

The Sturgeon Board of Education met in a special open meeting for a salary proposal work session on Thursday, May 10, 2018 at 6:00 p.m., followed by the regular board meeting at 7:00 p.m. Seven board members were present: Tim Parkinson, Denise Flaspohler, Misty Doss, Charles King, Kevin Smith, Jill Halliburton. Heather Dougherty arrived at 6:50 p.m. Others present: Shawn Schultz, superintendent; Brandee Brown, K-8 principal; John Kruse, High School Principal; staff representatives for the Salary Committee; and minutes were taken by Peggy Leerhoff, secretary to the Board of Education.

The special meeting was called to order by president, Tim Parkinson, at 6:01 p.m.

Mr. Parkinson stated the purpose of the salary work session is to look at the financial impact the various proposals will have on the fund reserve balance over the next several years and give consideration to the submitted salary and health insurance proposals.

Option A

Certified Staff- Base salary remains at \$29,580, allow step on salary schedule, continue career ladder; Non-Certified Staff- 1% Increase; Health insurance premiums remain the same
Approximate total cost= **\$31,668.70**

Option B

Certified Staff- Base salary increases to \$30,000, allow step on the salary schedule, continue career ladder; Non-Certified Staff- 2% increase; Health insurance premiums remain the same
Approximate total cost= **\$60,330**

Option C

Certified Staff- Base salary increases to \$30,500, allow step on the salary schedule, continue career ladder; Non-Certified Staff- 3% increase; Health insurance premiums remain the same
Approximate total cost= **\$95,742**

Option D

Certified Staff- Base salary increases to \$31,000, allow step on the salary schedule, continue career ladder; Non-Certified Staff- 4% increase; Health insurance premiums remain the same
Approximate total cost= **\$135,516**

Health Insurance

*Proposal #1- **HSA 4000- New Plan Option*** Increase board paid health insurance monthly premium from \$475 to \$483.50. This new HSA Plan features a \$4000 individual \$8000 annual family deductible and \$5500 individual \$11,000 family maximum out-of-pocket and an RX Copay. Staff wishing to buy up to another offered HSA plan or PPO plan may do so at their own expense. Total approximate cost including retirement=**\$9,344**

*Proposal #2- **HSA 2000 & 2700- Current Plan*** Increase board paid health insurance monthly premium from \$475 to \$516.50. This HSA Plan is the same we have now. The rate is the same for the HSA 2700 (\$2700/\$5000 Annual Individual Deductible) and HSA 2000 (\$2000/\$4000 Annual Individual Deductible). Total approximate cost including retirement- **\$45,617**

The board weighed many options and factors taking into consideration the financial impact of the proposals on the district's budget/reserve funds. All agreed that the budget would allow for them to do something reasonable by blending various pieces of the proposals offered with the goal of creating a five year plan to show how the district plans to move forward with increasing salaries and a possible tax increase in the future.

Motion was made by Kevin Smith, seconded by Misty Doss to:

- Increase the certified staff base salary to \$30,000 and allow step on salary schedule
- Give all non-certified staff a \$0.25 per hour pay increase
- Cover the HSA 4000 Insurance plan, capping the board paid health premium at \$483.75
- Starting pay for non-certified staff will be \$8.25 per hour or \$9.25 per hour for individuals with 60 college hours/degree.

Yeas: 7

Nays: 0

Those joining the meeting at 7:00 p.m.: Jeff Carr; Curriculum/Transportation Director; Penny Fadler, Special Education Director; staff members; and a Guard reporter.

Trace #2197 was removed from the consent agenda.

Motion was made by Charles King, seconded by Misty Doss to approve the consent agenda minus Trace #2197.

Yeas: 7

Nays: 0

Motion was made by Charles King, seconded by Misty Doss to approve Trace #2197 for payment.

Yeas: 6

Nays: 0

Abstain: Kevin Smith

Shawn Schultz, Superintendent, shared to date the KARO Project, an anonymous donor, has donated \$40,000 to the district. Those funds have been used to purchase chrome books and classroom materials. The group also provided staff a meal for teacher appreciation this week. Mr. Schultz will deliver the certificate.

Mr. Schultz stated Sherry Allison and Tom Barnes will be retiring at the end of this school year. Tom Barnes was presented with a plaque honoring his 22 years of service as a bus driver. Sherry Allison was presented with a plaque honoring 27 years of service as a teacher.

