

**MINUTES OF THE
DISTRICT SITE COUNCIL OF
DISTRICT 497- LAWRENCE PUBLIC SCHOOLS**

December 20, 2018

INFORMATION SHARED ELECTRONICALLY

Reports and Discussion

- **KESA Update**

Our annual outside visitation team (OVT) is tentatively scheduled to be here in April 2019. Part of the process involves areas of compliance, foundational structures and collaborating with the OVT.

- **Negotiations**

Lawrence Education Association (LEA) and the Board of Education entered in to a tentative agreement on November 27, 2018. LEA has ratified the tentative agreement, which includes a 2.64% salary increase.

With the ratification, certified compensation will increase with a \$1,200 addition to each cell on the salary schedule. Horizontal movement for additional education also is being funded; however, no vertical movement will be awarded this contract year. (The board had previously approved the increased cost for health insurance and will continue to pay the full cost of the single medical, dental, and vision insurance premiums on an FTE prorated basis. The total increased employer cost of certified compensation is \$2,137,382 (2.64%). All retroactive payments will be included in the December 20, 2018, payroll.

The school board approved \$969,462 (2.64%) to be applied to salaries and benefits for classified staff. With this approval, the base pay rate will be increased to \$9.03 from the current rate of \$8.85, and all eligible staff will move one column to the right on the schedule. In addition to salary increases, a portion of the approved funds will cover the 10.5% increase in medical insurance premiums from last year to the current plan year. All retro payments will be included in the December 19, 2018, classified payroll

Lastly, the board also approved an increase in administrative salaries. The recommended salary increase for administration was 2%. The lesser percentage is due to the budget adjustment approved December 10th. (The board previously approved the increased cost for health insurance and thus will continue to pay the full cost of the single medical, dental, and vision insurance premiums on an FTE prorated basis.) The total increased employer cost of administrative compensation is \$210,398 (2.0%). All retro payments will be included in the December 20, 2018, payroll.

***2018-2019 salaries for the Superintendent and Deputy Superintendent were set based**

on previously approved board contracts and do not realize an additional salary increase.

- **Budget Update-2018-19 Budget Reductions (mid-year)**

When the budget was prepared and approved in August 2018, fringe benefits of \$1,114,231 was approved for all employees, but salary compensation packages for teachers, classified and administration were pending. \$1,883,365 was set aside at that time. The district had also only addressed approximately 50% of deficit spending when budget was approved in August.

Compensation packages are actually in excess of the set aside funds of \$1,883,365 by \$319,646.

In order to not increase deficit spending further, a mid-year budget cut of \$319,646 was approved on December 10th. Reductions will be reallocated to salaries, and used to offset the \$319,646-

Administrative Salaries 2% vs. 2.64% being given to Certified and Classified Salary Groups	\$37,500
Reduce the number of substitutes being used for professional development activities for the rest of the fiscal year (approximately 150 substitutes)	\$21,720
Reduce Building Budgets (approximately 5%)	\$77,189
Reduce Department Budgets (approximately 5%)	\$173,237
Reduce budget allocation at Diploma Completion (historically unused allocation)	\$10,000
Total Reductions	\$319,646

- **Budget Update-Budget & Program Evaluation**

Through the listening and learning tours and student, staff and community surveys, along with the recent mediation process for negotiations, the message is clear that there are areas of programming that need to be evaluated and most have a large price tag- larger than what the school finance formula provides Lawrence to work with, even with the pending court decisions and inflationary adjustments to the base state aid per pupil.

As such, the board of education approved the establishment of a board committee for **Budget and Program Evaluation** to begin this fiscal year for the development of the 2019-20 budget.”

This committee will provide input and a systemized process for additions and reductions to the district’s budget as well as provides education and a space for stakeholders to

contribute to the process. In summary-to review and recommend budget considerations to the board of education and make the board aware of the impact of those budget considerations. (Further board direction, composition of committee members, goals and objectives will be discussed.)

- **High School Start Time**

All the survey results (raw data) has been received. We should have all the final summaries from Patron Insight back shortly. The HSST committee is meeting on January 7th to start discussing a recommendation to share with the board.

- **Membership**

As previously discussed, based on the recent resignations, we are in need of The following additional members-

- 3 community member
- 1 certified staff member

We received 7 applications for the community members. The applications are being reviewed and the recommendations will be taken to the board on January 14th.

We are working with Laurie Folsom, LEA Representative, to determine an additional certified staff member.

Next meeting date –January 17, 2018