



**Board of Directors Meeting
Tuesday, April 19, 2016 (1:00 pm – 4:00 pm)
KASB Building**

Minutes in Review

Attendance:

Pete Bastian, Valley Center USD 262 - KAESP
Destry Brown, Pittsburg USD 250 - KSSA (Conference Call)
Cory Gibson, Valley Center USD 262 - KSSA (Conference Call)
Sue Givens, El Dorado USD 490 – KSSA (Conference Call)
Brent Harrell, Conway Springs USD 356 - KASSP
Ryan Jilka, Goddard USD 265 – KAMSA
Susan Scherling, Dodge City USD 443 – KASPA (Conference Call)
Steve Splichal, Eudora USD 491 - KASCD (Conference Call)
Jeff White, Osawatomie USD 367 - KAESP
Craig Wilford, Derby USD 260 - KSSA
G.A. Buie, USA|Kansas

Guest: Bret Church

The meeting was called to order by President Steve Splichal at 1:03 p.m.

1. Welcome and Introductions

- President Steve Splichal welcomed board members and apologized for not being there in person.

2. Consent Agenda

- Destry Brown moved the consent agenda be approved. Seconded by Pete Bastian. Approved unanimously.

3. President's Report

- President Splichal encouraged board members to get the word out on Convention registration, and commended G.A. and those who put together the learning clusters for providing a diverse experience.
- President Splichal asked what kind of feedback we are receiving in regards to the Professional Development membership. G.A. reported that feedback has been positive thus far.

- President Splichal thanked G.A. for his efforts to keep everyone informed throughout the legislative session.

4. Executive Director's Report

- Membership Review: G.A. Buie reported member totals are up from last year. He referred to the handout, pointing out that while most areas are up, affiliate members are down a little, but those will pick up as vendors sign up for the conference. On the Members by Association handout, G.A. pointed out that most are at or up from where they were last year. KASEA is up and coming with their membership, as USA|Kansas has been helping them with strategic planning. Overall membership is up, which can be attributed to visiting with administrators, as well as providing workshops that are beneficial to our leaders.
- Finance Report: G.A. Buie reported conference registration is a little low, but that will pick up once Breakout Sessions are posted. Bret has done a good job of putting together sessions that will pertain to all of our member associations. Our current registration count is 229. There were a total of 387 for last year. Vendors are also looking good, and we anticipate an increase in vendor registrations closer to the conference date.
- Legislative Update: G.A. Buie reported on the School Finance Formula Meeting. Around 100 people attended, and there was a lot of good feedback and good conversation.
- KPERS – sub for SB168: G.A. Buie reported on meeting with senators on this bill. It is not everything we want, but it is a step in the right direction. As the bill is written, there is still the grandfather clause with the 24% arc rate. Susan Scherling asked G.A. to explain the bill. He explained that this bill would extend the grandfather clause 2 years, to 2020, and right now the process for hiring hard to fill positions, or in hardship situations would be that the superintendent and board president would file paperwork that they followed standard hiring procedures, and the hiring agent would sign a liability agreement with the hired retiree that it was not a pre-arranged situation. There is a 60-day window that must pass before offering a contract. If your first retirement takes place at or after age 62, you can also come back while collecting retirement. After the 60 days you can also accept a contract after the 60 days in another district with no earnings limitation.

5. Committee Work

- There were not enough members present to break out into committees, but there was some discussion later on in the meeting.

6. Mission and Vision Statement Development

- G.A. Buie reported on a rebranding of USA|Kansas. We want to make sure people know we are making a change going forward. G.A. presented the Board with some logo design options created by Friesen Design. The Board agreed on the logo with the torch and swoosh, and G.A. plans to roll out new design at the USA|Kansas convention.
- G.A. asked the Board what they would like to focus on going forward. Sue Givens added she would like to focus on professional networking, mentoring, and collaborating. G.A. agreed goals should be advocacy, professional development, and networking/collaboration. Objectives will be revisited in September. Much progress has been made in defining our direction and what we want to provide to leaders in our state.