PTSO representative, Marcia Rhinehart, stated all staff received tee shirts for teacher appreciation week. They have also purchased planners for staff. She stated a new PTSO president was elected for next year. PTSO served popcorn and snow cones at the Preschool Big Top event tonight.

CTA representative, Karen Grove, stated they are wrapping up the year. They decided to put the flamingo fundraiser on hold. She stated the Quarter Auction fundraiser will return next year as well as a Trivia night.

John Kruse, High School Principal, stated graduation is scheduled for Sunday, May 13, at 6:00 p.m. He invited the board members to attend. End of the year testing results are coming in. Our students have done well. Attendance has been up this month as well.

Brandee Brown, K-8 Principal, stated while student attendance was up, hers has not been due to health issues. She gave praise to Mr. Carr and teachers for the ease and smoothness of MAP testing this year. She received preliminary Federal Programs allocations: Title I reduced \$1,000; Title II increased \$3,600; Title IV increased \$1,900. She stated we will also carry over a substantial amount for next year. She is working on the new mandated Dyslexia Plan the district must have in place for the 2018-19 school year. Her goal is to have the 52 page plan ready to present at the June Board Meeting. She plans to move to a school-wide (K-4th grade) Title I school next year.

Jeff Carr, Curriculum/Transportation Director, stated there are 200 students, including high school, registered for Summer School. MAP testing and make-up testing is completed and went well. PLC is wrapping up the year and setting goals for next year. He presented the board with information on two used buses he is pursuing for possible lease purchase. He will give more information at the June Board Meeting. He stated the district has had very little response to his plea for sub bus drivers. With staffing changes, the district will be one driver and one sub short next year. If suitable replacements cannot be found, it may be necessary to trim bus routes from 5 to 4, establish common pick up/drop off points, push back leave times for events, etc. Pure Freedom sex education was presented to middle school students this week. He and Nurse Mary are very pleased with the message presented and the student's responses. He signed a letter of intent to use the program next year. The program will be expanded to include High School Health class.

Penny Fadler, Special Education Director, stated the Preschool department wrapped up their year earlier in the evening with a gathering. Many parents and students participated. She has made one change to the restructuring plan for next year. Chacey Fadler will move to the High School and Peggy Gates will be in the Middle School. As a result of screenings, six preschoolers are being evaluated, 42 out of 45 students were placed with 11 students on a waiting list. The district is 100% in compliance with our corrective action plan filed with DESE.

Mr. Schultz presented the Program Manager's Reports for the year.

Motion was made by Charles King, seconded by Kevin Smith to approve the following Program Manager's Reports for the 2017-18 year: Curriculum, Co-Curricular, Homeless, Special Education Census, School Building Usage, School Safety, Technology, and Vocation Program Evaluation.

Yeas: 7

Nays: 0

Mr. Schultz presented a list of Summer Maintenance Projects. The board asked that the High School parking lot lines not be repainted. They wish to let the paint wear off more so that parking space sizes can be enlarged in the future.

Mr. Schultz presented a tentative budget for the 2018-19 school year with a deficit of over \$500,000. The budget includes an extra \$20,000 for bus leases.

Mr. Schultz introduced Career Ladder representative, Robyn Moore. He reminded the board that she had presented a proposal to restructure Career Ladder last June. He apologized for any misunderstandings or misinterpretation of what he said during the follow-up meeting. Neither he nor Mrs. Moore knew she needed to be present at the meeting. Mrs. Moore stated the teacher's realize most district do not fund Career Ladder. She expressed their appreciation that our district still allows Career Ladder opportunities to staff meeting the criteria. She presented the board with two new proposals for them to consider. Each would allow staff to participate sooner than the current six years. The board asked that the committee clarify the meaning of "consistently average or above on evaluation (NEE)." Mrs. Moore stated she will get with the other members and follow-up with the board at the June Board Meeting.

