



# LACA Governing Board Meeting Minutes

February 14, 2019

Trevor Thomas brought the meeting to order at 9:00am. The following members were present to answer the roll call: Joyce Malainy (C-TEC), Matt Sheridan (Crooksville), Glenn Welker (designee, Granville EVSD), Trevor Thomas (Heath), Patti Pickering (designee, Lakewood), Dale Lewellen (LCESC), Darian Kovach (designee, Licking Heights), Dave Hile (Licking Valley), Ruth Zitnik (Maysville), Bill Seder (Mount Vernon), Amy Norman (designee, Newark City), Kim Watson (designee, North Fork), Scott Schmidt (Northridge), and Chad Carson (LACA). Representatives from East Muskingum, Johnstown, Lancaster, Medina, Southwest Licking, Tri-Valley, and West Muskingum were unable to attend. Also in attendance were Ben Streby (C-TEC, LACA Fiscal Agent) and Dean Reineke (Operations Director, LACA).

Chad Carson distributed financial reports from January 2019, budget appropriation modifications from September 2018 through January 2019, and meeting minutes from the September 2018 Governing Board meeting via email prior to the meeting.

19-009 It was moved by Matt Sheridan and seconded by Dale Lewellen to approve the financial reports, budget appropriation modifications, and minutes of the September 2018 Governing Board meeting as presented. A vote of approval was taken.

19-010 It was moved by Joyce Malainy and seconded by Scott Schmidt to authorize Chad Carson to sign the MCOECN Authorization for the Sharing and Release of Information on behalf of LACA and our members.

Chad Carson explained that every year, each district signs a Data Release Form with LACA allowing us to release student data to vendors such as transportation, food service, photography studios, etc. Each district also signs a separate form directly with the MCOECN allowing the MCOECN to release data (obtained through LACA) for two projects:

1. ODE's SAS/EVAAS Value Add Student Growth Measurement project
2. The Roster Verification project which releases student data to Battelle for Kids.

This year the MCOECN created a new document that the ITC director signs with the MCOECN for the release of this data, rather than with each individual school district. Chad believes the board should make a motion authorizing the LACA Director to sign this document and release this data to the MCOECN on behalf of the LACA member districts for the current school year. Moving forward, LACA will add the ODE SAS/EVAAS and Roster Verification to the LACA Data Release Form that members sign with LACA, which will then authorize the LACA Director to sign the form with the MCOECN for that year.

A vote of approval was taken.



19-011 It was moved by Dale Lewellen and seconded by Dave Hile to approve the LACA Personnel Committee Recommendations:

- A. Adoption of LACA Salary Band proposal for LACA Staff Salary increases FY20 and beyond.
- B. Amend the LACA Policy Manual to:
  - a. Eliminate wording under **Section VIII : Compensation** regarding “Merit-Based” and replace with “Salary Band”.
  - b. Eliminate **Section IX: Merit Based Compensation Policy** and replace with new **Section IX: Salary Band Compensation Policy**
- C. Robert Rittenhouse move from Network Coordinator to Systems Manager position at a salary of \$69,000 per year, and approval of a new 20-month contract (November 2018 through June 2020) retroactive to November 1, 2018.
- D. Charles Gillogly move from Technical Services Coordinator to Network Coordinator position, no change in salary or contract end date (currently June 2021).
- E. Approval to fill Technical Services Coordinator position not to exceed \$60,000 per year

Chad Carson gave an overview of the proposed Salary Band model with the group. This model replaces the Merit-Based model that has been used for the past few years. Members of the personnel committee gave their input on the development of this model and the work that had been done to create this model during December 2018. The benefits of this model are predictable, linear growth over time, faster growth for entry-level employee salaries to aid with retention and slower growth for top-level employee salaries to keep them at a reasonable level. Bill Seder asked if this model would allow for competitive salaries with other ITCs. Chad said that based upon salary surveys conducted by the MCOECN, it would. Ruth Zitnik asked if the group could see the actual numbers that this model would calculate for FY20 salaries, vs. the salaries the old model would have calculated. Chad will run the staff salaries through this model and send a comparison to the Governing Board. Robert Rittenhouse was moved to Systems Manager back on November 1, 2018. This is the first meeting we have had to approve this change. Charles Gillogly will be moved to Robert’s position. Chad is currently accepting resumes and will be hiring another staff member to fill Charles Gillogly’s vacant position. It was decided that a motion is not needed for Chad to replace an existing staff member, and Item E should not be part of the motion.

19-012 It was moved by Bill Seder and seconded by Joyce Malainy to amend the previous motion to include only items A, B, C, and D and to approve it as amended. A vote of approval was taken.

