

Staff Welfare Committee Minutes
Thursday - August 26, 2022
4:30 p.m. - FES Office Conference Room

Attendees: Rufus Rodriguez, Nicole Green, Julie Laue, Andy Traetow

1. Contract Negotiations Updates

- a. Superintendent Traetow provided an update on progress in negotiating the following contracts for school district employees:
 - i. Paraprofessionals
 - ii. Administrative Assistants
 - iii. Director of Buildings & Grounds
 - iv. Online Learning Coordinator
 - v. Community Outreach Coordinator

2. Contract Negotiations to Be Completed

- a. The following groups/individuals will enter contract negotiations in the coming months: 1) Administrative Assistants; 2) Paraprofessionals; 3) Media Technicians; 4) Instructional/Supervisory Aides; 5) District Office Positions; 6) Director of Buildings and Grounds; 7) Community Outreach Coordinator; 8) Community Outreach Support; 9) Online Learning Coordinator.

3. District Job Openings, Interview, & Hiring Processes

- a. Superintendent Traetow provided the committee with an overview of the processes for posting open positions within the school district. The explanation included details regarding administrative expectations in the interview and hiring process.

4. School Event Supervision

- a. Superintendent Traetow provided an update to the committee regarding updated expectations for the administrative team to be assigned supervisory duties at home events. Administrators are compensated for additional supervisory duties, and will be expected to uphold spectator expectations for students, participants, coaches, and all other spectators. An administrator will be assigned to each home event for the upcoming school year.

5. Staff Retention

- a. Superintendent Traetow led a discussion with the group centered on working to build structures and processes to promote staff retention. Ideas centered around this topic will be considered, and potentially implemented, throughout the upcoming school year. No definitive plans or ideas were discussed or agreed upon at this meeting.

6. Observation & Evaluation System Update

- a. Superintendent provided the committee with an update regarding the refined focus on professional learning communities and the teacher observation process. The new points of emphasis will highlight the need for administrators to be present in the classroom and the necessity for providing high quality feedback to teachers.

7. Leave of Absence Requests

- a. Two requests for leaves of absence have been submitted by non-certified staff in the school district. The committee considered both requests and made the recommendation to approve one request and deny the other based on circumstances surrounding the individual scenarios.