

ENNIS PUBLIC SCHOOLS
*******MONDAY, AUGUST 5, 2013*******

SPECIAL BOARD MEETING
FINAL AGENDA
4:00 P.M. - JUNIOR HIGH COMMONS

PLEDGE

- I. VISITORS AND PATRONS**
- II. PUBLIC COMMENT**
- III. OLD BUSINESS**
 - A. Classified Salaries/Pay Schedule
- IV. NEW BUSINESS**
 - A. Begin Review of Budget for 2013-2014

**SCHOOL DISTRICT 52
ENNIS, MADISON COUNTY, MONTANA
MONDAY, AUGUST 5, 2013**

SPECIAL BOARD MEETING - 4:00 P.M.

John Scully	Chairman
Craig George	Vice-Chair-absent
Lisa Frye	Trustee
Bill Clark	Trustee
Maria Lake	Trustee
John Overstreet	Superintendent
Ginger Martello	District Clerk

Chairman Scully called the meeting to order.

VISITORS

Miranda Rae	Staff Member
Janis Dolan	Staff Member
Nickey Davis	Staff Member
Melvin McKittrick	Staff Member
Melinda Legg	Madison County Superintendent

OLD BUSINESS

Classified Salaries/Pay Schedule

Superintendent Overstreet explained classified salaries were frozen until the board had time to revisit this issue. He recommended a small increase this year and asked the board to form a committee to resolve this issue before negotiations next spring. Currently, without a raise the staff lost money because their insurance rates and their contributions to their retirement systems increased. Superintendent Overstreet recommended raising their wages \$.35 per hour and the bus drivers \$.50 per hour as they are a little lower. He recommended lowering the entrance salaries and substitute positions with the exception of substitute teachers which would increase to \$80 per day. He explained the activity driver pay is based on 80% of the highest paid bus driver. If the highest paid driver leaves the district, this pay could drop. He recommended paying activity drivers the same as the

proposed new hourly salary for bus drivers. He said we have been working on the budget and there is money for the increase and next year we may need to look at freezing some of the higher paid salaries. (See Attached)

Trustee Lake asked if the current salary schedule was not sustainable?

Superintendent Overstreet said the current salary allows for a cost of living increase and a step increase which is too much to sustain.

Chairman Scully felt the salary schedule had too many variations. Some staff are among the highest in the state and some are below the average. He said something is wrong and a committee should look at this issue.

Trustee Frye made a motion to approve the salary increases and changes to substitute pay as presented by Superintendent Overstreet. Trustee Clark seconded the motion.

Miranda Rae asked about the pay for adult education?

Superintendent Overstreet explained they were not on the salary schedule and therefore, he didn't consider them.

Ms. Rae agreed there are discrepancies and she felt there was resentment with the salaries adult education receives. She said her duties are wide spread and it is difficult when adult education makes \$20 per hour their first year which is more than she makes after several years.

The trustees said the adult education program was going to be reviewed this year. They agreed things need to be more equitable.

Chairman Scully called for a vote. All trustees present were in approval.

NEW BUSINESS

Begin Review of Budget for 2013-2014

Superintendent Overstreet explained the district was able to raise the general fund budget by 1% without a vote. This is an increase of approximately \$25,000. We will increase classified salaries, add money to electricity and increase substitute teacher salaries. With the reduction in teachers' salaries, due to staff retiring, the budget will be solid at \$2,557,166. The increase to electricity is due in part to the computer program that runs the lights. They seem to be on at night and on weekends. Superintendent Overstreet would like to put motion sensors throughout the building to reduce this cost. The transportation budget has more than needed so we will not need to add any money. We

expended approximately \$630,000 last year. The place holder for the extra money will be in facility acquisitions. He said we do not need to mill in bus depreciation, tuition or adult education. The retirement fund will increase due to legislation increasing the district's contributions to the Teachers' Retirement and Montana Public Employment Retirement funds. This money will be taxed throughout the county. The technology fund will need approximately one-half of a mill. The building reserve has two levies in the amount of \$120,000. The state school block grant will be put in this fund which leaves around \$800,000 in the fund. He explained this is an important fund to keep up in order to maintain our buildings.

