

Slate Valley Unified Union School District
Personnel Committee Meeting
Monday, December 3, 2018
Fair Haven Union High School
5:30 p.m.

Unapproved Minutes

Attending: David Renninger, Brooke Olsen-Farrell, Mike Fallis, Joshua Hardt, Kris Benway, Mike Bache, Trevor Ezzo, Cheryl Scarzello, Shannon Baldwin, Bonnie Lenihan

Call to Order: Shannon Baldwin called the meeting to order at 5:32 pm, Motion was made by Trevor Ezzo, and seconded by Josh Hardt.

Approval of Agenda: Trevor Ezzo made a motion to approve the Agenda, Josh Hardt seconded the motion.

Approval of Minutes – October 15, 2018: David Renninger made a motion to approve the minutes of October 15, 2018; this was seconded by Mike Bache.

Public Comment: None

Staffing Projections: Brooke shared FY '20 confidential document with the Personnel Committee which focused on proposed changes to staffing. Brooke covered some of the staffing projections/reductions in open session as these folks have been already spoken with. There will be other positions that will be discussed in Executive Session. There is a proposed reduction of approximately 9 staff that would equate to roughly a savings of \$276,000.00. There were also some recommendations for positions which need to be added.

Trevor Ezzo recommended going out to bid on SRO contracts for next year due to significant differences in costs. Shannon Baldwin seconded this idea. Discussion ensued. Brooke discussed the fact that some SRO's had greater level of training and some were receiving health benefits from a previous position and the insurance factor alone creates a significant cost savings. She also mentioned she had checked with Rob Evans and others on the State Safety Board and our SRO costs were lower than most statewide. She shared that there will be a mandatory SRO training for one week in July for anyone hoping to become an SRO. Anyone considered would have the highest level and most recent trainings. This training will be held at the Police Academy this July. Brooke also noted that we are fortunate to have SRO's available to our Supervisory Unit as many school's around the state have been unable to fill the SRO positions due to lack of candidate pool. She also mentioned that Administrators will be going through a 3 day training in July 2019, also through the Police Academy.

Shannon Baldwin asked for a motion to move into Executive Session at 5:46 p.m. for purposes of discussing Personnel with Administration. Mike Fallis made a motion to move into Executive Session and this was seconded by David Renninger. Trevor Ezzo made a motion to come out of Executive Session at 6:12 p.m. This was seconded by David Renninger.

Personnel Budget: Reviewed above; with the recommended staff changes there is proposed to be an overall savings of approximately \$276,000.00. Brooke discussed with the Personnel Committee that some of the proposed staffing will be paid for out of the grants. She noted that Administrators had worked hard to level fund supply budgets. There was discussion that with the recommendation of a consolidated Middle School there could be a savings of as much as \$1,000,000.00 additional dollars.

The security audit recommended that we continue to contract with a company such as Margolis-Healy for approximately \$30,000.00 per year. We are trying to tie this expense to one of the strategies in the grant. Another recommendation from the security plan was to hire a Security Guard for after school hours for FHUHS activities/events. This would likely cost less than an SRO Officer.

Brooke shared that the budget process included efforts by our Administration to build a budget which focuses on the following goals: Increased Opportunities for Students, Taking Care of Deferred Maintenance throughout the Supervisory Union, and running a more efficient operation.

Other: Discussion ensued about whether or not the Personnel Committee was necessary and needed to continue. At one point in past Administration the Personnel Committee was active in the hiring process of certain positions. Brooke shared that the Board is not typically involved in the hiring process. She recommended that the Personnel Committee stay in place at least through the March Reorganization of the Board.

The Personnel Committee is recommending that the proposed FY '20 Confidential Document move forward to the larger Board. It was determined that the Personnel Committee did not need to meet on the January 7, 2019. The next meeting of this committee will be February 4, 2019.

Agenda Building: Move the Proposed Confidential FY'20 Confidential Document Forward to full Board. Brooke reiterated that she still needs a job description approved for the Superintendent and then the Evaluation of the Superintendent's Position can be started.

Adjourn: David Renninger made a motion to adjourn at 6:49 p.m., this was seconded by Trevor Ezzo

Next SV Personnel Committee Meeting –February 4, 2019 – FHUHS – 5:30 p.m

Respectfully Submitted,
Bonnie Lenihan