

SPECIAL MINUTES
JT SCHOOL DISTRICT #342
CULDESAC, ID 83524

The Board of Trustees called a special meeting on May 31, 2011 at 8:00 p.m. in the School Library to discuss a baseline budget and staffing issues as posted. Those in attendance were Chairman Cecil Martin, Vice-chairman Lori Zenner, Trustees Richard Grant and Kathryn Bomar, Superintendent Darrell Olson, Principal Jon Hussman, Clerk/Treasurer Loretta Hammond-Nichols, seven staff members, nine patrons and one student. (Zone #4 Trustee-vacant)

ORDER/SALUTE

Chairman called the meeting to order and those present joined in the flag salute.

BASELINE BUDGET FOR 2011-12 DISCUSSION

Superintendent explained that after the failure of the \$350,000.00 levy the school will need to rely on state funding for the 2011-12 budget. Dependent upon passing the \$250,000.00 levy in August after school starts, the additional funds can replace those cutback items. Staffing benefits is the biggest expense that is not entirely covered by state funds. Negotiations are not complete at this time, so estimates were made using current numbers for next year. Staff benefits equal about 30% of salary.

Chairman asked for the difference in funding from previous years.

Clerk responded that M&O Budget for 2008-09 was \$1.9 million and this baseline budget is at \$1 million.

Lori Zenner commented on the cuts to speech services, library cuts and the possible one route for transportation versus two routes for this year.

Chairman noted that the budget did not have any summer help for building repairs. In August upon passing the levy, items can be added back into the budget. Chairman asked that the Trustees call Mr. Olson with any questions regarding the budget before the next meeting.

Superintendent ask that the Board review the cutbacks and look at what items to identify for the next meeting that can be added back into the budget in August if the \$250,000.00 levy passes. The Budget Hearing is next Wednesday at 6:30 p.m. in the Library.

2011-2012 ADMINISTRATION STAFFING

Superintendent Olson asked that staffing for next year administration be discussed in open session to address public concerns. Superintendent services have been contracted the last two years under an independent contract without any benefits paid for that position. The position has been on an as need basis which in the past two years have doubled the amount of days worked versus the initial days set up in the contract for the same rate. Next year the administration portion will be reduced 1.67% cutback and FTE will be at state funding for Principal and Superintendent. The Superintendent cutback will be 5 days per month /12 months at \$43,752.00 for the year.

Chairman commented that a contract was offered to Mr. Olson for Superintendent but without salary until the level of cutbacks were determined by the SDE.

Lori Zenner moved to accept the District Administration for Superintendent contract as presented for the 2011-12 year. Seconded by Richard Grant/Motion passed.

Superintendent reviewed the Principal reduction costs that included a 0.60 FTE less for next year. Mrs. Stowers has participated in that discussion as she is currently the Librarian and previously retired from Genesee School as a Principal. She would be willing to work two days a week without benefits for \$30,000.00 next year as part-time Principal. Mr. Olson commented that he has been impressed working with her during their discussions on needs of the school.

Chairman commented that Mrs. Stowers was Principal at Culdesac before going to Genesee. She knows our history and community. She would be a good fit. Mrs. Stowers can only work two days a week since she is retired.

Superintendent Olson informed the Board that the school would need to have an administrator cover on the other days when the Principal or the Superintendent would not be in the district. The difference is 42 days that need to be covered.

Lori Zenner asked if hiring one person would be cost effective versus two. Superintendent said that with two part-time you are saving the benefit costs.

Richard Grant responded that the 42 days need covered or it would create a big hole. How we pick those days up, needs to create continuity.

Chairman noted that if Mr. Olson was not willing to do those days, then a teacher could be appointed as a Head Teacher.

Mr. Grant expressed concern about staff being short on time now and how will they handle being pulled out of class to pick up the administration duties.

Superintendent asked that the administration needs be continued during executive session for further details.

Chairman explained that Mrs. Stowers as a Principal will limit the number of days for a contract as a retiree. Mr. Martin asked the Board to table this item until executive session later on the agenda. Board agreed.

EMERGENCY ADOPTION – POLICY 530

Superintendent discussed that this adoption was advised by the district attorney to be in compliance with new laws for personnel to implement Reduction In Force for certificated staff. Previously this was a negotiated item. Mr. Olson commented that several policy adoptions will be needed this summer to align with the new personnel law changes.

Lori Zenner read Policy 530.0 for personnel RIF.

Chairman explained that an emergency adoption only requires one reading of the policy.

Richard Grant moved to adopt the Personnel Policy #530.0 on RIF as an emergency adoption effective May 31, 2011. Seconded by Kathy Bomar/Motion passed.

Richard Grant moved to enter executive session as per IC 67-2345 for personnel/seconded by Lori Zenner/Board Poll: Yes, Yes, Yes and Yes/Affirmative response.

INTO EXECUTIVE SESSION: 8:47 P.M. – Clerk dismissed from personnel discussion/Superintendent recorded minutes. Personnel issues were discussed.

Principal was dismissed from session.

Librarian was asked to join the personnel session. Librarian dismissed from personnel session.

Administration personnel discussed.

OUT OF EXECUTIVE SESSION: 10:25 P.M.

No decisions were made during executive session

Executive minutes recorded by Superintendent

PERSONNEL

Richard Grant moved to offer Loretta Stowers a part-time Principal position for \$30,000.00 for 2011-12 school year. Seconded by Kathy Bomar/Motion passed.

Richard Grant moved to offer Mr. Olson a relief principal contract for \$8,209.00 using the SDE administration allowance with no benefits, travel or per diem. Seconded by Lori Zenner/Motion passed.

Chairman explained the additional principal days will be covered by the administration dollars paid by the state.
Special Minutes

Kathy Bomar moved to reduce all staffing positions to the State funding levels. Seconded by Lori Zenner/Motion passed.

Lori Zenner moved to accept the letter of resignation from Glenn Arnold for personal reasons. Seconded by Kathy Bomar/Motion passed.

Lori Zenner announced that the Board will not be sending the 7th through the 12th grades to another school due to time and legal constraints. The Board plans to keep the secondary students here for another year.

Chairman explained that the four-day week of Tuesday through Friday decision was based on financial costs to the school regarding the administration conflicts for coverage. Mr. Martin apologized to the patrons for upsetting them by the decisions made were not because of the Board not listening to their choices but because of the dollars. Hopefully the levy will pass in August. Next meeting in June we adopt a baseline budget that the state funds. We will need to identify the items for the levy that can be added back in upon it passing.

Superintendent explained that secondary staffing needs will be looked at with Mrs. Stowers so those decisions can be resolved before the June meeting.

Patron concern was staffing at a level to keep accreditation and the cost to the taxpayers for the \$250,000.00 levy. Clerk will bring that cost to the June meeting for the levy.

Chairman commented that staffing with multiple endorsements is needed to fill positions to help with accreditation and provide for student needs. The goal is to be frank in discussion regarding fall meetings with the community for the directions of the school. Now we are educating the students at an extreme minimum.

Patron asked the Board to contact the families who took their children to other schools and find out why and what we need to do to bring them back to attend Culdesac School. Those numbers would bring more funding into the school.

Adjourned: 10:45 P.M.

Chairman

Clerk