

MEET & CONFER MINUTES

Monday, January 26, 2015, 4 pm, District Office

<input checked="" type="checkbox"/> Mike Carls	<input type="checkbox"/> Keith Kamrath	<input checked="" type="checkbox"/> Daron VanderHeiden
<input checked="" type="checkbox"/> Bruce Eckhart	<input checked="" type="checkbox"/> JoEllen Kimball	<input checked="" type="checkbox"/> Tina Vorlicek
<input checked="" type="checkbox"/> Josh Gehlen	<input checked="" type="checkbox"/> Juli Monahan	<input type="checkbox"/> Jim Waldron
<input type="checkbox"/> Rhoda Hubbard-Anderson	<input checked="" type="checkbox"/> Kari Neubarth	

Guests: Donna Luhring, Deb Marcotte, Chanda Kropp, Todd Grina, Anne Broderius, Dan Olberg, and Patrick Walsh

Grading (80/20, 80/10/10)

Problems/Comments:

- Confusion and misunderstanding about the District's grading policy ([Policy 618](#)).

Solutions/Discussion:

- Policy 618 was implemented in 2012. All District policies are approved by the Board of Education through a procedure of first, second/final readings. No issues were raised through the process.
- This policy has been implemented in stages within schools/departments since its adoption.
- A recommended resource is the book *Grading Smarter Not Harder* by Myron Dueck. ([Key points from the book](#))

Q-Comp PLC Time

Problems/Comments:

- There is designated PLC time each Wednesday; the actual meeting time varies per school.
- The time allotted is not sufficient. Larger blocks of time are needed to make the PLCs more productive.
- Meeting time before and after the work day is difficult.

Solutions/Discussion:

- The Calendar Committee is looking at options to increase PLC time during the scheduled work day. Ideas include increasing the number of two-hour late start and/or changing the format/schedule of late starts (early outs) to use the time for PLC work.
- The MDE Q-Comp representative will be meeting with the District Q-Comp Advisors on February 3 to discuss how the Q-Comp plan could work better with PLCs.

Substitute Teacher Fill Rates (Regular and SPED)

Problems/Comments:

- There is concern District-wide about the quantity and quality of substitutes.

Solutions/Discussion:

- The substitute fill-rate is 96% (however, this does not mean all positions are filled with quality substitutes).
- Some of our licensed Para's fill positions which then create openings for their position.
- Substitute positions on Mondays and Fridays in the spring of the year become especially difficult to fill.
- Substitute pay for a full day is \$105; this is comparable to surrounding districts (\$100 - \$110 per day).
- Some school districts have placed personal leave caps.
- Kelly Services has been advertising with little success.
- The District will be posting information on the website about how to become a substitute for any position.
- Kelly Services is at the District office once a month. They are also considering hosting a job fair.
- Could incentives be offered to retired teachers and/or to those that fill more difficult positions?

Next Meeting

If needed, the next meeting will be held on February 23, 2015 at 4 pm in the District Office Conference Room.