MERTON BOARD OF EDUCATION MEETING

November 30, 2020
7:00 p.m.
Merton Intermediate Little Theater
In light of the COVID-19 virus precautions, the public is invited to participate/view the meeting either in person or virtually. The link can be found on the Merton Community School District website at www.merton.k12.wi.us. If you are attending virtually and want to be part of "Delegations to be Heard," please see the directions in the agenda.
AGENDA

I.   Call to Order
II. Pledge of Allegiance
III. Announcement of Notice of Open Meeting Publication
IV. Approval of Agenda
V.   Approval of Minutes
      A. Monday, October 26. 2020 @ 5:00 p.m. - Open/Closed Session
      B. Monday, October 26, 2020 @ 6:00 p.m. - Open Session
      C. Tuesday, November 17, 2020 @ 4:45 p.m. - Open/Closed Session
VI. Approval of Financial Report and Bill Listing
VII. Delegations to be Heard

The purpose of this part of the agenda is to allow a citizen or citizens, who have asked to be placed on the agenda, an opportunity to speak. It is important to remember the following:

1. *Delegations can be done both in person and email comments that are to be sent to the District Administrator (russr@merton.k12.wi.us) during the first 5 minutes of the board meeting (7:00-7:05). All email comments will be read to the board, following the allowable comments as indicated in the Board Agenda.*

2. *No personnel/confidential issues can be discussed in the open session of the board. These types of concerns must be brought forth through board*

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adopted procedures.

3. *The school district has adopted policies and procedures for dealing with problems/complaints. These procedures provide for discussion and resolution of concerns, with board involvement if necessary, as certain steps are followed. The board is prohibited from becoming involved outside of the adopted procedure*

IX. District Administrator's Report
   A. Actions
      1. Acceptance of Donations (Action)
      2. Personnel Actions (Action)
   B. Information
      1. COVID Update
      2. Intermediate School Remodel Update
X. Committee Reports
   A. Finance Committee
XI. Principal Updates
XII. New Business
   A. 2021-22 Student/Staff School Calendar (Discussion)
   B. 2020-21 Compensation for returning Administration, Support Staff, and Confidential Staff (Action)
   C. 2020-21 Teacher (AUTO) Compensation (Action)
XIII. Future Meeting and Agenda Items
   A. December 14, 2020 @ 5:15 p.m. (Possible Closed Session)
      1. District Administrator Evaluation
   B. December 14, 2020 @ 6:00 p.m. (Open Session)
      1. Monthly Meeting
         a) Finalize 2021-22 Calendar
   C. January 25, 2021 @ 6:00 p.m. (Open Session)
      1. Monthly Meeting
XIV. Motion to Adjourn

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MERTON COMMUNITY SCHOOL DISTRICT- *FINANCIAL INFORMATION*

MEETING DATE: November 30, 2020

AGENDA ITEM: *Approval of Financial Report and Bill Listing AND Donations (Action)*

Business Manager Memo and Voucher Listing
Payroll - November 6
Payroll Wire Listing
Check Registry
AP Wire Listing
US Bank Credit Card Listing
ACH Listing

ADMINISTRATIVE RECOMMENDATION:

The administration recommends making a motion to approve the check registry and donations.

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MERTON COMMUNITY SCHOOL DISTRICT- *ADMINISTRATOR'S REPORT*

MEETING DATE: November 30, 2020

AGENDA ITEM: *Personnel Actions*

We have no personnel actions at this time.

ADMINISTRATIVE RECOMMENDATION:

We have no personnel actions at this time.

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MERTON COMMUNITY SCHOOL DISTRICT- *ADMINISTRATOR'S REPORT*

MEETING DATE: November 30, 2020

AGENDA ITEM: *Information*

COVID 19 Update - Verbal report given

Intermediate School Remodel - Verbal report given
- [Proposed Intermediate School Remodel Plan](#)

ADMINISTRATIVE RECOMMENDATION:

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MERTON COMMUNITY SCHOOL DISTRICT- *COMMITTEE REPORTS*

MEETING DATE: November 30, 2020

AGENDA ITEM: *Finance Committee*

The Finance Committee met on Thursday, November 19th, 2020 to discuss the following items:

1. Intermediate Remodel [Budget Update](), [Cost Estimates]() so far on the project
2. Solar [Analysis]()
3. Food Service update

ADMINISTRATIVE RECOMMENDATION:

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MERTON COMMUNITY SCHOOL DISTRICT- *NEW BUSINESS*

MEETING DATE: November 30, 2020

AGENDA ITEM: *2021-22 Student/Staff Calendar (Discussion)*

Please see the attached proposed Merton Community School District Student Calendar for the 2021-22 School Year.

