

Budget Development
8/27/2019
1:00pm-2:30pm
Administration Office – Room 137

Attendees:

<input checked="" type="checkbox"/> Aaron Harder	<input checked="" type="checkbox"/> Lori Bica	<input checked="" type="checkbox"/> Joe Luginbill		
<input checked="" type="checkbox"/> Dr. Hardebeck	<input checked="" type="checkbox"/> Abby Johnson	<input checked="" type="checkbox"/> Kay Marks	<input type="checkbox"/> Jim Schmitt	<input type="checkbox"/> Kim Koller

TOPIC	DISCUSSION
1. Public Comment	<ul style="list-style-type: none"> • Mark Goings, Augusta • OPEB discussion – I am understanding when School Board passed items at last Board meeting it was done in lieu of scenarios A, B, C, & B1 and items 7 & 8 were tabled, will not be looking at items 4 & 9 since these are no longer being considered by Board because the committee finalized • This concludes discussion while honoring commitment to employees – Board needed to realize some savings – looking at \$30M over 30 years – that money seems to come sooner than the grandfathering and more money sooner adds to its value • Future budget concerns – OPEB committee should be commended and as Board attacks additional budget concerns they should use a similar model • Explaining why we need to look at FTE and class size, having committees helps to build knowledge • Debt drop in 2021 – huge budgetary opportunity want to get this right as a District - need a concrete plan, debt, referendum, having worked on that, South Middle School work and replacing Roosevelt, but not working with Demo & Trends looking at Elementary capacity and what to do with PreK. • If we go to referendum, using a hybrid model... how much can be used for capital up front or debt?
2. Continuing OPEB Discussion	<ul style="list-style-type: none"> • Abby's presentation • OPEB refresh of what happened at last Board meeting • 9 items were discussed and choose to move forward from OPEB Committee • Items 1, 2, 3, 5, 6 were discussed in depth and were all passed by the Board • Will start to see budget impact in 21-22 school year • Items 4, 7, 8, 9 all tabled • After the items were tabled, we would wait until after next actuarial study • Actuary is doing a timeline and a cost estimate currently • Next study is due in the 2020 year anyways – how can we pull some things together so that we aren't doing more studies • What does cost mean? Cost for the actuary to prepare the information for savings



- Would not characterize this as concluding the scenarios because of needing to wait for these actuarial studies
- Due to conversations in June and August there was little conversations on the scenarios – this was a huge step so now where else can we look
- Would committee be open to meet, would think that they would be interested in staying together and for communication sake
- Would somewhat put OPEB question to bed for a minimum of a year? So that we can focus on other items and collect data on these items and how it will affect the budget, but in the meantime, we can find other things that could have budget impact
- OPEB will never go away, is the perspective of the group
- We need to know what the actuary is saying for their timeline and can discuss other topics while they are working, who is best to have this message delivered
- We had a very specific charge to the OPEB committee, and we may need to introduce what the next committees will need to do and then get more staff involved in those other committees
- Where are our lists that are targeted areas that we want additional staff to input on, we can recommend to the Board – if we make it specific to the Board to find more ways to connect with ideas to get ideas and research these ideas
- Budget savings will not happen for a few years and some are for active employees and some are for retirees
- We want good information to make the right decisions so it will take time to gather that information
- Are there other ideas that the committee has looked at that we can maybe get some groups working on?
- We have an ongoing list that we can focus on that is important work not related to Fund Balance that need to be addressed
- Fund balance remediation or savings for the District – what are some things that we can start to look at over the next 5 years?
- Would like to start to work on a list like this for Budget Development Committee
- Create a working document to start creating a list of cost savings
- We have had to turn down staff who wanted to be involved – a to do list is a great place to start
- Thinking that Fund Balance is our top priority
- Referendum is always one that we need to consider – and if we dismiss, we would then have reasons why
- Getting those ideas on paper and then starting a work group to get things moving
- Next Steps OPEB? Stuck on communication on what is the status of OPEB
- Making a committee report on this and then getting a full Board opinion
- Timelines are helpful and on those timelines it could have the end as the day that the OPEB study will come back
- Can help with saying we will not look for a period of time while waiting on the studies

