we will have to talk about what way we want to go in the future. As we grow, both Sheila and I will need to have extra help.
- We talked about expanding our SRO. We could move him from half time to full time. The SRO could watch the cameras, take over lunch duty and just be present in the building. We have \$25,000.00 budgeted to cover his cost now, it would probably cost another \$15,000.00 to bring him on full time. We would have him at an hourly position and he would work about 155 days a year. That way he could meet with teachers on a PD and on safety days.

- So, these are the different options we can use. There are different levels of help for Sheila and I with each position. As the growth continues we will have to adjust. With the SRO working lunch, that is an hour I get back to work on evaluations or be present in the halls. The SRO can do home checks also for us, I just need to find out since they are not commissioned if they are comfortable doing the home checks. Mr. Bringhurst, why would they be going to someone's house? Mrs. Hartley, for a child who is truant and they check to see if they moved, are ok, why student is not in school. Lots of options to think about. Mr. Leupp, it seems to me like next year we are not going to have the extra money for staffing. At what point do you go with full time SRO? This person will also teach and have a plan time.
- Mr. Carneal, with a dean and SRO, the SRO would watch the cameras and the dean would handle the discipline? Mr. Barnes, they would handle the minor and Admin would handle the major. Mr. Davis, what is the difference between major and minor? Mr. Barnes, suspension or not. Suspension would be major, if lunch detention it would be minor. We could have a major that needs law enforcement action, then the SRO might use his connections to contact someone. We step back if we turn it over to law enforcement. As we continue to grow, we will have to morph. Calhan has 500 students and three admin. We have 360 students and will need more help as we grow.

3.02 Teacher Evaluation

- Mrs. Hartley, I have created some handouts for you guys. This way you can see the tools that we use. We use Iobservation by Marzano. It aligns to what the Colorado Department of Education wants us to do. I just gave a preview of what they want you to do. Mr. Bringhurst, what prompts you to evaluate? Mrs. Hartley, employment. We have to by law evaluate the teachers. All of my teachers in elementary are non-probationary teachers. I can do informal evaluations for them. If they were probationary teachers, then I have to due a formal evaluation. For a formal evaluation, I need to tell them I am coming in on this day and need to see your lesson plans, we will have a pre-meeting and I will evaluate you at this time and then we will have a post meeting.
- In the beginning of the school year, my teachers take the rubric and do their self-evaluation. They then pick what they want to improve on. They then plan their growth plan and turn it into their principal for approval. We want this done by September.
- When we observe them, we are checking to see if they are meeting their growth plan improvements. I try to do 3 informal walk throughs with each teacher. I then do a mid-year evaluation. We look at where they are with their growth plan. I asked my teachers "where do you see yourself next year?" Are you happy with the grade level you are teaching? My teachers can move around quite a bit. Dwight's teachers do not have that flexibility. We try to have this done by the end of January, next year we want to have this done by the end of December. I try to do two more walk throughs and the final evaluations open in April. Mr. Bringhurst, What happens if you have a parent or teacher complaint? Mrs. Hartley, For a non-probationary teacher. How you become non-probationary is to have a contract and effective rating for 3 years in a row at the school. There has to be

documentation that they are out of compliance. Mr. Bringhurst, then they write up an action plan? Mrs. Hartley, yes. If you are not going to re-hire a non-probationary teacher, then you have to have a hearing and the documentation. Mr. Bringhurst, what if they don't meet their goals in their growth plan? Do they just not progress? Mrs. Hartley, that is part of their evaluation. The evaluation is weighted and you have to meet your growth plan or it comes out in your effective rating. 50% of the evaluation is the rubric and 50% is student achievement. Mr. Bringhurst, so on their self-imposed action plan, do you guys get to coach them through that? What if they set the bar really low? Mrs. Hartley, I wish it was that way, but my teachers are over achievers.

- Mr. Barnes, there are 60 areas on this rubric, we do not hit all 60. It is not just the certified employees that get evaluated. All employees get an evaluation. Mr. Carneal, Do the managers do their own staff evaluations? Mr. Barnes, you are right. For example, Brenda does the Kitchen staff evaluations. Mr. Barnes, the principals do the teacher's evaluations, Managers evaluate their staff.

3.03 Superintendent Evaluation

- Mr. Barnes, I just ran it off. It is the same one we used last year as it is in board policy. I am giving a copy you have in hand. Mr. Carneal, we have to have this done in May? Mr. Barnes, I prefer April in case you want to get rid of me, I have to look for a job. Mr. Davis, do we have an electronic version?

3.04 Retention Stipend for all staff full time \$2,000.00, part-time \$1,000.00 for a grand total of \$129,000.00

- This is our 3rd year for this stipend. We are using 50% ESSER III, and 50% Rural school money. This is all coming from grant money. It will be the last year as ESSER III is going away and so is Rural school. I think the State could bring back Rural school next year. Mr. Bringhurst, where do the grants come from? Mr. Barnes, the State and Federal government. ESSER III is Federal dollars and Rural school is State dollars. They will get their checks on May 10.

3.05 Yearbook policy and or Procedure wording


- Two adjustments have been made, 1. any material turned in will be checked for nudity or wording and 2. any edits made will go through admin. Those two things will be in the handout. Mr. Davis, do we have a list of words that can't be used in that policy? Mr. Barnes, I will not do a list as it would have to change every year. Mr. Davis, then we are open to the same thing. Where I used Damn and it would not be published when our books in English class does use that word. Do you know what I am saying? We can't have it both ways. We are going to have a G rating for the yearbooks. If they can be said on TV, then that could set our standard. Or we are going to have to set the standard from somewhere else. I don't think that "damn" or "ass" are bad words to use in a letter from me to my daughter. I know that some people think they are bad words. Mr. Leupp, Lets bring this back next month. I am not sure the board needs to get involved in this wording? Mr. Davis, it is policy and the board creates policy. We are paring back policy; do we want to create policy for this. I did change the wording to dang, but I did not want to. It is a word that I

use all the time. I think we have to have a list in policy of words that are not allowable. That is the issue having to change the words. I don't find them offensive. Especially if you are out in the halls here, you will hear words more offensive than damn and ass. Mrs. Hartley, is that a policy or guidance from the yearbook staff as to what is acceptable or not? Mr. Leupp, maybe the yearbook staff needs to have the guidance on what is acceptable or not for the yearbook.

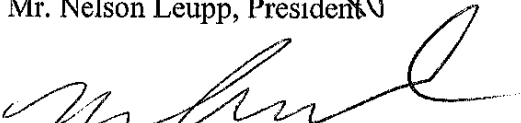
4.00 Motion to adjourn at 7:12 PM by, Mr. Howard second by, Mr. Davis

Ayes: Mr. Bringhurst, Mr. Carneal, Mr. Davis, Mr. Howard, Mr. Leupp

Respectively Submitted



Mr. Nelson Leupp, President



Mr. Martin Howard, Secretary /Treasurer