

# **Para Study Committee Meeting**

10/8/08

**Members present:** Linda Aldridge, Shelia Smith, Rhonda Denning, Robin Courtney, Marlene Jolly, Sherry Bingham, Tammy VanDyne, Stacy Gomez, Heidi Kirby, Kim Banks

**Members not present:** Erin Hund, Marty McDowell, Terri Driscoll, Jamie Baumgartner, Sheryl Smith

Shelia began the meeting with candy bars to celebrate last year's accomplishments.

Linda talked about the changes in what the committee discussed for the wage scale and what was really approved by the board.

The committee asked for a copy of the scale to be sent to all members.

Robin Courtney was appointed the secretary of the committee.

Shelia went over our responsibilities as committee members. We need to convey accurate information and communicate with others in the districts in positive ways.

The committee brainstormed ideas for goals of the committee in the year to come.

Evaluate incentive programs that were put in place this year.

Look at current turn over of paras and find out why people leave. Design an exit interview.

Look at insurance benefits, eye benefit, and cancer benefit.

Organize the Adventure camp.

Look for ways to offer summer employment.

Look for ways to offer more in-service opportunities.

Need to increase number of substitute paras available. Long wait for pay may contribute to low numbers.

Email access problems need to be resolved.

Need para to teacher and certified para incentive program.

The committee decided to work on these problems immediately:

The Keystone administration will look into the Insurance benefit problems.

The Keystone administration will look into the email access and website changes.

A committee will be recruited through an email request to handle the Adventure Camp implementation, which will also be one way of helping the summer employment problem.

**Evaluate the incentive programs and have it ready to present to the board by March.**

**Look into ways to offer wage scale adjustments by being certified para or having levels.**

**Add information or a blog spot to the para web site.**

**Homework for committee members: Get website resources or articles to post on the para site. Ask people in the schools what they would like to see on the website, what would be most helpful, and would they utilize a blog spot.**

**Remember as committee members, you can count your mileage to and from the meeting and turn in your hours for the meetings.**

**The committee will meet the second Wednesday of each month except March, which will be the first Wednesday of March. The meetings will run from 4:00p.m. -5:30p.m. at the Oskaloosa Keystone building.**

**Next meeting is November 12, 2008 at the Keystone office.**