

Policy & Governance Committee Meeting
November 5, 2018
8:45 a.m.

Members present: Eric Torres, Joe Luginbill, Charles Vue

Staff present: Mary Ann Hardebeck, Abby Johnson, Kay Marks and Patti Iverson, Recording Secretary

Policy 185

Joe Luginbill shared the revisions as recommended by Attorney Kirk Strang for Policy 185. The committee reviewed those suggestions and made final modifications.

Joe Luginbill moved, second by Charles Vue, to bring Policy 185 to the School Board tonight for a possible first reading. Carried by unanimous voice vote.

MOUs/Contracts with Nonprofit Organizations

Abby Johnson shared a list of MOUs and contracts that the District has with nonprofit organizations. Only organizations who provide after-school care can attend the opening day event at the elementary schools. The YMCA and Grace Lutheran can be there because they provide after-school care. Abby Johnson said there are no formal agreements with them. The YMCA is using the facility at no cost to them, but they are making money. The Revenue Committee has been asked by Dr. Hardebeck to look at this. Administration was asked to share information with the committee on what the cost is for the District for these programs.

Joe Luginbill asked about creating MOUs for nonprofits. Dr. Hardebeck suggested that the Revenue Committee look at this. She wouldn't recommend changing policies until that committee has looked at this issue.

Annual Updates to Employee Handbook

Kay Marks said there are things that come up through the BIC Minutes and in topics employees bring up throughout the year. The ERC will meet next week. Some of the Employee Handbook language changes include: moving the certified employee group retirement date earlier, harassment and bullying language for employee policy to include some of the language used in the student policy, clarification of early retirement language with the focus of OPEB, language related to allowing employees to resign their position in good standing in the District, changing sick leave donation bank language, and liquidated damages language.

Joe Luginbill suggested language regarding the manipulation of grades be added to the Employee Handbook. Dr. Hardebeck talked to Attorney Kirk Strang about this, and he said that any teacher who files a false report has grounds for dismissal. Mr. Luginbill felt it would be good to have that language included in the Employee Handbook to make employees aware of it. Dr. Hardebeck said the Board doesn't need the language to act but added that there could be language indicating "up to and including termination." Section 3.16 of the Employee Handbook doesn't talk about dismissal.

Mr. Luginbill said when the committee discussed the Facility Use Agreement and Memorial Day specifically, it was noted that if a band teacher works on Memorial Day, they can take flex time, but that isn't included in the Handbook. Ms. Marks said those positions get increments for those events, and it wouldn't be practiced District-wide. Music positions get increments (separate contract, stipend for work they do outside regular contract) and they are paid for holidays, one which is Memorial Day. If there is an expectation that a band is marching in a holiday parade, those teachers are paid a stipend.

It was also suggested that there be language in the handbook about Employee Assistance Services that the District provides.

Meeting adjourned at 10:23 a.m.