

**Budget Development**  
**2/27/2019**  
**1:00pm-2:30pm**  
**Administration Office – Room 123C**

**Attendees:**

<input checked="" type="checkbox"/> Dr. Hardebeck	<input checked="" type="checkbox"/> Abby Johnson	<input checked="" type="checkbox"/> Aaron Harder	<input checked="" type="checkbox"/> Lori Bica	<input checked="" type="checkbox"/> Chris Hambuch-Boyle
<input type="checkbox"/> Kay Marks	<input checked="" type="checkbox"/> Jim Schmitt	<input checked="" type="checkbox"/> Kim Koller	<input checked="" type="checkbox"/> Mark Goings	<input type="checkbox"/>

TOPIC	DISCUSSION
1. Public Comment	<ul style="list-style-type: none"> <li>• Mark Goings – handed out documents</li> <li>• Concerned that there will be a few educators that will leave due to OPEB being up in the air</li> <li>• People would like to have a guarantee and there isn't one</li> <li>• Meet &amp; Confer – association shared a format for possibly getting input from staff for the budget</li> <li>• Suggested a committee structure to help out with the deficit</li> <li>• Board is looking to bring staff along we need to be able to modify things here and there in the broad area of the salary</li> <li>• Agenda item for OPEB the last 2 board meetings</li> <li>• Reading Executive Summary at the top – was thinking that it is a step to including staff</li> <li>• Committee suggestion is looking broad instead of just one area</li> <li>• Report was added evening of Board meeting – doesn't get to the purpose of the presentation</li> <li>• Partially rehashing OPEB and adding in new information including stipend and WRS – seems argumentative – Board clarification are we going to rehash the values of the price or is the Board's idea to get the staff involved</li> </ul>
2. Fee Schedule	<ul style="list-style-type: none"> <li>• Proposed Fee Schedule Handout</li> <li>• Revenue Committee has decided to look at the facility fee schedule and has come back with some recommendations</li> <li>• Have done research and other districts do hourly rates and for profit and not-for-profit</li> <li>• Auditorium – we have been capping revenue because people would use the space all day long</li> <li>• Committee did propose a few charges go up based upon what Green Bay was doing</li> <li>• We used Madison and Green Bay as comparable options because of availability of data in similar size districts</li> <li>• Do non-profits complain about the pricing? – we currently don't have too many complaints</li> </ul>



	<ul style="list-style-type: none"> <li>• We may see push back from the community based on the hourly rate vs what the old daily rate is</li> <li>• Wondering if people will stop using our facilities because of new rates</li> <li>• What about University rates and Pablo center rates?</li> <li>• Also recommended to charge a daily rate for before and after school childcare</li> <li>• Based decision off of what Madison was doing with their YMCA daycares</li> <li>• Madison does an in-depth audit at the end of the year to determine how many students for a per child range rate, Revenue committee recommended a flat daily rate</li> <li>• These funds will go into Fund 10</li> <li>• Difficult to project the dollars for generic facility use</li> <li>• Could see a possible \$23-\$24K increase in revenue for the before and after school childcare – we are not currently charging for our space</li> <li>• Have not had a conversation with the groups to determine how they feel because they didn't know how they would react and wanted Board approval first</li> <li>• \$10/day seems okay – would just be per day, not for before and after</li> <li>• Costs may be passed along to families</li> <li>• \$10 seemed like a good starting point for the District because they are currently paying nothing</li> <li>• Did look at District provided child care – not sure if the District could do it for cheaper – and then you get into do the funds go into Fund 10 or 80</li> <li>• CHRIS MOVES TO Accept the recommendation from the Revenue Committee relative to the fee schedule proposal for District spaces</li> <li>• RED FLAGS – not an area that some people are experts in – wants to move it along to a bigger conversation to bounce off the community – knows that it is a sensitive area – do people care about the increases?</li> <li>• Facilities are a hot topic – there is a lot of energy behind – timing is interesting because of Pablo Center and partnership with the UW – interesting cultural shift for the city – ride the coat tails – rather than saying how do people feel about it but maybe it is saying this is how it is – could work with Facility Use Office – to see what is the average length that people are using the rooms – want to look at the day rate</li> <li>• Theater and play coming up – theater has been given to the UW staff for free to use – removing the day rate will impact not for profit and for profit</li> <li>• Aaron second</li> <li>• Voted – all in favor</li> </ul>
3. Board Priorities	<ul style="list-style-type: none"> <li>• Abby's PowerPoint</li> <li>• Board asks – how does this work and things are all coming up at different times</li> <li>• Does Budget Development have guiding principles? – they seem to have help Demo&amp; Trends make hard decisions recently</li> <li>• Other Board Committees do have principles</li> <li>• District compensation compared to other local area districts</li> <li>• How do we compare to the other competitors in our area?</li> </ul>



