



**MINUTES
CARLISLE COMMUNITY SCHOOL
Special School Board Meeting and Work Session
Tuesday, March 3, 2020, 6:00 p.m.
Carlisle Community School Board Room**

President Hill called to order the special board meeting at 6:00 p.m.

Directors Present: Art Hill, President
Harry Shipley, Vice President
Jeramie Eginoire
Mindy Donovan
Directors Absent: Samantha Fett
Also Present: Bryce Amos, Superintendent
Jean Flaws, Board Secretary/Business Manager

Motion by Shipley to approve the agenda as presented. Seconded by Donovan. Motion carried unanimously.

Business/Action Items

A. Approval of Bus Purchases

The District is in need of two buses to replace one that was damaged and a leased bus that was returned. Mr. Bradshaw found two used gas busses at a cost of \$60,000 each.

Motion by Shipley to approve the purchase of two buses. Seconded by Eginoire. Motion carried unanimously.

Adjournment

Motion by Eginoire to adjourn the special school board meeting. Seconded by Donovan. Motion carried unanimously.

Meeting ended at 6:03 p.m.

Work Session

A. Human Resources and Employee Relations

The work session began at 6:03 p.m. Mr. Eighmy was the presenter for the work session and began by reviewing HF291 and the changes to Chapter 20 from 2017. Big changes were seen in collective bargaining, what topics were mandatory, permissive and illegal and the arbitration process. Bargaining units now have to certify before they can negotiate. The custodians and bus drivers' union did not certify this past fall so they won't have a union to negotiate for next year. Coaches' contracts are no longer automatically continuing contracts. Mr. Eighmy gave the board members a copy of the teachers' agreement which includes base wages and most of the permissible language. What wasn't included in the teachers' agreement was put in the staff handbook. The staff handbook is reviewed every year and changes are discussed with the handbook committee. Changes are brought before the board for approval.

Mr. Eighmy shared documents that list the benefits for each of the pay groups.

Mr. Eighmy reviewed the District's insurance offerings and how partial self-funding works.

The student teacher process starts with Mr. Eighmy. He works with building administrators in placing them.

Mr. Eighmy discussed the hiring process. The District has a hiring protocol which he showed the board members. The teacher evaluation process was discussed. Teachers have to be evaluated every 3 years.

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Carlisle teachers have some form of evaluation every year which provides more opportunities for feedback to help teachers. Mr. Eighthmy showed the board Carlisle's evaluation tool.
The work session ended at 7:34 p.m.

Art Hill, Board President

Attest: Jean Flaws, Board Secretary/Business Manager

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These minutes will be presented at the March 9 School Board Meeting for approval.

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