

DOLORES SCHOOL DISTRICT RE-4A
BOARD OF EDUCATION
MINUTES FOR JUNE 20th, 2018
WORKSHOP

Workshop
Professional Development Room

June 20th, 2018
5:00 p.m.

- I. CALL TO ORDER - The Dolores School Board special meeting was called to order at 5:18 p.m. on June 20th, 2018.
- II. ROLL CALL - Members present were: Casey McClellan, Vangi McCoy, Kay Phelps and Deanna Truelsen (arrived at 5:30 p.m.). Phil Kasper, Interim Superintendent, Jenifer Huffman, Secondary Principal, Gary Livick, Elementary Principal, Doreen Jones, Finance Manager, staff and community members were also in attendance.
- III. APPROVAL OF AGENDA
A motion was made by Vangi McCoy and seconded by Casey McClellan to approve the agenda.
Votes: McClellan-aye; McCoy-aye; Phelps-aye; Truelsen-aye

IV. DISCUSSION

A. Budget

Ms. Jones handed out prior to meeting information re budget. Equalization has increased slightly from last year. Impact revenue fees from FS will be an increase of \$24,000. Mr. Kasper asked about Dolores' PPOR; approximately \$8,697.

Expenditures overview: Majority of budget is salaries and benefits. Mr. Kasper met with Ms. Jones and gave suggestions to make things more clear. Highlighted areas – substitute salaries, those numbers were all over what was budgeted this year, by large amounts. Ms. Jones suggests bringing numbers back to what they were; be careful with pay to substitutes, and what is supposed to be funded with grants, should be funded with grants. Call outs to substitutes are looking to be improved. Ms. Huffman would like to add a category for grant professionals; Ms. Jones will try to do that.

Mr. Kasper reported overages for substitutes are districtwide, and he's not sure what's driving that. Before additional money is allocated, fact checking needs to be done. Ms. Huffman said in the secondary there was a one-to-one person needed; Mr. Kasper would like to discuss that later, being there is administrative control there that needs to be exercised; before decisions are made, he would like to have that conversation with the principals. Ms. Phelps asked about grants that pays for substitutes; there are various grants that pay for teacher training, which in turn pays for the substitute as well.

Mr. McClellan asked if there's already a line item; yes, there is.

Ms. Jones suggested moving substitute back to last year's budgeted number, not moving forward with what was in the prelim numbers. Tonight is the night to make suggestions; budget books will be ready for the June 26th meeting, and will be approved then.

Mr. McClellan – '16-'17 budget for substitutes? Unknown.

Mr. McClellan – where are the opportunities for savings? Ms. Jones reported reducing sub budgets to their original amounts would yield a savings of; \$15,000 at the elementary; preschool, \$9,000; MS, \$6,000; HS, \$7,000.

Legal fees – budget this year was \$50,000; to date spent \$9,000, possibly up to \$12,000 at most; could move that to \$25,000 or 20,000; Mr. Kasper reported using \$12,000 in his previous year at another school, however, you never know what will be needed. Money can be pulled from reserves if needed. Mr. McClellan thinks \$20,000 would be sufficient; all concur.

Ms. Jones – summer rec park GOCO – maintenance of baseball field; Mr. Cooper previously put in matching fund, but it will be lowered from \$5,000 to \$2,500.

Ms. Huffman asked what community staff relation item is; that's staff parties and things.

Mr. Kasper – requested Ms. Jones to open the conversation about the admin salary; Ms. Jones reported it's currently \$99,900; previously budgeted at \$110,000; there have been ongoing discussions for the interim superintendent salary to include the total package, full medical, dental, vision for superintendent, which is \$18,900 approximately. Won't have to pay that for Mr. Kasper. He has asked that the package be \$108,000 with no health, dental, vision paid; Mr. Kasper said in this case, the

district is saving a little over \$10,000. Mr. Kasper wants transparency. Currently, the superintendent works 235 days; some board members have had this discussion; the calendar for next year has been approved, and therefore, has established the number of work days for employee groups, year round, 12-month contracts, etc. There is a discrepancy between the current practice for the superintendent contract days and a 12-month year round position. As part of the interim superintendent contract that needed to be addressed and brought into alignment with district expectations. Currently 12-month employees in the district for next year will be 251 days. Mr. Kasper is proposing that the interim superintendent contract reflect that as well. In essence, the district is saving over \$10,000 of money and recouping 16 days of work, and this also puts superintendent's contract back in line with practice across districts; which is usually tied to the approved calendar.

