

## IDEAS committee meeting minutes

2/19/20

1. Call to order/roll call- Called to order at 5:30pm @ Unit office Board Room  
Members present- Bill Beyers, Kyle Anderson, Jason Bauer  
Members absent- Doug Kirkbride  
Guests- Cheri Wysong, Juletta Ellis, Casey Adam
2. Reading/Approval of minutes- Motion by Anderson, Second by Dr. Beyers. All in favor.
3. Define purpose of the committee-
  - a. Conduit for teachers to the board: Changes they would like to see
  - b. Collaboration with building administrators
  - c. Facilitate the use of a block of funds (depending on availability) annually--which may evolve from year to year.
4. Employee Feedback- Ms. Skinner provided some feedback. Dr. Bill also surveyed lead teachers for feedback- their responses were shared. Topics discussed: school calendar (snow days), gratitude for In the Trenches, mental health issues, social media issues, struggles with sub coverage, late start option for school day or snow route options, 1 to 1 program-care of chromebooks and inappropriate content viewing at home(potential discipline, etc.), and teacher conference dates on school calendar.
5. In the Trenches Fund- We all seem to agree--we want to continue this initiative.
6. Future of In the Trenches Fund- Conversation starters... Evidence based funds of \$50,000 teachers portion for 20-21 possibly \$200 or \$250 instead of \$500....the second half would potentially be an application process at the building level....for the remaining \$25,000. This could rotate from year to year so all 4 buildings get it once...instead of each building getting \$5,000-\$6,000 per year. Concerns were voiced about the competitive factor (for funds) and the unintentional message it may send as one project being less important than another. Additional conversation took place about a two year cycle K-5 gets \$12,500 each and 6-12 gets \$12,500....again not guaranteed to continue after the cycle ends. Likely would start at elementary level in order to take advantage of the trickle up effect. Conversation took place around feedback provided by Skinner from the teachers who received funds this year.
7. In the trenches Fund Recap- Tabled for now....Will take place at the April Meeting.
8. Future of IDEAS committee and timetable- proposal of 3 meetings per year. Next meeting (meeting 3) will be to gather and determine if the program was effective and to develop a plan for 20-21 SY. Decisions ideally will be made so they can apply over summer and it can get approved in August, get ordered and in place for the start of the school year.  
Typical structure will be that the first meeting would be to determine if applications are all valid and how to disperse funds. Second meeting could take place before or after break to get a pulse on district-brainstorming and ideas for next year. (discussion of January was had)

The current plan is to have teachers apply by June 15- Meet 3rd or 4th week in June to approve. Orders can occur and arrive prior to the start of the school year.

Doug brought up the question about what we do if we have a brand new teacher who joins after this deadline.

9. Other Considerations: Kyle asked...ok 10 months into this committee....is morale better, is discipline better? Those were the two biggest concerns when we started all of these....JH says yes to both..still has a fair amount of parent issues. HS says morale better, discipline consistent with last year, Washington says discipline there has-- alot of strains...lots of mental health, SPED students and more coming up with Pre-K kids. Morale took a hit when ESP's had to stay on early dismissals-felt devalued-Dr. Beyers says this will be covered at the Strategic plan meeting. Lots of positive feedback from Washington about In the Trenches fund and that it made teachers feel valued. Dr. Bill discussed if the teachers should be surveyed annually for input on the IDEAS committee...arguments against included that teachers should bring concerns to administrators first rather than through a teacher leader and onto the board. Questions would likely need to change from year to year. District Mission and Goals will be discussed at the Strategic Planning Meeting. Should we still do field trips? If we change the amount to \$200 that may take care of itself. (Transportation) How can we incorporate experiential learning or careers? How can we overwhelm them with positive stuff so that we can address the discipline concerns? How does all of this tie together and evolve from K-12? Hot spots- who decides who gets them? HS & JH agreed that it would likely be a good investment to purchase additional hotspots.
10. Next Meeting Date- April 29th (Tentative)
11. Adjournment- Motion to adjourn at 7:06pm by Mr. Bauer, seconded by Dr. Beyers. All in favor.

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Member

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Member