



**Board of Directors Meeting  
Friday, March 31, 2017 (9:00 am – 1:00 pm)  
KASB Building**

*Minutes in Review*

Attendance:

Donna Zerr, Augusta USD 402 – President  
Mike Berblinger, Buhler USD 313 - KSSA  
Sean Cochran, Auburn-Washburn USD 437 - KASEA  
Ryan Jilka, Goddard USD 265 - KAMSA  
Kristin Magette, Eudora USD 491 – KanSPRA – Conference Call  
Christie Meyer, Goddard USD 265 - KASCD  
Bert Moore, West Elk USD 282 - KASEA  
Suzan Patton, Pratt USD 382 - KSSA – Conference Call  
Dennis Peerenboom, Seaman USD 345 - KASPA  
Joe Ryan, Smoky Hill Ed Service Center - KCCTEA  
Steve Splichal, Eudora USD 491 - Past President – Conference Call  
Glen Suppes, Smoky Valley USD 400 - KSSA  
Jeff White, Osawatomie USD 367 - KAESP  
G.A. Buie, USA-Kansas

Guest: Bret Church

The meeting was called to order by President Donna Zerr at 9:04 a.m.

1. Welcome

- President Donna Zerr welcomed the board and thanked those who attended during this busy time of year.

2. Consent Agenda

- Mike Berblinger moved to approve the consent agenda, which included the agenda (flipping items 5 and 6, and on 8 membership change for Emeritus members addition), minutes from the January meeting and financials from January and February, be approved. Seconded by Joe Ryan. Approved unanimously.

3. President's Report

- President Donna Zerr expressed her gratitude for the opportunity to visit the National Teacher Hall of Fame in January. She described the experience of helping select the National Teacher of the Year. There were a dozen people on the committee, and they narrowed it down to 21 applicants. It involved hours of reading applications and

watching videos. It was held in Kansas City, but the panel was from all over. USA-Kansas now has a permanent slot on the Selection Committee.

#### 4. Executive Director's Report

- Membership Update – G.A. Buie reported membership numbers for most associations are up from last year. USA membership is at 889, and continuing to grow. KASSP, KAESP, and KASEA have grown. KAMSA has maintained its membership through a leadership change. KASBO has dropped, and has been struggling a little bit.
- 16-17 Professional Learning Workshop Updates – G.A. reported USA workshop attendance is growing well. The final drive-in for this school year is April 3. Also in April, there will be 3 “Solution Sharing Events” held for PLN Members, which will cover 3 topics for both administration and building-level staff, and will be held over Zoom. They will last 60-90 minutes, and we have some legislators lined up to call in to the meeting on the 19<sup>th</sup>.
- 17-18 Professional Learning Schedule – G.A. reported on dates for next year. Drive-in events will be held in Topeka, the Wichita area, and Garden City. We will host Richard Brundage again in two locations. We will continue with our legislative conversations, but will not be doing new principal mentoring, and will instead partner with Greenbush on leadership academies. We will have a contract with Voss to offer online communications classes for a discounted rate to members. We have also met with Wichita State University, who have offered to provide credit hours for workshop attendance. He reminded Board Members that for PLN Districts, everyone in the district, including teachers and other building-level staff, can attend our workshops at no cost. Steve Splichal asked G.A. if he has had time to take a step back and decide if the PLN was a success. G.A. said yes, it has paid for itself 2-3 times over. We have had great attendance at all but a couple of workshops, and we are doing our best to avoid scheduling conflicts. It has exceeded expectations. Dennis Peerenboom said Seaman USD 345 used it quite a bit, and the district is very happy with their return on investment. Ryan Jilka suggested having districts write testimonials for marketing. Donna Zerr suggested having flyers available at Convention. There were 35 total PLN Districts this year.
- 2017-2018 Budget Approval – G.A. reported on the proposed budget. We have added Renaissance to our list of sponsors. Expenses should remain about the same. Our biggest expense this year was the video setup and new office chairs. In the coming fiscal year, we will need to upgrade the phone system (about \$4000), recycle computers, and hire out database support. Glen Suppes asked what equipment was being leased. We lease the postage machine. Steve Splichal asked if there should be any staffing changes expected. G.A. plans to continue with current staffing for one more year, and possibly provide additional support with professional development in the future. There is an anticipated slight increase in expenses with contracts and office staff. One change that has not been approved yet with KSSA, but likely will in the next meeting, is the dollar amount of their service agreement. They are one of our larger memberships, and also one of our heavier loads, so we are looking to increase their service agreement to \$25,000 per year. This change is reflected in the budget, but will be adjusted if it doesn't go through.
  - Glen Suppes moved to approve the 2017-2018 budget. Seconded by Dennis Peerenboom. Approved unanimously.

- USA Conference – G.A. discussed convention, and how hectic learning cluster day can be for the presenters, as they are generally on their own, and tend to run over on time. He asked if the Board Members would be willing to act as liaisons, meeting the speakers at the door, introducing them, and getting the presentation kicked off, as well as keeping them on time and helping clean up if necessary. Dennis Peerenboom mentioned this was the expectation of Board Members at the national conference. Kristin Magette explained this would be extremely valuable to the presenters as well. Bret Church suggested getting the projectors sponsored, as they could save on transition time. In the past, speakers have been expected to bring their own, so set-up and tear down time took longer. The Board agreed to take on that responsibility. G.A. said once the learning cluster schedule is finalized he will post a sign-up sheet, so Board Members could be sure to sign up for learning clusters they actually want to attend.

