

**THREE LAKES EDUCATIONAL COOPERATIVE  
BOARD OF DIRECTORS MEETING  
November 21, 2016**

**Call To Order**

President Randy Boudeman called to order the regular board meeting of Three Lakes Educational Cooperative at 6:30 p.m. Monday, November 21, 2016. The following individuals were present:

*BOARD MEMBERS:*

Ryan Sink  
Cindy Cook  
Eric Ratzloff  
Randy Boudeman  
Brandi Shaffer  
Jamie Sowers

*OTHERS:*

Dr. Kathy Mickelson  
Michele Luksa  
Dr. Ryan Vaughn  
Laura Hogelin

**Approval of Agenda**

Motion was made by Eric Ratzloff to approve the agenda with additions as presented. Motion was seconded by Jamie Sowers and it passed 6-0.

**Approval of Consent Agenda**

Eric Ratzloff made the motion to approve the consent agenda as follows:

- Approval of Minutes
- Approval of Financial Summary and Treasurer's Report
- Approval of Warrant Register – Payables
- Approval of Resignations
- Approval of Terminations
- Approval of New Personnel
- Transfers/Decrease in Time/Increase in Time
- Approval of PDC Plans and Points

Motion was seconded by Jamie Sowers and it passed 6-0.

**DISTRICT CONSULTATION**

**Staff in Districts by Number and Percentage (Informational)**

Dr. Mickelson reviewed the number and percentage of staff within each district in comparison to their district assessment percentage. It was noted that the number of teachers has increased by five this year. Student numbers within the districts have decreased however the number of students being served on an IEP has increased.

### **Staffing Needs (Informational)**

TLEC continues to experience a shortage of available candidates for certain positions. This is a statewide problem and not unique to TLEC.

Dr. Mickelson has scheduled an interview with a potential speech language pathologist applicant who will graduate in December. If we are able to hire this individual, the number of hours for contracted teletherapy services can be reduced.

Advertising and recruitment efforts are underway for a school psychologist who will be needed next year. There are currently 38 school psychologist positions open throughout the state. Available options could be to contract psych services through an agency, hire social workers, or hire classified staff to assist the remaining three school psychologists.

Alternatives for replacing a teacher at Overbrook who is moving at the end of the semester are being explored. At this time, there remains a lack of qualified applicants to interview. Securing the services of a long term substitute could be one option. Increasing the caseloads of the remaining three teachers and allowing professional leave days to complete paperwork plus additional paraeducator support is yet another option to consider.

### **Superintendent/Board Member Discussion Items**

- *Crosswinds – Rob Runquist and Tyson Prouse - SAC*

Rob Runquist and Tyson Prouse from Crosswinds Mental Health Center met with the superintendents to discuss the increasing need for mental health resources in the schools. Crosswinds is able to offer a variety of programs to assist districts. This will remain a topic of discussion for the superintendents over the coming months.

- *Maintenance of Effort - SAC*

The annual MOE report is due December 2<sup>nd</sup>. Superintendents were reminded to submit the district portion of this report prior to the deadline.

- *Wage and Hour Changes – continued discussion – SAC*

This law is currently being challenged and may be repealed in January. Districts have adopted a wait and see approach at this time.

- *Calculating DROP for Certified Staff – SAC*

KPERS is in the process of reviewing and determining how the daily rate of pay for certified staff should be calculated.

- *District Dual Employment Penalty - SAC*

Superintendents agreed they would be willing to pay a penalty for hiring TLEC classified staff during the academic term. The potential ramifications of assessing a penalty was discussed by the board. It was agreed to continue the discussion at the December meeting before acting on this item.

- *Strategic Planning Survey – SAC*

A copy of the TLEC Strategic Planning Survey that will be sent to principals and superintendents was handed out. This plan was developed following the meeting on November 8<sup>th</sup> between TLEC administrators, district administrators and Bart Swartz, Greenbush Leadership Consultant.

### **Matters Relating to Student Issues – Executive Session**

No executive session was held.

### **Personnel – Executive Session**

- *Certified Evaluations – Phase 1*
- *Classified Salaries*

Motion was made by Eric Ratzloff and seconded by Jamie Sowers to enter executive session at 7:05 p.m. for a period of fifteen minutes with all administrators present for the purpose of discussion of personnel issues related to non-elected personnel. Motion passed 6-0. Justification of the executive session is to protect the privacy interests of the individual(s) to be discussed. The meeting returned to open session at 7:20 p.m. Motion was made by Eric Ratzloff and seconded by Jamie Sowers to continue the executive session and additional ten minutes at 7:20 p.m. for the purpose of continued discussion of personnel issues related to non-elected personnel. Motion passed 6-0. Justification of the executive session is to protect the privacy interests of the individual(s) to be discussed. The meeting returned to open session at 7:30 p.m. Jamie Sowers made the motion to amend the classified office staff salaries approved in October to reflect a 2% increase. Motion was seconded by Eric Ratzloff and it passed 6-0.

**Negotiations – Executive Session**

No executive session was held for negotiations.

**Adjournment**

Eric Ratzloff made the motion to adjourn the meeting at 7:33 p.m. Motion was seconded by Jamie Sowers and it passed 6-0. The next regular board meeting will be held **Monday, December 19, 2016, at 6:30 P.M. at the Three Lakes Educational Cooperative office in Lyndon.**

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Laura Hogelin, Clerk

\_\_\_\_\_ Approved

\_\_\_X\_\_\_ Unapproved 11-21-16