7. Committee Reports

- **Legislative Advocacy:** G.A. asked for feedback on what the Board should be working on, and what our legislative goals should be. Sue spoke about the interests of KASEA and special education being an important area to engage, and that our platform should be representative of all of our member associations. G.A. pointed out that KASEA and KSSA do a good job of bringing in people to lobby. KAESP and KASSP do not currently set a legislative platform, and that is a void that needs to be filled. G.A. discussed developing an advocacy committee from our other affiliates, and trying to work on that over the summer. It was decided convention would not be a good time to bring this group together because there will be executive director turnover for some of the member associations during this time, and new connections will need to be made moving forward. President Splichal asked when it will be known if there will be a hearing on HB2741. G.A. pointed out that if it is heard, there will be a short turn-around, and it is important to get testimony ready in advance to be prepared.
- **Budget and Finance:** Craig Wilford asked if there were any special price offers for this year's convention. G.A. explained the price breakdown for members versus non-members and a special price for teams of four or more. Sue Givens was concerned with the USA account balances and wants to keep an eye on them. President Splichal asked if we are on track with convention registrations. G.A. explained that yes, we are ahead of last year, and we anticipate a push once breakout sessions are released.
- **Membership:** G.A. reported on the Professional Services Membership regarding a survey sent out to superintendents. There has been some feedback to that, which has been mostly favorable. G.A. got positive feedback at his meetings in Clearwater, and pointed out their requests for more opportunities for college credits. He will be traveling to Sublette in May to meet with superintendents, and plans to make the rounds to give opportunities for feedback. President Splichal asked what kinds of questions G.A. has been getting. G.A. explained the main concern has been for there to be professional development opportunities for building level officials. Bret Church discussed the possibility of school district foundations covering the cost of the Professional Services Membership through grants, as these groups are often better at recognizing and encouraging leaders. G.A. announced a deal with Discovery Education allowing USA|Kansas to be THE vendor in the state of Kansas. Craig Wilford moved to put the Professional Services Membership into effect. Seconded by Jeff White. Approved unanimously.
- **Conference and Professional Development:** G.A. asked the Board what voids there may be for professional development opportunities. Brent Harrell explained that Western Kansas needs more opportunities and better access to professional development opportunities, as the commute is often too much. Ryan Jilka had the idea to put together a website that lists professional development opportunities by region and topic, as they are sometimes hard to find.
 - G.A. asked the board to think about what they want to see in future workshops. Craig Wilford spoke about secondary principals not having many opportunities to converse with colleagues. He would like to see shorter drives and less time out of the building. They should be about more than just networking, there should be some other information to gain. G.A. discussed the idea of coming together on a certain topic, having a short speaker, then letting groups work together, letting the

room be the knowledge and gathering ideas from other leaders about what they are doing that works. There needs to be some structure so everyone comes out of it with something they can take back and implement in their building. There could be something to gain by bringing in groups from opposite sides of the state, maybe through technology, though some of the engagement piece is lost through technology. USA facilitating these types of gatherings adds value to the membership.

- G.A. discussed having 7 unique day-long workshops, legislative training before the session starts in January, regional meetings with a refresher in April, a deep dive over 3 days to serve as a planning session for things to put in place in your building, and the Aspiring Leadership workshop. Bret Church added there may be a need for a workshop directed towards HR, possibly analyzing retention and recruitment, using predictive data in the hiring process.
- Bret Church discussed this year's learning clusters, explaining that his goal was to put together at least 3 sessions that would be specific to each individual member association, scheduling those in the morning, and also sessions that could cross over between associations, with those being scheduled in the afternoon.

8. 2016 Board Configuration

- Board Positions/Presidential rotation: These need to be looked at/worked on.
- Meeting dates and locations: There was discussion over which day of the week and time of day may be better to increase attendance. It was decided Friday mornings were a good time. It would also be a good idea to tie these meetings around other events in Topeka, or to move them to different locations around the state as this may provide a good opportunity to see what people are doing in different areas.

9. New Business

- USA Sponsorships: G.A. discussed sponsorships for this year's convention. Currently we have Jostens sponsoring the President's Receptions and awards. Nabholz is sponsoring the golf tournament. Trane is helping with the vendor session. Piper Jaffray is covering the opening session. Lifetouch is hosting the dance Thursday evening, and a new administrator breakfast Thursday morning. P1 has also committed to a sponsorship.

10. Executive Director's Contract

The Meeting was adjourned at 2:47 p.m.