

LPPC Minutes
9-18-17

Called at 4:30

Present: Karli Saracini, Melissa Walls, Charles Jones, Brian Brown, Kyla Lawrence, Elizabeth Roberts

Mrs. Saracini left meeting early due to prior commitment

New Business:

1. Bonus/Raise Proposal:

Mr. Brian Brown and Mrs. Karli Saracini brought a 3 year bonus and 4th year raise proposal to meeting. The proposal showed 1,500 for certified and classified. Mr. Brown stated that this was done at the request of Superintendent Rodgers. Mr. Brown and Mrs. Saracini stated that their initial proposal reflected a 3 year bonus of 2,000 for certified staff and a 1,000 for classified staff with a 1-4% permanent raise to be put on salary schedule in year 2021 contingent on

- a. District lines being reconfigured
- b. Increase in student enrollment
- c. Bond Restructuring (refinance of extension)
- d. Approved revisions to salary schedules including stipends

Mr. Brown shared that the monies would come from the construction savings account which has a balance of 23 million. He stated that we would ask the school board to reserve 8 million over the next three years from the construction savings account to fund the bonuses.

Questions about the district's financial state and obligations were asked. Mr. Brown reported that we owed \$1million to Baldwin - Shell; 1.5 million is to be spent on technology; \$3 million on roofing construction projects; and 6 million on middle school construction), and our fund balance is 12.8 million

Discussion was held about giving teachers more of a bonus due to the increased workload, more requirements; such as the cost to renew licenses, the fact that we lost sick days and classified did not, and that we worked diligently with the district last year and saved the district over 2 million dollars. According to Mr. Brown, we are currently 2 million less in salary and fringe benefits. We assume that this number will increase as higher paid teachers retire and are replaced with new teachers who are lower on the pay scale. A proposal to give teachers 2500 and certified 1250 was made. Mr. Brown stated that we had the money and this was doable. Checks would be dispersed by November 25 and would be added to regular payroll check to prevent staff from being taxed at a higher rate. The bonus would be added to the bottom portion of the salary schedule under National Board Certification Stipend.

More discussion was centered around conditions for the 4th year. Teachers did not want to lock themselves into a set percentage raise due to the fact that if the conditions outlined above are successful the district may be able to give a raise with a higher percentage.

Melissa Walls made a motion to do \$2500 bonus for licensed, \$1250 bonus for classified for the next three years 2017 - 2020. By year 2020 the district will review its financial standing and determine a permanent percentage raise for staff. Charles Jones- second. Unanimous vote. Motion carries.

Adjourned: 6:05pm