



# BUDGET COMMITTEE MEETING MINUTES

*Dec 1, 2022*

**In Attendance:** Dr. Lori Shough, Beth Strickler, Crystal Mosher, Natasha Camp, Kevin Gates, Dianna Harness, Dave Bogart, Lynzee Booras, Kendra Goodere, Denee Villa, John Moreno, Connie Crowley, Deb Rilley, Brittany Kacer, Caitlin Bruen, Christi Mendoza, Keith Johnson

## 1. Welcome and Introductions

- a. Dr. Shough welcomed everyone back to the committee to work on summarizing and prioritizing budget interests.

## 2. [Review of Budget Interest Summary](#)

- a. Budget interests were discussed and reviewed by the committee to clarify details and get started with narrowing down prioritization. The Budget Interests discussed were the following:
  - i. Athletic Director stipends- Move duties of Athletic director from Assistant Principals back to teachers at all schools.
  - ii. Restore athletics- Bring back the sports teams and seasons that were cut due to the budget override changes last year.
  - iii. Student Teacher Stipends- A discussion came from the Teacher Advisory group to pay student teachers a stipend once their work is concluded as an incentive to choose Liberty for employment.
  - iv. Guest Teacher Pay raises- Daily pay rates for guest teachers would be increased to become more inline with the current rates for guest teachers in our area. Pay raises for guest teachers have not occurred along with the other staff pay raises.
  - v. Resource Teachers- Add resource teachers to school sites that have an increase of Special Education students.
  - vi. Reading Interventionists Pay Increase- A 5% pay increase for the Reading Interventionists salary schedule.



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- vii. Pay step increases- Avoid a compacted salary schedule for new hires vs. teachers that have been here longer. Look at years of service step increases and years of services for new hires. Model requested for 15 years of service and 20 years of service.
- viii. Extra Special area teachers- Add an extra full-time or part-time special area teacher at each campus to allow staff to have more time for prep and breaks.
- ix. Math Coach- An additional instructional coach for each campus to assist with math content. Ideas: Stipend for a current teacher or split coaches between schools or grade levels.
- x. Increase Instructional Coach compensation- Build in succession planning for teachers to assist with competitive pay and eliminate teachers leaving the district to receive promotions elsewhere.
- xi. Liberty Instructional Coach- Increase the current .7 FTE Instructional Coach at Liberty Elementary to a 1.0 then increase the PE teacher from .3 FTE to at least .5 FTE to hire a replacement.
- xii. Student Services Coordinator- A new position would be created below the current Assistant Superintendent of Support Services that can manage day to day operations, student discipline issues, parent issues, counseling services, etc.
- xiii. Lunch duty Cafeteria supervision/Lunch Duty Aides- Hire a part time staff member for each campus to help with lunch duties to alleviate teachers, principals and counselors.
- xiv. Special Services Coordinator- A new position would be created below the Executive Director of Special Services to take some of the tasks in the area of Special Education compliance, testing, monitoring, and developing professional development.



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- xv. Business Services Manager- A new position would be added to the Business Services team to supervise and oversee day to day operations to give the team support and alleviating duties of the Executive Director of Finance and providing a better work-life balance for the whole department.
  - xvi. Support Liaison- Add a support position at each campus who assist with the work order system and help identify problems before techs are dispatched. Support could also be provided at the school level for duties and custodial work. This position could be split with the Lunch Aide positions.
  - xvii. Blue Horizons Reading Interventionist- Add FTE to the current .5 FTE position that is open and vacant, the proposal is to increase the open position to 1.0 FTE.
3. [Maintenance and Operations Override Budget Interests](#)
  4. 4 Day School Week and Compensation Increases
    - a. The District is committed to putting any excess in our current budget toward the 4 day school week and compensation increases priorities in order to break even. This will avoid affecting the M&O budget interests under consideration.
  5. Next Steps and Upcoming Meeting
    - a. *Dec 6, 2022* - Review and rate the priorities of budget interests. Submit the scores and ratings before the next meeting to be able to prioritize at the next meeting.
    - b. The committee is still encouraged to talk to staff members and teams to submit any remaining budget interests.

Supplemental Documents:

[Maintenance and Operations Budget Summary](#)