#### **END OF MOTION SECTION**

Chad Carson and Ben Streby shared their interactions with the Auditor of State’s office regarding their push for LACA to become a COG rather than a consortium. This conversation stems from the auditor’s office, as they are not fully sure how to audit LACA (as PART of CTEC or separate from C-TEC). This same



discussion has taken place with the other four ITCs currently organized as consortia as well. Ben and Chad have received copies of reviews recently conducted by Bricker and Eckler that determine, in their legal opinion, that the ITCs are separate from their respective fiscal agents. Chad Carson discussed the benefits of becoming a COG. One benefit is establishing LACA as a standalone entity and eliminating all questions of separation from C-TEC, and removing the possibility that C-TEC might be held liable for any actions of the LACA consortium. Another benefit is the ability for LACA to expand outside of K-12 schools and offer services to OTHER governmental entities like local county governments. This is much easier to do when you are a COG. Chad has done extensive information gathering with other ITCs regarding the actual PROCESS of becoming a COG. This has been done many times over the last 10 years, and is well documented and straightforward. The only unknown is how LACA staff would receive healthcare benefits. Would we still be allowed to join in with C-TEC, or would the separation from C-TEC rule us out, and we would have to seek benefits on our own? Dale Lewellen offered if it makes more sense for LACA to get healthcare benefits from an ESC rather than C-TEC, the door is open for that partnership. After discussion of these points, the board would like to see a full presentation plan for moving to a COG during the May 2019 meeting, so the board knows exactly what this process entails. The board would like input from legal counsel on this process as well and asked if Bricker and Eckler could be present for this meeting.

Chad Carson shared with the group that eRate funding for Category 2 items (internal infrastructure, wireless) is at the end of a 5-year cycle when the 2019-2020 school year ends. No ruling has yet been made to put that funding in place beyond 2020. Chad wanted to make sure everyone was aware that any eRate Category 2 contracts with other vendors or LACA that extend beyond 2020 may not be funded and would have to be paid out-of-pocket. LACA was very recently notified by our eRate lawyers that a report created by The Wireline Competition Bureau for the FCC recommended renewing the 5-year model that was in place. This is a step in the right direction, but no official ruling has been executed yet. LACA will keep everyone updated as this develops.

Chad shared the opportunity to purchase Fred Pryor Seminars classes through LACA at a greatly discounted cost. Cost is \$55.00 per seat (a single staff member) for unlimited access to all on-line course content, or \$115.00 per seat for unlimited on-line and in-person seminars. LACA has made use of Fred Pryor in-person seminars over the years. Our directors have attending classes primarily on HR and Customer Service topics. This group purchase was put together for the ITCs and extended to any member districts who want to purchase this professional development. I am unsure how widely used (if any) this is, but please renew through LACA if you ARE using it and want to get it discounted for next year.

Chad shared information regarding GenYes with the board. Chad has previously sent out information via email regarding GenYes, but elaborated on what this program actually does for the students in your schools. As an overview, GenYes is a non-profit organization based in Washington State that helps schools implement a technology curriculum. This program enables students become active participants



in supporting technology in the classroom. LACA and the MCOECN are partnering with GenYes to bring this program to Ohio schools. Mount Vernon City Schools has already committed to be part of the first wave of GenYes schools in this MCOECN program. Chad is meeting with a few other members who might want to be involved. We will share information on this project with the group as it develops.

Chad Carson asked if there were any topics for discussion that were not part of the agenda. Some discussion took place around Software Answers, and the fact that they still do not have integration with Schoology in place. A few LACA districts really would like this capability. Software Answers has a new version of SPS (Special Education module) coming soon, though quite a few districts have moved to IEPAnywhere as an alternative to SPS. Chad shared with the group that we are reviewing Powerschool software and what it might look like for LACA to support both Software Answers and Powerschool. We want to make sure all the needs of our members are being met. Software Answers will be at LACA on February 21<sup>st</sup> to present their new SPS version to LACA's members.

19-013 It was moved by Dale Lewellen and seconded by Darian Kovach to adjourn the meeting at 10:35am. A vote of approval was taken.

Reported by Chad Carson, Executive Director, LACA

## Future LACA Governing Board Meeting Dates for FY19 and FY20

Meeting dates for FY19 and FY20 have been reserved. All meetings will take place at the Roosevelt Building, Room 151A.

### FY19

- May 9, 2019 – 9:00am

### FY20

- September 5, 2019 – 9:00am
- December 12, 2019 – 9:00am
- February 13, 2020 – 9:00am
- May 7, 2020 – 9:00am