## 5. Legislative Update

- G.A. Buie gave a legislative report. He discussed 3 bills pertaining to working after retirement: SB 138, SB 21, and HB 2268.
  - HB 2268 would allow KPERS retirees to continue working in the KBOR with no earnings limit or an additional contribution rate. It would also resolve the problem of KPERS retirees working as third-party employees with school and local governments. The House Committee added an amendment that would allow an individual to retire at age 62 and return to work after a 60-day period with no earnings limit.
  - SB 21 is a companion bill to HB 2268 which addresses the issue of retirees working as certified or classified temporary and seasonal workers. This bill would set an earnings limit of \$25,000 with no contribution rate. If the retiree would go beyond \$25,000, the school district would then be expected to pay a 30% contribution rate. The hard-to-fill, hardship, and emergency positions would remain in place and retirees would only be allowed to work four years in a full-time position after retirement. To sum up the house activity on KPERS, they are only willing to try to fix the current problems, but have not proposed removing any limitations.
  - SB 138 lifts the earnings limits on covered positions, and non-covered positions have a \$25,000 earnings limit. The hardship, hard-to-fill, and emergency situations are eliminated and any retiree may return to work in any position for any length of time. The change for new retirees 61 or under is the waiting period is extended to 180 days from the current 60 days.
- Both plans have advantages and disadvantages. The House plan maintains the 60-day waiting period, but comes with limits and restrictions. The Senate bill removes the restrictions and limits, but pushes the waiting period to 180 days for those 61 and under. Assuming both chambers pass their bills, both committees will end up in a conference committee next week to find the middle ground.
- School Finance – G.A. Buie discussed HB 2410, a school finance bill in the House K-12 Education Budget Committee. Legislators worked late into the night Thursday working through amendments, and the outcome looks similar to the old formula. It should be out of committee on Monday and to the House floor by Tuesday. It will likely pass the House well, maybe even veto-proof. Not sure about the Senate.

## 6. Board Work on Conference Topics

- Review recommended breakout topics
  - Reviewed handout of breakout topics. There were 52 submissions, and we have room for about 36. The topics are color coded by topics that align with the list put together by the committee, new/timely issues, and too narrow or already served in another session. We will have a designated conversation room, and Bonner Springs has offered to do an ongoing Google Apps room.
  - Kristin Magette suggested we ask Lori Church if she would do a breakout on transgender issues. She also suggested that the KTOY team could do a breakout on teacher morale.
- Narrow down to 38-42
  - Mike Berblinger asked Board Members to look at these topics through the lens of their association, in an effort to make sure we have sessions that will appeal to all of our membership. Bert Moore didn't feel there were many specific to special education. Steve Splichal suggested we look at adding learning clusters to Friday morning or Wednesday before opening session in the schedule if we continue to expand.
- We currently have just shy of 200 registrants. Team numbers are high, and we have more marketing coming out. Vendors are on track at about 62. Justin Jones-Fosu is putting together a promotional video for us to send out.

## 7. Legal Update

- Legal Reimbursement
  - Bert Moore moved to change the legal reimbursement plan in the by-laws to reflect the handout which involved the payment value increasing alongside consecutive years of membership. The motion was seconded by Joe Ryan. Approved unanimously.
- Emeritus Membership Change
  - Bert Moore moved to increase the Emeritus membership cost from \$25 to \$35. The motion was seconded by Jeff White. Approved unanimously.

## 8. 2017 Board Configuration

- Board Positions
  - Steve Splichal can still stay on one more year, or KASCD can choose someone else. Destry Brown will come off the board. Justin Henry will come on representing KSSA. Everyone else at the end of their 1-2 year term can come back for a 3<sup>rd</sup> year if their board chooses.
- Presidential Rotation
  - KAESP will move into the President position. KASSP will become past-president, and next in line for President will be KASEA, followed by KAMSA. We need a president-elect name from KASEA
- Meeting Dates and locations
  - September 8, 2017
  - October 20, 2017
  - January 26, 2018
  - March 30, 2018
  - May 4, 2018 – Video only
  - Plan for all meetings to begin at 9:00 a.m., as that seemed to work well this year.

9. Executive Session

- Glen Suppes moved that the Board go into executive session to discuss the Executive Director's evaluation. Seconded by Joe Ryan. Approved unanimously. The executive session lasted from 11:33 a.m. – 11:58 a.m. Jeff White moved to approve the Executive Director's contract. Seconded by Sean Cochran. Approved unanimously.

10. New Business

- We will be sending out a Google Sheet for Board Members to sign up for learning clusters, and communicating via email and video conference between now and then. We are also working on putting together gifts for the presenters, and hope to get that sponsored.

11. Adjourn – 12:01 p.m.

12. Lunch provided by Discovery Education

The next USA-Kansas Board Meeting will be held September 8, 2017.