Health benefit line item is reduced by \$18,000.

That will have to be added into next year's budget for the new superintendent.

Ms. Jones also learned a bit about contracts being more defined, number of work days.

Ms. Jones reported the Best Foot Forward grant is now fully paid by the district, so it's budgeted for \$12,000; Farm to School program, \$9,600.

With Ms. Jones' suggested changes it could go from a deficit of \$428,000 to 323,000.

Ms. McCoy asked about the starred tuition for SWCC, up to 60? Why? Ms. Huffman reported partnering with San Juan College and Western States, among other colleges that are popular with students, so tuition increased. Should be college tuition and fees. Line items can be combined for line item HS textbooks.

Discussion ensued on property insurance costs, flood plain costs, etc.

Mr. Kasper wants to work with the admin team to have a different philosophy on the budget; the business manager is doing her best to predict money spent by directors for their department. Each director/principal should have a designated amount, so they'll have some control, but faculty and public informational meetings should be held, justify priorities and spending, all should come together so the public can see how the entire budget comes together; the board is always invited, and this would allow for the public and staff to have a greater understanding of where funds are going and priorities the that funding manager can see that they're dealing with.

Ms. Huffman reported the sign language fee might be overestimated; there is a part-time teacher that would like to offer in person teaching for kids enrolled in the online sign language. It's not overestimated, per Ms. Jones, because of the para salary, which would have to include insurance if a teacher is hired.

Ms. Huffman – the graduation requirements that were approved two years ago moved towards the pathways career cluster type model so students could take electives that they were interested in; Dolores then committed to offer more electives. The incoming junior class are being required to select a pathway, they want to offer courses in the CO career cluster model sections; the state of CO is asking to make sure kids are college or career ready, so having kids explore from different careers or take electives from solid pathways tends to lead them to more postsecondary education; when students take courses online, if there is not an adult there to support them, opportunities for success are limited. Various courses are offered online for credit recovery. They've had pretty good success with Ms. Grandt, the exiting GT coordinator, when she was spending a half day doing online supports. Ms. Huffman prepared a list of online classes, to include college level; have the opportunity to offer all courses to students, in addition to on campus classes that fall into the pathways. Dolores won't pay for online courses that are also taught on campus, per policy created. There are several different online providers, San Juan College, Western State College, Penn Foster, CO Online, etc.; Ms. Huffman said the GT coordinator was asked to be the Rtl coordinator for the MS and HS as well, because Ms. Olson would like to teach a full class schedule. Ms. Huffman would like to have somebody full time, monitor online courses, communicate with online teachers, etc.

Mr. Kasper asked about the online coordinator; if it's not supported to have the GT coordinator do this online support part time, how will this be fulfilled? Ms. Huffman said it would be very difficult to do. Mr. Kasper asked Ms. Huffman if she's explored the idea of having staff divide these duties, have multiple teachers offer this support; i.e., three people would be paid for their prep time with a stipend; Ms. Huffman hasn't asked them to do that, and she will put some feelers out there.

Mr. Kasper, feels that the district should maximize the additional opportunities for on campus teachers to be in front of students; also offering a salary enhancement might be lucrative. Ms. Huffman has had a para express interest in this.

Boettcher – Ms. Shull asked if the \$26,000 requested was per teacher? Yes, it's based on the para salary with benefits. Could this be a conflict with other student teachers not in the Boettcher program? Mr. McClellan – max in the area that other districts are doing is \$6,500 for a student teacher in this program; Durango offers either a health insurance or a stipend for the same monetary value. Boettcher candidates have bachelor's but not in teaching, they've not been trained in teaching. They come in, go alongside a master teacher for one year. They do two cycles, similar to an internship, but only for a partial year. The residents don't do an entire year. Money can be saved in the substitute budget to have these residents available. Ms. Maxwell is looking to place 35 teachers this year; she passed out some articles to the board on teacher shortage. Teachers in this program stay in the field, 95% are still teaching after five years; for those coming from a traditional college program, it's 50%. Ms. Jones has said several haven't stayed here, though. Ms. Shull would like them to stay and invest at the school; a guarantee that they stay for a certain period of time beyond the residency. The four teachers looking to be placed at Dolores are from here and are vested here, per Ms. Maxwell.

