**Special Meeting**

**Pines School**

**June 10, 2020**

The School Board President, Cindy Riker, via conference call, called the meeting to order a 5:00 p.m. Other board members present were Jim Gilligan, Chris Hasbrouck and Suzette Cooley-Sanborn. Dan Reynolds was absent. Our administrator, Dean Paul, was on the call.

Cindy Riker apologized for having the “special meeting”, as it was thought we needed to have it in closed session, which we had not provided for. It is open meeting.

The agenda is to discuss the parameters of any upcoming offers to a new teacher, such as salary, insurance, personal and sick days.

Cindy had Dean Paul update everyone on the current status of the interviews, since some of the public may not have been on yesterday’s call.

Cindy suggested on salary that we offer a window from x amount to x amount. Final decisions would be made based on years of experience and level of education with steps included for both. Dean explained the steps to the public. We may need to also take into consideration the additional expenses from living on an island. Suzette recommended we look at some of the neighboring school districts, which we had done in the past. Cindy stated we had budgeted 50k, but that doesn’t mean we can’t approve more. So we will look at offering between 35K to 50K to start.

Next topic was insurance. We have not been able to get group rates with a teacher of one. In the past we had given a cash in lieu of insurance on a monthly basis. We incorporated the insurance into their total compensation with them purchasing their own insurance. This way it was part of their retirement base. We may want to call out x amount for salary and x amount for insurance and that would be total compensation, which is taxable and is liable for ORS contribution. Cindy had checked with the ISD and the single coverage was up to $6K. We budgeted $9K.

We then talked about additional benefits, sick days, personal days and bereavement days. Recommendation for personal days would be 3 days. Suzette suggested 3, 5 and 3, for personal, sick and bereavement. There was discussion about accruing. We would negotiate that during the contract signing. More discussion on bereavement. The typical is 3 bereavement. With the island the transportation we may want to offer more. We could put something in contract stating additional days may be approved, depending on the situation.

The above is what would be included in a contract. Two other areas would be moving expenses and helping with rent/leases for housing. Dean discussed about paying expenses for a candidate to come to the island for the final interview. He also suggested to get some rentals lined up and we may want to consider covering a month or so of rent. We need to start talking with folks to see if they would offer a long term rental.

Dean wanted to know if we would pay for candidate travel expenses. There was discussion between the board members on whether they wanted to pay. Suzette said she was never offered travel expenses for interviews. And Jim concurred. We will wait to see how the interviews go. If we need to have another special meeting to approve expenses, we will.

Moving expenses were discussed. Usually a base amount is offered and if they go over it’s their responsibility.

**Special Meeting June 10, 2020 Continued:**

Once we narrow the candidate(s), we can have a special meeting to finalize the expenses. Cindy will check on whether Zoom is available in the Wagner Room. We need to see if we can put on big screen TV. It may not be available due to cov-id. It is supposed to be discussed at tonight’s township meeting.

The contract we have used in the past was not given to us by the legal team, as far as we know. Dean recommended we show it to Dena. And our lawyers, if necessary.

With no further business, the meeting was adjourned at 5:26 p.m.

Respectfully submitted,

Cindy Riker, Acting Secretary

Bois Blanc Pines School Board