Board Meeting Highlights
October 20, 2015

PRESENTATION

Pleasant Valley Peacemakers presented to the Board of Trustees their new social/emotional program of how best to express their thoughts and feelings through conflict resolution. The attending Peacemakers demonstrated the "Peace Path" with the help of Superintendent Hogeboom and Board President Debbie Butler and showed how kids can help kids resolve their issues using their words and "I" statements.
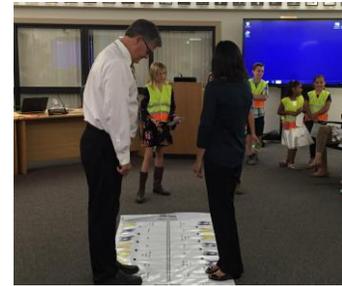
STAFF REPORTS

- **NUSD Teacher Retention Data:** Kris Cosca, Assistant Superintendent, Human Resources, presented a report to the Board regarding teacher retention. The table below shows teachers who have either resigned or retired. Resignations have ranged from 6% to 10% with an average of 7.67% each year.

2013-2015 TEACHER RETENTION DATA						
	TOTAL TEACHERS	# RETIRED	# RESIGNED	TOTAL # SEPARATED	% RESIGNED	% RETIRED	% RES/RET
2013	391	16	29	45	7%	4%	12%
2014	429	9	26	35	6%	2%	8%
2015	440	13	45	58	10%	3%	13%

Formal exit surveys have not been conducted, however, a quick analysis of available data regarding teachers reasons for resigning in 2015 include:

No reason given – 38%	No credential – 2%
New Job – 31%	Personal – 2%
Moved – 15%	Health reasons – 2%
Staying home after childbirth – 4%	Earning an advanced degree – 2%
Family reasons – 4%	

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Mr. Cosca shared that we cannot eliminate all of these reasons for teacher attrition, but we can work on those reasons we can control and he is looking forward to working on increasing teacher retention. NUSD invests heavily in its teachers and we must do all we can to retain them. (Staff Report 14.1.)

DISCUSSION/ACTION

COMPASS Program at San Marin: The Board approved the agreement presented by Superintendent Jim Hogeboom for the College of Marin (COM) to establish a partnership between San Marin students, their parents and the College of Marin to support at-risk students who have traditionally not attended college. COMPASS (College of Marin Promoting and Supporting Success) is a pilot program at San Marin High School for 25 qualified students to participate beginning in the 9th grade. This comprehensive dual-enrollment partnership between high school students, their parents, their high school of attendance and the College of Marin is to enable participating students to graduate from high school closer to being college-ready, earn units of transferrable college credit and be awarded free attendance for the first year of college should they matriculate to COM. (Discussion/Action 15.a.)

Increase Substitute Teacher Rate of Pay: The Board approved the proposal presented by Kris Cosca to increase the rate of substitute teacher pay to $140 per day for the 2105-16 school year, and then to $150 per day beginning in the 2016-17 school year.

Between September 14 and October 14 the Novato Unified School District had 59 unfilled teacher absences. The inability to fill teacher vacancies with substitutes has significant impacts on our schools. While we ensure classes are covered with certificated staff, this has unintended consequences. At the middle and high school level, classes are often covered by teachers on their prep periods meaning teachers lose time to prepare their lessons, communicate with parents, assess student performance, etc. At the elementary schools, unfilled classes are often covered by administrators or coaches meaning they are pulled away from their other duties as instructional leaders. Often times, teachers are absent to attend professional development. When a teacher plans to be out for professional development they spend significant time preparing lesson plans. When their class cannot be covered by a substitute, they get pulled from the professional development to return to their classroom. This causes frustration for all involved and minimizes the ability to provide effective professional development. (Discussion/Action 15.c.)