

**Minutes of the Board of Education
Unified School District No. 435
Dickinson County**

Abilene, Kansas

February 15, 2016

The Board of Education of Abilene Unified School District No. 435 met for a special meeting in the boardroom of the District Office at 6:00 p.m. on Monday, February 15, 2016.

Call to Order

The meeting was called to order at 6:00 p.m. by President Gregg Noel with the following members in attendance:

Mark Wilson

Barb Brittan

Debby Barbur

Dr. Kari Porter-Murray

Randy Gassman

Board member Jeff Bathurst was unable to be in attendance. Others attending all or part of the meeting were: Superintendent - Dr. Denise Guy, Board Clerk - Angie Schneider and Kansas Association of School Boards (KASB) Attorney - John Rasmussen.

Approval of the Agenda

It was moved by Barb Brittan to approve the agenda. Mark Wilson seconded and the motion carried unanimously.

Executive Session

Executive Session

At 6:00 p.m., Barb Brittan made a motion to enter into executive session for consultation with an attorney for the board which would be deemed privileged in the attorney-client relationship to protect attorney-client privilege and the public interest and to return to open session in this room at 6:10 p.m. The motion was seconded by Mark Wilson and the motion carried unanimously. Denise and John were invited to join the executive session.

The meeting reconvened at 6:10 p.m.

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At 6:10 p.m., Barb Brittan made a motion to enter into executive session for consultation with an attorney for the board which would be deemed privileged in the attorney-client relationship to protect attorney-client privilege and the public interest and to return to open session in this room at 6:15 p.m. The motion was seconded by Mark Wilson and the motion carried unanimously. Denise and John were invited to join the executive session.

The meeting reconvened at 6:15 p.m.

Action/Discussion Items

Required Negotiations Training for Board Members

KASB attorney John Rasmussen was in attendance to provide negotiations training for board members. This required training is due to changes to the Professional Negotiations Act (PNA) for 2016. According to John, these are the first significant amendments to the PNA in over 20 years.

Board members received handouts that mirrored John's PowerPoint presentation. Deadline for the exchange of notice letters between the boards and teacher associations moves from February 1st to March 31st. The statutory date for impasse changes from June 1st to July 31st.

Compensation and hours and amounts of work must be negotiated annually by boards and teacher associations. In addition, each side may select up to 3 additional items from a list of mandatory topics which are found in the PNA's "terms and conditions of professional service". All other topics listed in the PNA would become permissive and may be discussed only if both sides want to.

Negotiations team members for the board and teacher association are now required to undergo annual negotiations training.

Negotiation meetings fall under the Kansas Open Meetings Act (KOMA).

John then summarized the mandatorily negotiable topics and the procedure should negotiations go to impasse. If impasse is reached, it would be followed by mediation, fact finding and unilateral contracts. Questions and discussion followed.

The next topic was negotiation methods. Board members told John that their method is fairly informal with some traditional aspects. No matter which method is used, the goal is to reach a fair agreement. John recommends keeping all negotiation items...notice letters, proposals, research, contract, etc...together in a notebook. This makes everyone's job easier including next year's team.

John then talked about the ground rules for negotiations meetings. Board members were cautioned to verify that the items noted in the notice from teachers come from the mandatorily negotiable item list. Other negotiations items discussed included package proposals, financial issues, salary, verbal/nonverbal suggestions and time-tested rules for success. Some discussion followed. John was thanked for his negotiations expertise.

Other

Board members had a few hypothetical insurance situations that they queried John about.

Discussion then turned to current happenings in the Kansas Legislative session.

Denise informed board members that she has received a resignation letter from Dallas Meneley, Dwight D. Eisenhower Elementary principal. The effective date of his resignation is July 10, 2016. Dallas stated while he has truly enjoyed being a principal, he feels he is at his best for students while in the classroom and has accepted a special education position in the Salina school district. Mark Wilson moved to accept Dallas' resignation with a second from Barb Brittan. The motion carried unanimously. Board members thanked Dallas for his time in our district as a teacher and administrator.

