

Attendees: Marvin Hladik, Craig Gray, Jim Freeman, Bruce Sanderson, Roger Elliott, Janice Eldridge, Julie Clopton, Melinda Fritze, Mark Templin, Sherame Kneisel, Mary Ann Maupin, Brett Randolph, Mark Evans, Rob Dickson, Terry Huelskamp, Dale Graham, Cicely Dare, Dr. Crystal Hummel, Ann Katt, Brett White, Dr. Andy Koenigs, Scott Wilson, Tracey Repp, Keturah Austin

9 audience members

Absent: Tom Ostrander, Celia Ralston

Budget Advisory Committee

April 20, 2009

6:00 PM

## AGENDA

### 1. Welcome and Review of Charge, Norms and Considerations

Mr. Freeman called the meeting to order and welcomed attendees. He reviewed the charge, the norms and the considerations. Some items, he reminded the group, have already been decided by the board, are part of the Interest Based Bargaining process, or are part of contractual agreements. The committee's job is simply to make recommendations to the Board of Education (BOE). Mr. Freeman also asked that the committee continue to consider the district as a whole – not to get into territorial or pointed feelings about the issues at hand. He told members that the committee's job does not end when the prioritizations are made. Members must continue to communicate with those with whom they come in contact.

### 2. Update

a. State Outlook – recent revenue projections are grim. They project a \$386 million deficit next year with the cuts that have been made. The Legislature will have to go back to the table and make more cuts. Mr. Freeman referenced a handout from Kansas Association of School Boards (KASB) – the “Capitol Update” with the topic of “School funding at risk as state revenues plunge” and asked committee members to take a moment and read it. What this could mean for us is that the worst scenario for our district could be \$1.3 million.

b. District Outlook – our committee will continue to work toward the \$600,000 target. Our charge is to give a prioritized list. If the BOE needs to cut deeper, they could use the prioritized list or reconvene the committee. Mr. Freeman asked for members to think about which members would be good to help report to the BOE, and who would be helpful to have on hand as he and Mr. Evans go to each building in the district to discuss committee prioritizations.

### 3. Approval of Agenda –

a. Proposal of different format for prioritization -- Mr. Freeman said the way we conducted the last meeting would not work if we are to finish the process tonight. He'd like to finish the prioritization of non compensation items through small group and survey activity. Each table is asked to come to consensus and complete an online survey

as a table. Once that is done, the committee will look at the compensation items (total – salary and benefits) in a much larger perspective – in program groups (education, program support, leadership and operations). When you get to compensation, he noted, you can only make reductions in three ways – reduce dollars, reduce positions, or a combination of both.

b. Questions for the committee

Mr. Freeman had the committee vote on the following question using ActiVotes: Agenda Adoption – Yes or No. Overwhelmingly yes. Question 2 asked about taking all non compensation #1s before going to compensation, or non compensation #1s and #2s before going to compensation items, and finally take all of the non compensation items before going to any compensation items. Overwhelmingly “c” – take all non compensation items before going to any compensation items.

Mr. Freeman referenced a spreadsheet that had been handed out regarding non compensation ratings. He referenced item #121 (moving district office to the north end of MES or other district facility) and said a tentative agreement has been reached to stay in the current facility and is awaiting BOE approval. The agreement will save the district approximately \$16,000 per year. He asked each table to discuss the questions on the survey, come to consensus, and complete the survey.

Each table discussed and completed the survey. [Click here to see the results.](#)

Committee members discussed changing the answer to the first questions regarding eliminating textbook purchases but chose to leave it for now.

Mr. Sanderson discussed question #6 – reducing maintenance and custodial budgets, which ranked more than 66 percent to cut by 25%. He said he can only support a 5% decrease in this area. Mr. Graham noted that originally he said he could possibly handle a 10% cut. Mr. Sanderson said it simply depends on the year (ice melt comes out of this budget). The committee changed this to reflect a 10% cut instead.

Regarding #7: 83+ percent voted zero, 16.67% voted 25%. Several of the table who said zero want 10 percent. It was changed to reflect this.

Delaying maintenance projects (#8) was tied between 0 and 25 percent. This is primarily preventative maintenance type projects, as well as termite protection, trash, etc. Mr. Sanderson said they could take a 10% cut in this area. It was changed to reflect this.

There was some mix up on adding Chinese II (#9) – all chose not to add it but hit the wrong button.