Mr. Schultz presented a list of funding proposals:

- Career Ladder Restructure: Structure #1-additional \$7,328; Structure #2-additional \$13,969
- Regular Education Paraprofessional (salary, benefits, health insurance)=\$13,449
- K-8 Assistant Principal (10 month contract; salary, benefits, health insurance)=\$63,773
- Administrative Degree Stipend (stipend and benefits): Specialist=\$5,707; Doctorate=\$8,117
Applies to all future administrators.
- K-8 Technology: increase K-8 equipment budget by \$5,000 making it \$12,000 annually
- Summer Maintenance help proposal (salary and benefits)=\$2,931

- Increase mileage reimbursement from \$0.35 to \$0.40 (estimated annual cost)=\$500-\$1,000

The board asked if we had hired summer help before. How has the work been done in the past? How can the work be accomplished? Mr. Schultz stated that painting is usually done by the custodial staff. Some of the tasks listed in the proposal are completed by maintenance and custodians after the buildings are prepared for the new school year if time allows.

Mr. Parkinson stated in regards to the administrative degree stipend going forward a similar structure for certified staff and administration should be set up to reward those furthering their education and the years they serve the district verse a one-time stipend and the person leaves the district. The current salary schedule does not encompass additional pay for all advanced continuing education degrees.

Mr. Parkinson asked that a meeting date and time be set in the very near future to discuss these proposals. He will check schedules with members and get that meeting set up.

Mr. Schultz presented a list of Bond Fund Proposals for the remaining \$46,710.

- Three bids for new weight room equipment: Bid #1=\$7,915; Bid #2=\$4,448; Bid #3=\$6,656
- Grades 3-12 1:1 Chromebook: \$48,400
- High School Classroom Wish List

Mr. Schultz reminded the board they have three years to spend the funds. The deadline for doing this is July 1, 2018. They asked Mr. Schultz to contact L.J. Hart and Company to get an exact date the funds have to be spent by. Ask for clarification on whether the project needs to be paid 100% by the date or in process? They asked Mr. Schultz to obtain a bid for getting running water to the track. After discussion the board would like to have a special meeting to put together a proposal for spending the funds once these steps are completed.

Mr. Schultz stated it is time to go out for mowing bids for the 2018-19 school year. The contract would go into effect the first day of school, August 15, 2018. He spoke with Bryan Perry, of Perry's Lawn Service. Mr. Perry will not be raising his rates for next year. Per board policy, if the current supplier is not raising their rates, it is not necessary to go out for bids. The board stated they wish to go out for bids for the 2018-19 school year.

Mr. Schultz presented a parking lot gravel project for the property that was purchased a few months ago. He stated it would be nice to have additional parking. We do need to keep it mowed and some work needs to be done to the property in order for that to happen.

- Sutton Excavating will remove the trees, move sewer cleanout, rough grade lot, grade parkway and spread rock on parking lot=\$2560
- Rock/Hauling (Boone Quarries and Martin Hauling)=\$6,573
- Top Quality Landscaping will grind five rotten stumps=\$250

Motion was made by Jill Halliburton, seconded by Misty Doss to proceed with the parking lot project at a cost of \$9,383 to be paid out of the current year's contract repairs budget.

Yeas: 7

Nays: 0

Mr. Schultz stated that Coach Hicks would like approval to replace the High School Girls' Softball field back stop. The bid from Wood-Link Fence Company is \$10,665. We have used them in the past. He reminded the board that this year money was moved from Operations and Maintenance General Supplies for ballfield upkeep. He plans to increase that amount next year by moving funds from Operations and Maintenance Contract Repairs in order to have funds for ballfield and track upkeep/repairs in the future. The bid does include prevailing wage. The cost will be paid approximately ½ from the 2017-18 OM Ballfield Upkeep budget and ½ from the 2018-19 OM Ballfield Upkeep budget.

Motion was made by Denise Flaspohler, seconded by Jill Halliburton to remove the existing back stop on the girls' softball field and install a new 18' tall back stop with netting and posts at a cost of \$10,665.

Yeas: 6

Nays: 1 (Kevin Smith)

Mr. Schultz presented the 2018-19 Cooperative Agreement with Boone County Schools Mental Health Coalition. He recommends we continue to partner with them at no cost to the district. The program is funded by county tax dollars and has been very beneficial to our students.

Motion was made by Charles King, seconded by Denise Flaspohler to continue our partnership with Boone County Schools Mental Health Coalition for the 2018-19 school year.

Yeas: 7

Nays: 0

Mr. Schultz will sign and return the agreement.

Motion was made by Misty Doss, seconded by Jill Halliburton to adjourn the regular board meeting at 8:59 p.m.

Yeas: 7

Nays: 0

_____ Tim Parkinson, president

_____ Peggy Leerhoff, secretary