

Salmon Bay Building Leadership Team (BLT) Minutes
February 10, 2015 Principal's Office

Attendance:

Amy Gross – K/1st Rep

Dave Middleton – 2/3rd Rep

Brian Williamson – 4/5th Rep

*Katie Hayes – 6th Rep

Jeff Callahan – Olympics Rep

Connie Gold – Cascades Rep

Linda Illman – Librarian

Nancy Gruber – IA Rep

Caitlin Racey – Office Rep

Markos Weiss – Specialist Rep

Darren Frink – Asst. Principal

Neil Gerrans - Principal

AJ Silva – Parent Rep

Jeannie Cziesla – Parent Rep

*Acting Chairperson

Agenda: Minutes posting change, Team Check-Ins, Budget Process, Staff Survey, and By-Laws/Decision Making Matrix

Katie started the meeting at 7:25am

Minutes: Minutes are approved without correction. From this point forward, the minutes will be considered ‘approved’ one week after draft minutes are sent out, so they can be forwarded to the staff and posted to the website in a timely manner.

Team Whip Around:

Linda - reported that the Specialist Team wants to be sure that the schedule built for 2015/2016 will stay aligned with current contract guidelines. Neil reported that the contract does allow for ‘negotiated’ additional contact minutes if agreed by all parties. A brief discussion followed noting that a great number of educators work many hours outside their respective contracts, but the problem becomes complex when an instructor’s schedule crosses between elementary and middle school where the contact minutes/prep allocations are differently allotted. Linda just wanted it noted that her team was hoping to have a clear understanding that ‘extra contact time’ would be considered an “exception rather than an expectation.”

Markos - continued the idea of contracted hours by sharing that we need to look closely at nursing and counseling hours closely.

Neil - 7th/8th grade met yesterday and reported that, due to weather, new ideas are being explored to deal with the ‘no snow’ WEP situation. We’ll know more about that soon. The other important piece discussed at that meeting was 8th grade project options for this year. Time is very short and the project will likely need to be abbreviated this year, but details are still being crafted. All grade level projects, 5th, 6th, 8th need to be revisited.

Brian - Reported that his team will want to have an in depth discussion if there are structural changes in the works for the future. A variety of models are being considered including straight grades and multi-age, particularly if there is a future

expansion. Many schools are currently overenrolled in the area, which makes some kind of expansion likely.

Neil: announced that we will be getting a new SM4 K/1 program next year, which will be part of our ongoing SpEd shuffling. In addition to the new K/1 program, it looks like we will have 4 resource room teachers, 1 SM4i (inclusion 6-8), and 2 Access programs (1- K-5 and 1- 6-8). SpEd configurations are being examined and will involve some space alterations (example: Markos' office, which has a restroom, will be reconfigured to accommodate the new SM4 K/1 program). With the enrollment changes underway, this might be a good time to do additional staff and community training focused on welcoming and working with students who have special needs.

Nancy: Recommended that we might also need some mental health trainings as we head down these expansion paths. Jeff chimed in that we as a staff could all use the CPI (Crisis Prevention and Intervention) training, too. Neil said that he and Nancy have been working on getting that. Neil also mentioned the RULER training (**R**ecognizing, **U**nderstanding, **L**abeling, **E**xpressing and **R**egulating emotions), which is an instructional program created at Yale that is being used effectively at some schools.

Budget Process (Neil): Budget figures are expected to arrive in the near future. We are projected to have 666 students next year. It will likely be similar to this year's \$160,000 allotment, but with the new SpEd programs, that figure may be a bit higher. Brian reported that in years past, principals put together a proposed budget (or sometimes more than 1) to present to the staff. From that point, the budgets got tweaked after staff meetings/input. Neil said he has built multiple proposals in the past and is working toward that this year. The budget will be built from District baseline dollars and FOSB/School "Self Help" dollars. There are some benefits to using those financial pools strategically to get the greatest impact for our dollars. In addition, Salmon Bay is lucky to have a healthy (\$80,000 to \$100,00) reserve this year, some of which Neil is using for current projects, but that cushion is important for the school's financial stability as we move forward.

Upcoming Staff Survey: This survey will be primarily for information gathering regarding staffing/programming (exploratory classes, etc.) for next year. Neil is working on a staff email to give folks a heads-up.

Decision Making Matrix: We are going to pick up the By-Laws discussion that was started earlier in the year by Linda, Brian, Katie, and Neil. A preliminary document was presented to BLT in the fall, the group will start with that document, put it before the staff for input, and then follow up with BLT for further refinements. The decision-making matrix work will follow shortly thereafter.

We closed the meeting close by warmly welcoming Neil as the newly appointed Salmon Bay School principal.

Meeting adjourned at 8:30.

Submitted by Nancy Gruber, approved 2/24/15