

## District Advisory Team

Date: May 3, 2018 Called Meeting

Location: 411 N. Gibson St.

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- I. Ryan Kahlden welcomed the Team and thanked them for their attendance on short notice. Nineteen were in attendance, sixteen staff and three parent/community volunteers. He informed them of the reason for the meeting, possible changes to Board Policy DEC Local, Reimbursement for Leave Upon Retirement. He gave a brief history of the policy and how it was offered to teachers as an incentive to stay with WISD as well as be in the classroom as they near their end of service. Possible change in the 95% attendance rate requirement during the last 5 years of employment is being considered by the Board.
- II. Mike Morgan presented on the pros and cons of the plan and possible changes. He pointed out that employees not familiar with FMLA, neglected to file for it as needed, therefore, days that could have been counted in their attendance rate, were instead counted against them.  
  
Mr. Morgan also pointed out that lowering the years of attendance rule too low could result in staff "burning" a lot of days prior to their anticipated year of retirement and being out of the classroom too much.
- III. After much discussion, including the cost of substitute teachers, the cost of the Reimbursement Plan, the need to keep quality teachers in the classroom, and FMLA, the Team consensus was to present to the Board to have the required 95% attendance rule in place for a minimum of 3 years but not more than 5. They also recommend having more FMLA training and easier access to that training via website/employee portal. A discussion on adding a monetary incentive (in addition to the retirement plan) to the staff attendance plan was also held during the meeting.

*Minutes approved May 29, 2018 with the addition of final sentence in III.*