

Discussables 2016-17

Discussion Notes
December 19, 2016

Performance Grant:

- NWCS will get approximately \$76,000
- NWCS will need to pay North Adams for some for cooperative employees. This amount should be \$1000-1400.
- Estimations here are based off of \$75,000 and without a final check to ensure employees are appropriately placed in the correct categories.
 - New teachers to the district do not get anything. Sorry new teachers.
 - Teachers rated highly effective or effective get a portion of the money.
 - Teachers retirement and FICA are calculated into and deducted from the Performance Grant.
 - Teacher Retirement groups:
 - Pre 1996 - Corp pays 3% of their salary from general fund to TRF
 - Post 1996 - Corp pays 10.5% of their salary from general fund to TRF
 - Current Performance Grant estimations:
 - Pre 1996 - Highly effective: gross payment \$545.18
 - Pre 1996 - Effective: gross payment \$544.28
 - Post 1996 - Highly effective: gross payment \$499.42
 - Post 1996 - Effective: gross payment 498.60
 - To start the 2017-18 school year, ½ of each teacher's Performance Grant Award would be added to his/her base salary to start the year (before negotiations).
- Scott does not foresee politicians halting payments of this year's Performance Grants because of the disparity of payments to certain schools. Carmel gets \$2400/teacher compared to our \$500/teacher.
- NWCS is looking at the 26th of January to distribute the payments. We have until January 31st per state law. Part of the reason for not distributing the money until the 26th is because NWCS is moving away from our current payroll system (replacing Komputrol).

- With the new payroll system, teachers will be given an account that allows them to view their pay stubs and pay history.

NWCS RIF/Recall Procedures-(this Discussion is occurring because NWCS needs to update its RIF language to be more in line with language in State Law. No RIFs are expected to occur this year.)

- A revised draft that showed corrections was distributed, reviewed, and explained.
- Currently January 3, 2017 is marked as the revised date. Scott said we can open it up for more discussion if necessary. NCTA wish to review the recommendations and wrap up the Discussion in January so the policy could be approved in February. RIF language will be revisited in January.

eLearning and 2-hr delays

- NCTA was asked by a teacher if a 2-hr delay called the night before school meant that no eLearning would take place the next day.
- Scott stated that was not correct. He said he tries to make only one call to best assist the parents in preparing for their children. If a 2-hr delay is called the night before, he still checks conditions at 5:00 AM. It is possible to call the eLearning day (or closure) at that time. It is also possible to call the closure or delay as late as 7:45 AM.
- Scott tries to make delay/cancellation calls as early as possible. He also tries to limit the number of times that teachers have to prepare for eLearning days.