Executive Session

Executive Session

At 8:00 p.m., Barb Brittan made a motion to enter into executive session for personnel matters of non-elected personnel to protect the privacy interests of an identifiable individual; confidential data relating to

financial affairs or trade secrets of corporations, partnerships, trusts and individual proprietorship to protect the privacy rights of a corporation, partnership, trust, etc. with regard to their financial affairs; and matters relating to actions adversely or favorably affecting a student to protect the privacy of a student who is identifiable and to return to open session in this room at 8:15 p.m. The motion was seconded by Mark Wilson and the motion carried unanimously. Denise was invited to join the executive session.

The meeting reconvened at 8:15 p.m.

Executive Session

Executive Session

At 8:15 p.m., Debby Barbur made a motion to enter into executive session for personnel matters of non-elected personnel to protect the privacy interests of an identifiable individual; confidential data relating to financial affairs or trade secrets of corporations, partnerships, trusts and individual proprietorship to protect the privacy rights of a corporation, partnership, trust, etc. with regard to their financial affairs; and matters relating to actions adversely or favorably affecting a student to protect the privacy of a student who is identifiable and to return to open session in this room at 8:20 p.m. The motion was seconded by Kari Porter-Murray and the motion carried unanimously. Denise was invited to join the executive session.

The meeting reconvened at 8:20 p.m.

Executive Session

Executive Session

At 8:20 p.m., Barb Brittan made a motion to enter into executive session for personnel matters of non-elected personnel to protect the privacy interests of an identifiable individual; confidential data relating to financial affairs or trade secrets of corporations, partnerships, trusts and individual proprietorship to protect the privacy rights of a corporation, partnership, trust, etc. with regard to their financial affairs; and matters relating to actions adversely or favorably affecting a student to protect the privacy of a student who is identifiable and to return to open session in this room at 8:25 p.m. The motion was seconded by Debby Barbur and the motion carried unanimously. Denise was invited to join the executive session.

The meeting reconvened at 8:25 p.m.

Executive Session

Executive Session

At 8:25 p.m., Mark Wilson made a motion to enter into executive session for personnel matters of non-elected personnel to protect the privacy interests of an identifiable individual; confidential data relating to financial affairs or trade secrets of corporations, partnerships, trusts and individual proprietorship to protect the privacy rights of a corporation, partnership, trust, etc. with regard to their financial affairs; and matters relating to actions adversely or favorably affecting a student to protect the privacy of a student who is identifiable and to return to open session in this room at 8:30 p.m. The motion was seconded by Barb Brittan and the motion carried unanimously. Denise was invited to join the executive session.

The meeting reconvened at 8:30 p.m.

Adjournment

Adjournment

There being no further business, a motion was made by Barb Brittan to adjourn the meeting. Debby Barbur seconded and the motion carried unanimously. The meeting adjourned at 8:30 p.m.

Angela Steeler

Clerk

Gregg R. Noel

President

Personnel Update
Action for February 15, 2016

Resignations and Retirements

<u>Category</u>	<u>Employee</u>	<u>Position</u>	<u>Status</u>
Certified	Dallas Meneley	Eisenhower Elem principal	Resigned

***Employment, Transfers and Other Action**

<u>Category</u>	<u>Employee</u>	<u>Position</u>
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Employment – Substitute Teachers

<u>Category</u>	<u>Employee</u>	<u>Position</u>
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Current positions open – February 15, 2016

Dwight D. Eisenhower Elementary principal

AMS assistant volleyball coach

AMS assistant track coach

Eisenhower library technician

ABC afterschool program subs

Substitute bus drivers

Substitute food service

Substitute custodians

Substitute teachers

*Upon receipt of signed contracts, the Board of Education President is authorized to sign.