- We were flat and now we are on the upswing – new compensation schedule has helped with that – hard to predict until we get another few years onto the schedule
- Compared to Chippewa – Staff need to lay out their journey on their salaries/package
- Our salary schedule is very different than others – other schedules participants have to earn points to move along the schedule
- Compensation Committee wanted things to be easy for staff and admin to move along the schedule
- Chippewa/Altoona vs us...we are very competitive in the base salary schedule
- What about the gap group? We have a District full of people who were here through the freeze – a lot of them in the area also had freezes, but aren't sure on how long for each
- Should there be some parameters around hiring new people – there was a limit of 3 steps, but now it's not there – it is occurring, but maybe not at the perception that is out there
- Could identify specific people that were jumped and for what reason
- Would like a computer-generated graph to identify who has been leap frogged for the gap group
- Tried to get lots of different things, but couldn't narrow it down to include everyone who needed to feel included
- All employees were frozen for 7-8 years – everyone thinks they are connected
- We did lots of calculations to see where we could go and what we could afford
- The Board did say that level movement is important, and we are showing staff that we are moving them along the structure
- Compensation equity process
- 2% increase per year
- People at all levels will be getting 2% and at the top is higher than those at the bottom of the schedule
- People were taking % of their salary to base an increment for extras on base wage – this went away
- At one point froze to bring up the base wage – people froze voluntarily
- Zone freezes vs all freezes?
- Different bands based on market value – disparity on market value because it is always 2%
- Did bid study on how to get market value – how do we now compare to other districts – what are you looking for?
- Comparables -Big Rivers and then top 10
- Admin has asked how they can fix other pieces for gap group? There has been contact from buildings
- There have been opinions on how much administrators make
- Business Managers – we are in the middle of the salary schedule comparison – some people don't know that the job requirements
- Would we ever consider not 2% flat?



- Can we get rid of the misconceptions? – this would totally be worth the money
- The market value was difficult to find in education
- In order to get some positions, you have to have a certain degree
- We do have BA and MA on the certified schedule
- STIPEND and WRS in OPEB PowerPoint – don't see Abby's notes – people have asked what the full benefit is – OPEB is just one piece of the overall picture
- When we compare single, family, employee+ - this is a way to identify a benefit to who we hire – we give good benefits regardless of your level
- What does the District owe the employees – this provides information to the people asking questions – OPEB is one of the benefits that people receive
- Health care is a USA conversation not just an ECASD conversation – but maybe we are getting to a point where we cannot afford all the extras
- We are being transparent – giving background was asked for by the community
- On presentation can you combine Single and Employee+ put as one and a range? – Pages missing from handout.
- Starting to see uptick in salary and benefits
- Do we want guiding principles?
- Board Priorities and Strategic Plan
- High quality staff is a cost of doing business – staff is really guts of our business
- Does staff feel that way?
- Is it about money or is it about something more?
- Looking at initiatives and decisions the Board is making now – we have dual immersion, virtual school, culinary, INDE
- Need information on number of students impacted, what is the cost, what is our staff input, in relation to the budget
- District – Middle School study – how does this go into all of the other things that are being asked?
- Need a rubric to see how it is relative to spending money that we don't have
- A standard form/consistency of the things they need to tell the Board
- There is no structure to any of this, don't want anyone coming straight to the Board – want it all vetted through the committees – are you with this or not – what ever the committee says is what comes to the Board!
- A committee is not looking from a Board stand point
- Could all this go through one committee like BDC – need a committee to put it into the overall plan
- Important to have Board or Admin voice
- How does it tie back to the strategic plan?
- You really can tie any project to the plan unless there are specific guidelines to follow to tie it to the plan
- How can we prioritize the plan?
- We are doing great work to get things ready, but then people need to know the budget
- Where do you get the biggest bang for your buck?



- Concerned as a committee we need to be doing this kind of work – can we raise that to a Board level discussion
- Employee compensation is our biggest part
- We do 2% as a cost of doing business
- Interested in being competitive – if trends hold, we will be on the higher end – mid to max
- Assuming our budget doesn't evaporate – do we need to back off to say that 1% is better to be fiscally responsible
- Should BDC start looking at a referendum – lots of families that would get on board to get their projects passed – great time to be out talking about funding – should be planning
- Debt drop off coming – South has huge needs
- 18 months of planning and evaluating – propose a timeline – starting early conversations
- We are in the middle of the salary schedule
- Leading in salary piece between Chippewa and Altoona
- We need to frame our model in the way of a consistent raise – what is our framework doing?
- In your career you will make more than maybe right now if you moved
- Principle – if we have some ability to reshape the form that touches the 80% that makes it more acceptable to staff
- All decisions will be made relative to our strategic plan
- Staff as center of wheel – whole child at the head of the helm – they are all the same, but we may need to prioritize them
- We need to get talking with staff – how can they be engaged?
- Cannot have this conversation with 1500 employees or surveys – sit down and look at ways to make tweaks more globally
- What is the process for picking the committee?
- Taking it to Budget Development is important but getting a rubric to pass it through to make a recommendation for the Board
- Monday OPEB conversation will not be a vote – request was to extend the timeline
- We have options A,B,C,B1, last minute capping version, we unintentionally abandoned the process – pick it up and find an alternate, try to do it in a couple weeks, if we cannot then open the larger process for OPEB, want a larger OPEB conversation
- Board wants engagement for longer conversation on OPEB
- What about those that need to retire March 1?
- What happens if the longer conversation takes too long?
- Monday's conversation is talking about the timeline
- Told staff that the Board isn't making a decision
- We cannot make any guarantees – Board said multi-month plan... have told employees Board's last decision
- Was not aware of the March 1 deadline!

	<ul style="list-style-type: none"><li>• Staffing needs to be completed so we cannot have an April 1 deadline</li><li>• Chris shared an anonymous letter about budget concerns</li><li>• We received it and talked about putting a place where people can have access to the budget</li></ul>
4.	<ul style="list-style-type: none"><li>• Foundation/BDC MOU with District about donations</li><li>• We have a meeting with Foundation scheduled</li><li>• We want to learn more about what the Foundation can do for us!</li></ul>

**Next Meeting: 3/13/2019**