Mr. Kasper asked if any districts have taken this commitment. Ms. Maxwell said no, Durango pays health insurance or a stipend, but no other schools pay what is being asked for. They're looking to see what Dolores will do. But most of these residents are teachers of record in other districts, so they're getting a salary as they go through the program; which Ms. Maxwell doesn't feel is ideal; her preference would be that everybody does the residency to watch the master teacher in action, have mentor teacher support and field coach support. The consensus from the principals was to pay the 26,000 to recruit and retain high quality teachers in the classrooms, which will have the most beneficial effect on the students.

Mr. McClellan feels at most, Dolores should do what Durango does; Mr. Livick feels we don't draw teachers like Durango does, and not being able to get quality teachers into our classrooms will continue to have a negative effect on student performance; Mr. Livick supports the Boettcher program.

Mr. McClellan is concerned about the money and budget, with losing students, we need to be fiscally responsible

Audience member – good teachers are not being brought in, time and money needs to be spent to bring them in, if it's not done through Boettcher it will be done somewhere else.

Ms. Shull said teachers that have gone to the traditional programs shouldn't be discounted and they should be compensated the same; she likes the Boettcher program but it shouldn't be at the expense of traditionally taught teachers that are already here.

Mr. Kasper reported that he's never submitted a deficit budget to his board; things are always taken care of internally, cuts are made, changes are made, staff may have to be moved, whatever it takes; listening to tonight's conversations, he hopes the attitude is not because we have X number of dollars in reserves that are healthy, that we can do deficit budgeting; that's a poor business model and a poor educational model to get into. If there are things in the expenditure side that we can do less of, then he'd be more open to consider it. But when they sat down tonight and carved out some savings, the deficit number went down; if there is a traditional annual carryover of \$250,000, this would further decrease the deficit. All things to consider.

Mr. Kasper would like all board members to consider where they are in the area of comfort with their reserve number; all districts handle it differently. CASB has a suggestion that boards should consider; his previous job they had a percentage of their operational budget that they required the superintendent to adhere to. Where is Dolores' red line? Where is the board comfortable or uncomfortable? Additional requests for program funding will always occur. Should he follow CASB's recommendation? Or do you have another number that you're okay with?

Mr. McClellan reported CASB's recommendation is three to five months of operating expenses is a generally healthy reserve; Dolores pays about \$500,000 in salaries alone, so that's about 2.5 million; Ms. Jones reported our reserves are at about \$2.7 million.

Ms. Jones will have a prelim budget ready to adopt by Tuesday; please submit requests to her in the meantime; what's discussed tonight are already included.

Mr. McClellan clarified that the actual expenditures for last month were about \$608,000, which includes payroll and all other expenses; so five months of operating money is about \$3.25 million. This also doesn't include the new health clinic costs.

Mr. Kasper suggested that the declining enrollment numbers also need to be taken into consideration. Ms. Phelps asked what are the prelim numbers? Mr. Livick estimates they're steady at about 390-400 projected students for '18-'19. Ms. Huffman said it's unknown; she's had records requests for six kids to leave; she has three coming in from Grand Junction; otherwise the numbers are unknown.

Ms. Shull reported from the current numbers, the preschool has approximately \$5,300 in expenses for six months for their infant/toddler program, expenses include gas, electricity and water - these are budgeted numbers, and the building size is comparable to the health clinic, so this may give rough idea of monthly clinic costs, since that numbers has fluctuated widely since the health clinic was proposed.

Ms. Huffman commented that if a math teacher is hired, which she'd like to discuss with Mr. Kasper, she may be able to withdraw her request for an online coordinator.

Ms. Shull asked if the dean of students expense is in the budget? Ms. Jones reported, yes, it's a separate line item that she included, but that is not included in the \$608,000 expense figure for last month.

The expenditures would be more than 608,000 if there is a new math position, for the health clinic and the dean of students; therefore, they'll be running at a higher deficit than what would be ideal reserves.

V. ADJOURNMENT was at 7:16 p.m. The next special meeting will be held on Tuesday, June 26th, 2018, at 5:00 p.m.


Board President Date


Board Secretary Date