

**ENNIS PUBLIC SCHOOLS**  
**\*\*\*\*\*WEDNESDAY, JANUARY 16, 2013\*\*\*\*\***

**SPECIAL BOARD MEETING**  
**FINAL AGENDA**  
**5:30 P.M. - ROOM #3**

**PLEDGE**

- I. VISITORS AND PATRONS**
- II. PUBLIC COMMENT**
- III. NEW BUSINESS**
  - A. Negotiations**

**SCHOOL DISTRICT 52  
ENNIS, MADISON COUNTY, MONTANA  
WEDNESDAY, JANUARY 16, 2013**

***SPECIAL BOARD MEETING - 5:30 P.M.***

Lisa Frye	Chairperson
Craig George	Vice-Chair
Jim McNally	Trustee
Mike McKittrick	Trustee
Bill Clark	Trustee
John Overstreet	Superintendent
Ginger Martello	District Clerk

Chairperson Frye called the meeting to order. The pledge to the flag was recited.

**VISITORS**

Ben Coulter	Madisonian
Ross Lingle	Teacher

**Public Comment**

None

***NEW BUSINESS***

**Negotiations**

Superintendent Overstreet explained he felt this meeting was needed to see where the board wanted to direct the committee members in negotiations. He said the general fund is not rich and he is conservative. He believes in looking out for the taxpayers and the students. He feels the certified salaries are slightly above average with the classified and administrative salaries in the top 10%. He would like to set a goal that can be met over the next three to four years. He is not in favor of a huge raise for the teachers because there could be concerns in the community with the economy so tight. Superintendent Overstreet also explained they have to take into consideration the effect changes will have on future boards in ten to fifteen years down the road. He also believes the language in the negotiated agreement can be more important than money because they have to live with it forever. He looked through the master agreement and found a few things he would like

to address. The monetary issues will have to wait until the legislative session concludes but there are other items that can be done to start the process.

#### 8.1 (F) - Sick Leave Bank:

Superintendent Overstreet would like to make this option available to all teachers regardless of their years of experience. He said all teachers contribute to the bank and there shouldn't be a five-year limit. He said he would also like to add a sick leave bank for the classified staff as well. The board discussed how many days the teachers receive for sick leave and what is carried over. They agreed all teachers are the same asset regardless of longevity and this is something the board could negotiate.

#### 8.2 - Bereavement Leave:

Superintendent Overstreet asked if the board would like to give the Superintendent authority to grant bereavement outside the scope that is addressed in the negotiated agreement? Currently, the board has the authority to grant additional bereavement. A staff member usually needs to know if they will be granted the leave before a board meeting is scheduled. The board agreed the Superintendent should have this authority and add a clause that allows the individual the opportunity to appeal the decision to the board. Trustee George suggested an appeal process to the board in case the Superintendent denies a bereavement leave request.

#### 8.4 - Personal Leave:

Superintendent Overstreet would like to extend personal leave days from three to five days. He explained that three days is not enough when a teacher has a child involved in extracurricular activities. Classified staff accrues a minimum of 1 1/4 days per month. He said we would continue to payout the days that are not used. The board agreed. They asked Superintendent Overstreet to take out the clause that allows the fourth day at the cost of a substitute.

#### 8.6 - Leave for Civic Duties:

The board discussed a control limit for community service. They also discussed adding language addressing mileage and allowing the staff member to keep their mileage reimbursement for jury duty.

#### 9.1 - Health Insurance:

Superintendent Overstreet clarified the health insurance increase was a negotiated item each year. The board said this was something that is negotiated each year.

#### 9.2 - Life Insurance:

Ms. Martello said the district is paying for more than \$2,000 in life insurance for dependents at this time.

### 11.2 - Salary Schedule:

Superintendent Overstreet said we give new certified staff members a break and bring them in at step four on the salary schedule. The draw back is they stay at that level for four years and if there isn't an increase on the base they lose money with extra costs, such as increases in health insurance. Trustee McNally asked if all teachers would get the additional four years? Trustee McKitrick asked how this could be done without running it through the whole staff? The board was concerned with teachers progressing through the salary schedule faster and adding additional salary liabilities to the district. They also wanted to be fair to the existing staff. They discussed bumping the salary of the new teachers each year and keep the cost between step four and five or possibly adding compression steps. The board asked what was available for salary increases? Superintendent Overstreet said none. He explained that the teacher increases in steps and lanes without adding money to the base will cost approximately \$23,000 plus bringing custodial salaries and utility costs up to 50% in the general fund will cost another \$15,000. The plan is to get 60% back to the general fund. He said we might break even with help from the legislature. We are limited unless someone retires or we do something with the flex fund. Trustee McNally said a cost allocation plan should be part of this discussion. He compared K-12 enrollment with adult education numbers and also came up close to the same percentage. Trustee McKitrick said we have to be careful with how the flex fund is used so we can sustain salaries from year to year. Superintendent Overstreet felt we also need to be careful how we approach the community.

Superintendent Overstreet felt we may be a little overstaffed in a couple of areas. We can have up to twenty students in Kindergarten and a couple of the high school teachers are considering part-time positions next year. We already replaced a full-time custodian with a part-time position. Considering all these items, the district could save money next year. Superintendent Overstreet felt offering a retirement package to the teachers would benefit the district. He said the transfer of money may not pass and that shouldn't be part of consideration at this time. He said he understood that a couple of the trustees didn't agree with a retirement package because the teachers already have TRS. Superintendent Overstreet said a retirement package was a win/win opportunity because some teachers can be past their prime and we can get a better teacher and save money. He thought three teachers were interested.

Trustee George said he was not against a package, but he wanted to see it fair across the board, not done first come first served.

Superintendent Overstreet said the package has to be comparable for all eligible members. The district pays both sides of the package, so the employer side would be expended from the retirement fund and the employee side would come from the flex or general fund. He asked if the board wanted to offer a package, and if so, how much?

Trustee George was concerned with other contingencies that have not been settled. The board also asked what the costs would be and how many are eligible? They also asked how it would benefit the district?

Superintendent Overstreet said if the district was court ordered to pay a settlement with TRS, we could pay those costs from the retirement fund or excess general fund reserves with a budget amendment. He said we have enough in excess reserves to cover this liability. He explained a \$10,000 package for three teachers would cost the district side around \$36,000 and a \$15,000 package would cost \$51,000. If three teachers retire, the total cost to the district would be around \$100,000 with half coming out of the retirement fund. The savings over the next year would be \$75,000 to \$100,000. He explained five staff members are eligible but felt only three are interested. Once the teacher signs with TRS the plan is irrevocable. The board was a little concerned that the fourth member may take the package but agreed this would be a benefit to the district. They agreed to go with the higher amount and give the best offer with an expiration date on the package.

Trustee McNally made the motion to offer a retirement plan in the amount of \$15,000 to eligible certified staff members. They must meet the criteria from the Teachers' Retirement System and must have fifteen consecutive years with the Ennis School District. No other plan will be offered and this offer expires February 15, 2013. Trustee George seconded the motion. All trustees present were in approval.

The board discussed the timing of a huge raise and agreed with the economy tight it is not the right time. They felt this might be done over time without a guarantee. They agreed the other items discussed were benefits to the teachers. The negotiation committee will meet January 30, 2013 at 4 p.m.

As there was no other business for the attention of the board, the meeting was adjourned at 6:55 p.m.

Attest

  
Ginger R. Martello, District Clerk

  
Lisa Frye, Chairperson

2-12-13  
Date Approved