



School Board Special Meeting
Monday, October 10, 2022; 5:00 PM
ECC Room 350

I. Determination of Quorum and Call to Order

II. Discussion

A. Kids Club Retention and Hiring Strategy

Description: During the August 23, 2022 special meeting the administration was asked to review the wages of Kids Club staff. On September 19, 2022 a wage increase option was presented for the Kids Club Rec Leader and the Lead Rec positions. Based on school board feedback during the September 19, 2022 meeting, the wage increase was taken to the Finance and Facilities committee on Monday, October 3, 2022 with detailed information.

Presenter(s): Dr. Anne Marie Leland, Director of Community Education and Strategic Partnerships

III. Closed Session

A. Legal Issue. Pursuant to Minnesota Statutes Section 13D.05, subdivision 3(b), to engage in discussions with the School Board's legal counsel related to litigation that has been filed against the District in the case of Otto v. ISD 273, Court File No. 22-cv-00005-KMM-BRT. The Board seeks legal advice on the status of the matter, alleged claims against the District, the District Attorney's analysis of the same, and the District's options for the potential settlement of the matter.

IV. Leadership and Committee Updates

V. Superintendent Updates

VI. Adjournment



Board Meeting Date: 10/10/22

TITLE: Kids Club Retention and Hiring Strategy

TYPE: Discussion

PRESENTER(S): Dr. Anne Marie Leland, Director, Community Education & Strategic Partnerships

BACKGROUND:

During the August 23, 2022 special meeting the administration was asked to review the wages of Kids Club staff.

On September 19, 2022 a wage increase option was presented for the Kids Club Rec Leader and the Lead Rec positions. Based on school board feedback during the September 19, 2022 meeting, the wage increase was taken to the Finance and Facilities committee on Monday, October 3, 2022 with detailed information.

RECOMMENDATION: None

DESIRED OUTCOMES FROM THE BOARD: Thoroughly review information and be prepared with questions.

BACKGROUND INFORMATION:

During the August 23, 2022 special meeting the administration was asked to review the wages of Kids Club staff.

On September 19, 2022 a wage increase option was presented for the Kids Club Rec Leader and the Lead Rec position. Based on school board feedback during September 19, 2022, the wage increase was taken to the Finance and Facilities committee on Monday, October 3, 2022 with detailed information.

In summary, the proposal is to (1) increase wages for all Rec Leader steps on the wage schedule:

	Current 2022-23 Hourly Rate	Proposed NEW 2022-23 Hourly Rate
1	15.48	16.00
2	16.10	17.33
3	17.29	18.77
4	18.60	20.32
5	20.05	22.00

and, (2) increase step one and two of the Lead Rec wage schedule this fall:

	Current 2022-23 Hourly Rate	Proposed NEW 2022-23 Hourly Rate
1	17.53	19.00
2	18.82	19.50
3	20.14	no change
4	21.37	no change
5	22.97	no change

The administration believes these wage increases will retain incumbent staff and expand hiring options to alleviate the Kids Club waitlist.

Of the 755 students on the original waitlist, we have been able to reduce this number by accepting an additional 153 students, 61 have removed themselves from the waitlist and 134 are being served through enrichment classes**, bringing the total number currently on the waitlist to 541.

**Although we are serving 134 students through enrichment, we are holding their spots on the waitlist which are included in the 541 total waitlisted students.

In theory, this waitlist could be eliminated if 36 additional staff were hired for 3.5 hours per day or 17.5 hours per week. The additional revenue generated from 541 Kids Club contracts at the same additional staffing hours, for 18 weeks, is projected to be \$973,800 for the remainder of the fiscal year. The Community Education fund balance on June 30, 2022, was \$1,168,627.00.

If the strategy to increase wages yields no additional staff but all current staff are retained, the additional cost to the District would be \$125,664.00. In order to “break-even”, the District would need to hire an additional 6 staff, which would yield 90 Kids Club contracts.

If the strategy to increase wages yields 36 additional staff, enough to eliminate the waiting list, and all current staff are retained, the District would add an estimated \$486,869.00 to its Community Education fund balance. This would include the wage increases.

The handbook for this group is valid through June 30, 2023. The increased wages provided by this action will be considered when determining wages for July 1, 2023, and beyond.