This year's student calendar is similar to the initial 2021-22 calendar and matches up with Arrowheads very well. The only difference is this year's calendar has 177 student days compared to last year's 176 days. The date that was a "student day off" last year was April 29th. The reason we made this a student day instead of a PD day for staff is Spring Break and Easter Break do not line up.

Please see the attached proposed Staff Calendar for the 2021-22 School Year.

This year's staff calendar is very similar to last year's. One less "flex day" at the beginning of the year as this has been shifted into a student contact day. (see above)

Please see the attached AHS 2021-22 Student/Staff Calendar for reference.

ADMINISTRATIVE RECOMMENDATION:

This item is for discussion only. A final calendar will be brought forward in December for approval.

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MERTON COMMUNITY SCHOOL DISTRICT- *NEW BUSINESS*

MEETING DATE: November 30, 2020

AGENDA ITEM: 2020-21 Compensation for returning Administration, Support Staff, and Confidential Staff (Action)

At the last closed session meeting, the board met and discussed possible raises for the returning administrators, support staff, and confidential staff. The proposal was to raise salaries/hourly rates by 1.81%, which represented CPI. Attached is the list of returning administrators, support staff, and confidential staff with the proposed raises and salaries/hourly rates for the 20-21 school year.

ADMINISTRATIVE RECOMMENDATION:

The administration is recommending the board make a motion to approve a 1.81% increase to salaries or hourly rates for returning staff members as presented.

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MERTON COMMUNITY SCHOOL DISTRICT- *NEW BUSINESS*

MEETING DATE: November 30, 2020

AGENDA ITEM: 2020-21 Teacher (AUTO) Compensation (Action)

The Negotiations Committee Tuesday, November 17th, met with the Teachers Union (AUTO) with a proposal that represented a 2% increase to last year's teacher compensation pool. The Committee and AUTO (Arrowhead Union Teacher's Organization) failed to come to an agreement. The Board asked that the AUTO team forward the proposal to the membership for a full vote, but that request was denied.

The Board's Proposal is:

- $500 Base Wage increase to all staff (New and Returning) - This goes on the Salary Schedule
- Supplemental Wage Increase to all returners depending on their salary schedule lane placement (Not the 6 returning staff members who have already gotten increases on their contracts)
  - BA = $1000
  - BA-15 = $750
  - MA = $500
  - MA-12 = $250

AUTO would like all new salary dollars to be distributed equally to all members based on their contracted FTE. They have indicated they will not stop the district from imposing their plan.

The reason for our proposal was the discrepancy of salary between certain groups (years of experience and education) teacher's compensation between Merton and comparable school districts.

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ADMINISTRATIVE RECOMMENDATION:

Now that the Negotiations Committee and AUTO have come to impasse, the District's Negotiations Committee is recommending the board make a motion to approve the proposed teacher compensation increases as presented.   Compensation increases would be applied to their individual 2020-21 teacher contracts.

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MERTON COMMUNITY SCHOOL DISTRICT- *FUTURE MEETINGS AND AGENDA ITEMS*

MEETING DATE: November 30, 2020

AGENDA ITEM: *Future Agenda Items and Meetings*

Upcoming Meetings:

    A. December 14, 2020 @ 5:15 p.m. (Closed Session)
        1. District Administrator Evaluation
    B. December 14, 2020 @ 6:00 p.m. (Open Session)
        1. Monthly Meeting
            a) Finalize 2021-22 Calendar
    C. January 25, 2021 @ 6:00 p.m. (Open Session)
        1. Monthly Meeting

ADMINISTRATIVE RECOMMENDATION:

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