On #10, we will be saving \$8,000 – Mr. Freeman will change it to reflect this.

Eliminating membership to the South Central Kansas Education Service Center and the Interactive Distance Learning consortium. It will cost more to replace Encore (which we have through this group) than to eliminate this.

#12 – reduce or eliminate district awards was even – 33.33% at zero, 50 and 100 percents. Mr. Freeman noted that it's only \$1,700. Mr. Freeman will list it at 50%.

The committee took a brief break.

Mr. Freeman called the meeting back to order. He noted that as the budget director he could not recommend reducing the textbook fund as it would not save any General Fund dollars. That said, we are at \$297,106 in cuts. Mr. Randolph noted that

with that, we also added in money for utility increases (\$160,000), so the actual cuts totaled \$457,106.

Mr. Freeman reviewed a document on screen showing that 91.2 percent of our budget (without the “must pays”) is in salary and benefits, and the remaining is 8.8 percent. With the target of \$600,000 we have now reached the point where we have \$259,694 left to cut.

Mr. Freeman referenced the remaining handouts, which are spreadsheets. He asked members at each table to work with the compensation worksheet – they can enter numbers and see how the spreadsheet plays out, but eventually members will vote individually on these issues using the ActiVotes.

Mr. Freeman discussed items #72 and 74 regarding transportation. The number has been changed as more accurate numbers have been calculated since the last meeting. Item #72 would eliminate busing for students living within 2.5 miles of school. This would eliminate 8 routes. Item #74 would eliminate busing for students living within 1 mile of school. This would eliminate 5 routes. In each case, hazardous routes were left in place for students that would have to cross major roads to get to school. Julie Clopton noted that about half of the driver reductions would be taken care of through attrition.

Item #1 – increasing the staff at the high schools to accommodate enrollment growth – was ranked as a fairly high priority. If we keep it there, we have to cut an additional \$230,000 to reach the \$600,000 in minimum required cuts. He suggested we strive for the original remaining \$259,000 target at this point.

Members discussed at each table then came back together to vote on compensation and position issues -- using ActiVotes. The 1 percent reductions voted on for each employee group equal \$305,784.32, which is \$2,890 more than we needed. These numbers, of course, are without the additional high school staff that were listed as a priority at a previous meeting. To include this high school staff would mean going to nearly 2% salary reduction. Mr. Templin asked if instead of adding the high school staff that would add to the teacher FTE (Full Time Equivalence), we could consider adding the high school staff through attrition from other buildings and not increase the overall teacher FTE.

Mr. Graham asked the student to teacher ratio at the high school level. Mr. Templin said at his school it’s approximately 15 to 1 but that counts counselors and nurses and teachers. By this coming year they will have added 100 students and only one teacher.

Mrs. Fritze noted that transportation is a heated issue but that it’s time for the district to discuss it. Mr. Templin noted that he would be okay with reducing the new high school staff to three – or even less if need be – so not as much has to come out of compensation. By only transporting students who live 1 mile or more from school, we save more than \$97,000. The committee discussed and worked with the percentages of salary reduction and agreed on a 1.25% reduction in total compensation, reduction of 5 bus routes saving \$97,695, elimination of the Transition Administrator position, and adding 3.0 FTE high school staff. These reductions/additions total \$302,904.

The final numbers to be recommended to the Board of Education are:

Total Budget Reductions/Additions from Non-Compensation Items	\$ 297,106
Total Budget Reductions/Additions from Total Compensation Items	\$ 302,904
Total Recommended Reductions/Additions	\$ 600,010

Mr. Freeman said the next BOE meeting is May 11 and we will present an oral and written report to that group. Mr. Freeman and Mr. Evans would also like to report to the staff at each building. He will be asking committee members to assist and accompany them during these meetings and also during the report to the BOE.

Mr. Elliott noted this has been a difficult process and that cuts are always painful, but our set of issues to deal with is better than what many districts are facing. He noted that he knows this district will move forward and thanked everyone for that participation – particularly thanking Mr. Freeman, Mrs. Kneisel and Mr. Evans for their work.

Mr. Freeman said the budget won't be finalized until late June or early July, but this committee's work will help guide the BOE's final decisions and the development of the budget. Mr. Freeman said committee members may hang on to their notebooks or leave them at the district office. If additional or more severe cuts are needed, the BOE may reconvene the committee.

The meeting was adjourned at 9:17 p.m.