



MINUTES: KAC

Monday, February 13, 2023 | 4:00-5:00pm | **Zoom meeting (refer to Outlook for link)**

Purpose Interest: **We are engaged in a collaborative process to develop solutions related to Administrative working conditions, and to effectively improve the learning and working environment.**

KAC Members: Michael Lamp, Kristin Kingsland, Deb Spurgin, Ashley Schutkowski, Laine Sgouros, Lockery, Brian, Carl Nasuta, Kelly Guerra,

AD HOC: Chris Herrmann, Christie McDougall, Susie Ostmeyer
Ruth Covarrubias will be the note taker

Item	Desired Outcome	I/D/A*	Facilitator	Time	Summary/Next Steps
Welcome	Michael and Deb will welcome members.	I	All	4:00 pm	<p>Present: Mandi White (for Carl Nasuta), Kelly Guerra, Ashley Schutkowski, Laine Sgouros, Michael Lamp, Deb Spurgin, Kingsland, Kristin</p> <p>Absent: Carl Nasuta, Chris Herrmann</p>
Introductions	Michael	I			<p>Team introductions and 2023 theme song (colloques voted for each member to represent their group).</p> <ul style="list-style-type: none"> • Deb Spurgin represents the Director group - "Into the Unknown" from Frozen (cs • Mandi White AP, (filling in for Carl Nasuta who represents the MS AP group) – "I will Survive" • Laine S, Psychologist Coordinator, DO, represents the Psychologist, MTSS, PBIS Flowers by Miley Sirius, but will pick the Psychologist theme "Make yourself Happy" • ,Kristin K, AP Cielo, represents Elementary AP's , Friday mornings dance party at the ramada, start off with "Better When I'm Dancing"

Item	Desired Outcome	I/D/A*	Facilitator	Time	Summary/Next Steps
					<ul style="list-style-type: none"> • Ashley S., Principal at Pueblo, represents the MS Principals group – “Wonder”, Natalie Merchant • Kelly G, Asst. Director Comm Ed, represents the Asst. Directors, Program Managers, Supervisors – “Dancing Queen” gets her up and moving. • Michael Lamp, Principal, represents Elementary Principals - “You” Never Walk Alone” Marcus Mumford (Ted Lazo) <p>Some of the many values of KAC:</p> <ol style="list-style-type: none"> 1. listen to District initiatives 2. makes it easier to articulate to others 3. voices in the conversation when it comes to compensation and other important items. <p>Today we will begin to “tell the story” to the items on the agenda and Prioritize.</p>
Election Day Meetings	Wall to Wall group – school-based volunteers needed	D//A	Michael/Deb	4:05 pm	<p>Certified and ESP M & C teams would like to have election day as a no meeting day in addition to current no meeting day. A Wall to Wall committee will be formed to discuss the topic.</p> <p>What is a Wall to Wall Committee? 2 representatives of each group come together to discuss topics that affect all three groups.</p> <p>KAC Wall to Wall Representatives – Deb Spurgin and Kristin Kingsland</p> <p>Initially, Michael has reached out to colleagues for feedback on the topic and nobody has been against it. The Wall to Wall Committee will meet and discuss before a final decision is made on the topic.</p>
Administrator Work Calendars	Informational Only	I	All	4:10 pm	<p>Deb expressed the fact that the calendars are pretty final and changes may not be made.</p> <p>Open up to questions or concerns on new calendars:</p> <ul style="list-style-type: none"> • What will the March schedule look like for AP’s for the week they will work during the 1 week of spring break?

Item	Desired Outcome	I/D/A*	Facilitator	Time	Summary/Next Steps
					<ul style="list-style-type: none"> ○ What is the principal takes a vacation during this time and the AP's are stuck working • Due to shorter summer break, the district may possibly be offering additional support for students during one of the weeks <ul style="list-style-type: none"> ○ Options and models are still in discussion • Opportunity for coordinator trainings during one of the weeks • More information is needed on what this would look like
Compensation	Discuss compensation for the 23-24 SY	D//A	Chris Herrmann	4:15 pm	<p><i>Compensation presentation was shared; we are currently in the February to May timeline working on:</i></p> <ul style="list-style-type: none"> • <i>Enrollment projections</i> • <i>Revenue projections</i> • <i>Capital projects</i> • <i>Organizational staffing</i> • <i>Departmental spending & compensation</i> <p><i>Therefore, there is nothing to share at this time, more compensation discussion will be presented at a late time.</i></p>
Other topics for KAC?	KAC members may brainstorm other items for discussion	D//A	Michael/Deb	4:30 pm	<p>Open the floor for possible topics for discussion and prioritize.</p> <ul style="list-style-type: none"> • Calendars • Compensation – raise the cell ceiling for all long-term employees <ol style="list-style-type: none"> 1. In the past BS ran scenarios to snapshot how many it will impact in a positive way as well as negatively • MS Principal brought up working conditions and stressors, proverbial work plate (under all other duties as assigned) KAC will look into reviewing that list • KSD Psych intern's starting salary is significantly lower than our neighboring districts, can we possibly revisit this item to

Item	Desired Outcome	I/D/A*	Facilitator	Time	Summary/Next Steps
					<p>be more competitive? (KSD starts at \$40K, other districts pay \$50K). An increase would impact two employees.</p> <ol style="list-style-type: none"> 1. How this impacts the District <ul style="list-style-type: none"> ▪ Less applicants ▪ Retention <p>Set up a Google doc for the team to drop in topics open for discussion at future meetings, as well as language clean-up (for example: new leave of absence, and language clean-up for this). Language clean-up is a topic each group discusses every year. This will be at the very last meeting when Tentative Agreements are finalized.</p> <p>Topics:</p> <ul style="list-style-type: none"> • Calendars (AP calendars) <ul style="list-style-type: none"> ○ Does the change affect their contract days were they would earn vacation again? • Raise the compensation ceiling for long timers • Psych intern pay scale compared to other District • Language clean-up
Next Steps	Next Steps	I/D/A	Michael/Deb	4:50 pm	<ul style="list-style-type: none"> • The items above will be taken back to Executive Director of TM for possible quick answers or future discussion. • Team will reach out to their groups for possible future topics and drop into the Google doc. <p>Lunch Activity:</p> <ul style="list-style-type: none"> • Think of 3 people who have won an Academy Award in the last 3 years • Think of 3 people who have won a Grammy in the last 3 years • Think of 3 people who have won the Heisman Trophy in the last 10 years

Item	Desired Outcome	I/D/A*	Facilitator	Time	Summary/Next Steps
					<ul style="list-style-type: none"> • Think of 3 peoples you could call or text right now and they would be there for you • Think of 3 teachers who have been inspirational in your journey as an educator, why were the last two easier than the first three...because relationships matter!
Adjourn			Michael/Deb	5:00 pm	Meeting Adjourned
Immediate Needs/Questions					

***I = Information, D = Discussion, A = Action/Decision Point**