	<ul style="list-style-type: none"> • We will work on other things in the meantime, but end is OPEB study
3. Proposal for Feminine Products	<ul style="list-style-type: none"> • Slide from previous meeting • Did research on what we have spent and made back from products • Revenue – 2017-18 – \$146.96, 2018-19 \$23.25 • Cost – 2017-18 \$228.96, 2018-19 \$238.40 • Handed out some feedback from Counselors • The feedback did include that there were not any barriers in students getting products • UWEC has a grants person, Lori reached out about Products and Equipment – will follow up and let committee know when information is received. As we see states start to mandate this, seems like such a grant thing, having students take on the initiative of writing the grants could be helpful • When the original ask came up it was not to ask the District to provide products to all students for free, an email came in from students saying that they need to ask an adult and it can be embarrassing • More communication to students so that they don't have to go to an adult to ask • A designated place and the communication that it is available is most important • When you start to provide things for free the conversation tends to get larger • Some buildings have that place now, but making it standard to all buildings could be helpful • First, communication – Second, making a location where there is no need to ask • Having a uniform process, in your building please communicate... • It is a cultural thing and would love for ECASD to lead on that to put the machines and products in the buildings and under a grant • Would be a great way to introduce students to grant writing • A donation for the machines could be helpful
4. 2019-20 Budget Discussion	<ul style="list-style-type: none"> • Started where we ended last year and added in the things that the Board has made decisions on • Board adopted a \$3.18M deficit and assuming in the big picture we carried that number forward - Look at this as we projected our budget • We did get a little bit more funding from the state so we may not start there • We are still finishing the audit now and still paying bills from last school year – our first report is due for the auditors on the 30th • Level movement – satisfactory review and worked for the District for more than 6 months in the year you move forward • If you are on a corrective plan, you wouldn't have a satisfactory evaluation so you would not move • If a market review comes back over market would that have to be part of the review to make it be in market range? • It could have some unintended consequences, in hard to fill positions, they could be unwilling to stay if they are going to stay stagnant



- You can get supply demand changes that turn quickly, and we would want to be ready to not lose staff too
- With the new policy is there a way that we can see cost savings or adjusting the salary after market review with new staff going forward
- When we look at the market review, we would then talk about why we are or are not moving
- Compensation plan went into plan July 1, 2016, we had been frozen for a number of years prior and our retention rate went way down, people were leaving to go where they could get level movement, talk about OPEB retirement planning, your biggest benefit is your retirement, when you are freezing salaries you are freezing retirement (WRS specifically)
- Review level movement and its structure
- Heard it established that level movement is not sustainable, not sure if it is right or not, but we can review and answer that question with a why
- Level movement is a large number not to talk about
- Beginning a conversation on this would have a large impact on employee morale
- Approach with sensitivity and deliberateness
- When it was first approved the Board knew they had to remain competitive. The Board did approve and weeks later they decided to go to referendum and if it didn't pass, they may have to make cuts in other ways
- Referendum was a way to make this a possibility at that time, can we internally handle this, or do we need to go to the public again to see if they can help?
- Board will need to decide that - This decision will affect everyone
- Budget Development may need to look at positions and class size after this budget cycle. You can cut positions without cutting people through attrition
- Rotating electives at the High School has helped with this, there are things to do that can recoup this and still retain the plan
- Shared a budget timeline and those involved with budget process
- Staff input at all levels are involved in the process
- Board may need to look at it to see how they can change the process and have the conversations on how the budget will move forward
- 80% staff vs 20% other, include tough conversations
- We constantly reconcile the budget to make sure we are where we need to be
- We are still reviewing, reconciling, and possibly making reductions if needed
- Numbers will look different every day
- State Source per pupil amount \$654 - \$742, is a big deal for us
- Contribution to the Foundation
- Board minutes showed that the \$50,000 contribution would be for 5 years – we will send minutes
- Board and Superintendent have changed, and we think people forgot
- County and City said they would fund a different committee for 5 years
- Assumption seemed that it would support until it got on its feet, but who knows at what point they are sustainable

- Foundation retreat was last week, and they are thinking of making an MOU and we think taking away the \$50,000 would be surprising to them
- What do we provide for the foundation... in kind... printing, office space?
- Foundation information will be brought to Policy & Governance at the end of September
- Foundation was started and had an Executive Director & President, they stated to look for founding partners, foundations help Districts do things they couldn't normally do
- Foundation has realized that people don't know about them and get them confused with Community Foundation or UW foundation
- Assumption was that thinking at that time, the contribution wouldn't continue forever, that they would be sufficient in supporting their director
- The foundation employee is not a District Employee and does not get benefits
- ECASD is handling most of the administrative costs
- ECASD staff do most of the work in logistics and ordering supplies and the District pays the bills to do that
- The foundation is one director who works part time and a group of volunteers for a Board
- We may need to add assumptions to what we are paying for
- Adding the in-kind donations into the MOU would be helpful
- Interested in seeing how the Foundation compares to Boys & Girls Club or Big Brothers Big Sisters
- They are working to build their endowment fund – because of this they are not able to give as much back
- We have people who donate through the District who don't want to go to the Foundation
- Needs to be clarified on what happens if people don't want to go to the Foundation
- They charge an administrative fee based on kind of donation and value, is it a pass through or are they building a balance?
- Why should someone go through the Foundation instead of right to the District?
- Interested to know about open enrollment numbers being down – closing the gap in open enrollment would be a big feat for the District
- We will work on the list of deferred items at future meetings
- Is the District doing anything related to outdoor, energy, beautification, capital coming from trust BCPL giving more money out to cities and districts
- How far along is the group? They have been posting on what they are funding – City of Green Bay as a recent recipient
- Working to communicate with Board and Staff on OPEB
- Look at Sept 10 to have a timeline with something to discuss – hope to bring something to Board Sept 23