

Budget Development
2/11/2020
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"/> Tim Nordin		
<input type="checkbox"/> Dr. Hardebeck	<input checked="" type="checkbox"/> Abby Johnson	<input type="checkbox"/> Kay Marks	<input checked="" type="checkbox"/> Jim Schmitt	<input checked="" type="checkbox"/> Kim Koller

TOPIC	DISCUSSION
1. Public Comment	<ul style="list-style-type: none"> • Mark Goings asked Budget Development that while creating the to-do list for the committee to look at expansion into the bridge and also haven't heard more about the glitch group since before the holidays, if an update could be given, that would be nice for staff to hear.
2. Employee Engagement Committee	<ul style="list-style-type: none"> • Budget Development is interested in adding a new Employee Engagement Committee and looked at the large categories of spending • Salary schedule is a large part of the salary category, but because we looked at the schedule before that was not mentioned in the category • Supplies and Insurance, Debt, Other are categories that don't have many levers that can be manipulated as they are fixed costs • Starting the charge, timeline, and make-up of the committee • In the OPEB Engagement Committee the School Board tried to have representatives from all employee groups and buildings • The School Board is taking a variety of factors into account, fiduciary oversight of the budget and the understanding they get from administration staff, would like this to be a sampling of what the concerns and questions are, what are the folks in the buildings thinking or needing • Make sure we are understanding staff concerns and questions and being prepared for funding changes in the future • How deep do we go into the preparation and spelling out the tough future? Is it better to prepare with some ideas that have some level of acceptability, we don't want to deploy these ideas, but if we need to save \$1.5M, these ideas have some sort of acceptability? • Can Budget Development say to look at the top categories and leave it open to the group - Thinking it should be salary and benefits buckets • Could Shared Services look at the transportation contracted services? • Could we direct the committee toward looking at things proactively to be prepared if we need to make changes? • Those universities that have planned are in far better shape • Not about reducing salary or staff numbers • Do like cost saving measures, seems more accurate than cuts



	<ul style="list-style-type: none"> • Looking for cost savings in the categories of salary and benefits • The Board could decide the charge in the next couple months • Budget Development is going to try to put together a charge for this employee committee to bring forward • What is the need for a longer-term committee? • Is the Revenue Committee something that needs to be folded into the Budget Development Committee? • If we need to ask employees of what to reduce and for employees to be okay with it, we should just have that be the charge <p>PUBLIC COMMENT</p> <ul style="list-style-type: none"> • Could it be net cost savings as part of the committee charge? • Would be difficult if we did salary with additional time and increments, coaching is a large element of increments, they are heavy secondary vs elementary, same club could be no increment at elementary to a full increment at secondary
3. Work List	<ul style="list-style-type: none"> • Looked at the worklist to determine what might be the next thing to research • How do staff feel about a time clock system? To new employees coming in, it is a shock that we don't have a formal system, the other employees are a little more hesitant because they have never had to do it • Another thing is that hourly staff are paid to date, on Wednesday we send the file to the bank and if an employee quits on Thursday, we have already paid them, and we have to get back pay • Hourly staff are currently paid over the summer, laws tells us we should pay within 30 days of working • Has been a conversation for a few years, we would want to be in compliance with the Fair Labor Standards Act. • Can we see if the class size policy is being shared at the staffing table by the building principal? • The OPEB Committee brought the bridge to the table and decided to not bring anything forward. They wanted to remove it from the table. Budget Development would like to be reminded of what the objections were. • Transportation, Open Enrollment, Substitutes are all large pieces to the category of contracted services • Structural changes and strategies that the District uses to organize itself • In house streaming – We have students interested in this • The District has a class size policy that takes into account the students' optimal levels in a classroom <p>PUBLIC COMMENT</p> <ul style="list-style-type: none"> • Class size, if you look at class size are there targeted places that you can raise the minimum, it does stress the system, are you okay with electives that can go every other year?

	<ul style="list-style-type: none"> • Staff hear we want to be tight on class size FTE, but what is the equivalent for how many Assistant Principals per student or Downtown staff ... how many positions do you need, to fill those non-classroom positions
<p>4. Future Agenda Items</p>	<ul style="list-style-type: none"> • OPEB Actuary Study Review – February 25 with Linda Mont • OPEB Next Steps • Employee Engagement Committee • Worklist • What about consolidation for the Revenue Committee? Could Revenue Committee talk about it at their meeting tomorrow? • Used to have 178 days in the calendar and we now have 171/172 days

Next Meeting: 2/25/2020