The board discussed the new senate bills that allow the district to use funds to increase safety of the school buildings. They discussed putting together a plan before they asked the voters to transfer any money.

Superintendent Overstreet said the mills will be less than twenty this year. He explained in the past the mills were kept consistent but the taxable value increased. This year a mill will be worth approximately \$67,000. He said our district is the third highest for mill value in the state.

Chairman Scully asked the board if a committee wanted to look at the classified staff pay scale or did they want it to be the board as a whole?


Trustee Lake felt some of the staff should be involved. She also asked if a security firm has been in to look at the school to give guidance? Could the windows be replaced for security reasons?

Superintendent Overstreet said he had already planned to replace the windows. He has been trying to get in touch with the company from Missoula to assess our school. Chairman Scully said he knew of a company in Colorado that would also be able to assist the district. Trustee Lake asked if the architect or the construction manager for the new school would have some other options for help? Superintendent Overstreet said he would look into all avenues.

As there was no other business for the attention of the board, the meeting was adjourned at 4:55 p.m.

Attest


Ginger R. Martello, District Clerk


John Scully, Chairman

9-11-13
Date Approved

Classified Salary Recommendation for 2013-14 School Year

We will be revisiting the classified salary information at our special board meeting on Monday, August 5th. Since this is a fairly complicated issue, I thought I would make a firm recommendation to help us through the coming school year. During the year, we can form a committee to study the issue for a long-term solution.

I feel strongly that we do need to offer a small increase this year. Classified employees will have to pay 1% more to the retirement system out of their check each month, and they also will have an increase in health insurance premiums. Without some increase in salary, they will take home less money this year. We have an excellent classified staff and a small increase will show them that they are appreciated. I do know we will have to freeze some higher salaries down the road, but this is not the time to freeze everyone.

Ginger and I have been working on our general fund budget, and it looks like we have around \$20,000 to \$25,000 extra that we can designate to salaries or other items. We did reduce the number of classified staff this year which helps us with our budget surplus. We only have two student helpers this summer instead of five, we cut our custodial staff by ½ person and we may eliminate an aide in special education.

Starting Salaries and Substitute Salary Pay I do feel we need to lower our entrance level salaries in all positions except bus drivers and maintenance. Bus drivers are right at average for Class C schools in the state where our other salaries are high. We also need to lower sub pay. A sub custodian and kitchen worker has been making \$28 a day for than substitute teachers.

Starting Salary Recommendation

<u>Position</u>	<u>New Hourly Salary</u>	<u>Old Hourly Salary</u>
Dishwasher/Kitchen help	\$10.00	\$12.90
Classroom Aide	\$10.60	\$12.90
Assistant Cook	\$10.85	\$13.60
Special Ed./Title Aide	\$11.50	\$12.90
Custodian	\$12.15	\$12.90
Secretary	\$12.95	\$14.65
Bus Driver	\$13.25	\$13.00
Head Cook	\$13.45	\$14.30
Maintenance	\$16.30	\$15.35
Clerk	\$18.40	\$18.50

*Aides with teaching degrees will receive \$1.00 an hour more

Substitute Salary Recommendation

<u>Position</u>	<u>New Hourly Salary</u>	<u>Old Hourly Salary</u>
Kitchen Help	\$10.00	\$12.90
Cleaners	\$11.00	\$12.90
Bus Drivers	\$13.25	\$13.00
Activity Drivers	\$13.25	\$12.80
Substitute Teachers	\$80 a day	\$75 a day

Salary Schedule Recommendation (except bus drivers)

Keep existing schedule for this year. Give step increase (35 cents an hour), but no cost of living.

Bus Drivers Salary Schedule

Keep existing schedule for this year. Give experience increase (25 cents an hour) plus cost of living increase (25 cents an hour) total of 50 cents per hour.

The reason for the difference is that our bus drivers are our lowest classified category in comparison to other Class C schools. Also, the last two years bus drivers received a 50 cent an hour raise and other classified employees received 80 cents an hour.