

## Personnel Committee Minutes January 9, 2023

Meeting started at 5:30 p.m.

Teacher contracts were discussed regarding liquidated damages. The cost to the District when a teacher/certified staff member leaves during the school year has increased significantly over the past few years. The reason for this is the competitive labor market and shortage of teachers. Furthermore, a handful of teachers have resigned only giving the District a two week Notice. This is very insufficient relative to securing a sub replacement or a permanent replacement as the District has to scramble in order to replace an outgoing teacher. Professional educators should be providing at least a 30 calendar day Notice, so that the District is able to secure a replacement that can provide quality instruction to the students. As a result, it is proposed that the following liquidated damages language be modified on the teacher's contract commencing with all signed teacher contracts on or after February 1, 2023.

After June 15th from \$500 to \$750

After August 1s from \$750 to \$1,000

After school starts for students from \$1,000 to \$1,500

After schools starts for students with less than a 30 calendar day Notice \$2,000

There was follow-up discussion from last month's Personnel Committee meeting regarding the Youth Apprenticeship program and the School-to-Work program. The program has two full-time coordinators who provided information on On-The -Job Learning Performance Standards developed by the Wisconsin Department of Workforce Development for the YA program. These skills checklists are developed by panels of business and industry leaders and periodically reviewed and revised. For example, a few of the industry-specific skills found on the Engineering Drafting guide include interpreting technical drawings, developing 3D view models, dimension drawings, and using measuring devices accurately. Examples of a few general employability skills that all students must develop are setting personal goals for improvement, communicating effectively, demonstrating integrity, and collaborating with others. Employers are required to complete regular progress reviews with students and must verify skill completion and work hours (documentation of this is submitted to WI DWD). Students are also required to complete related instruction courses to supplement their on-the-job learning. In addition to the YA requirements set by the state, students are also required to meet with the YA coordinator regularly to monitor progress and review skills. Students also complete self-reflections that focus on topics that align to the Wisconsin Common Career Technical Career Development standards. **The board discussed the different programs we have and whether or not a grade point average was required to be in the program.**

There was a request for a special education paraprofessional at Monroe Elementary School for a student who needs one on one support to meet the goals and objectives of the student's Individualized Education Plan(IEP). A student in Kindergarten was recently evaluated for special education and met the criteria and qualified for special education services on December 10, 2022. Since the beginning of the school year, this student has been receiving one-on-one support from a

general education paraprofessional. The general education paraprofessional has not been available to serve as a support for any other students/staff in the Monroe Learning Community during this time. Since the student has met the criteria for special education, special education staff are required to implement specially designed instruction and support, per the student's IEP. This student requires one-on-one support in order to participate in daily social and functional activities.

There was also a request from Early Childhood at Riverview Elementary School for a special education paraprofessional due to the addition of 20 three and four year olds who have enrolled in the program since the beginning of the school year. Early intervention and support is critical for student growth and the development Kindergarten readiness skills. It must be noted that the District reduced 4k staffing last August, which has contributed greatly to the need for additional FTE para support for these students.

Meeting adjourned at 6:09 p.m.