

Finance Committee:

Committee : Finance

Date : 4/9/19

Attendees :

Jeremy Arnon (by phone)

Timothy Baer

Maureen Caraballo

Lisa Litvin

Steven Goldfinger (community member)

Phyllis Udice (teacher)

Riannon Platt (community member)

Minutes presented by Tim Baer:

Key Topics and Discussion Points :

1. Athletic Coaching Staff Update (by Maureen Caraballo on behalf of Jesse Merchant)

a. Discussed the increase in participation in certain spring sports, specifically softball and boys tennis.

b. Jesse prepared a participation grid to demonstrate for each sport the point at which two coaches are needed based on participation and where, if numbers are large enough, two teams with appropriate coaching would be the best option.

c. The grid and additional detail can be found in Jesse's presentation to the board on May 21, 2019.

i. Link: <https://go.boarddocs.com/ny/hhufsd/Board.nsf/Public>

2. Enrollment of the Children of Teachers and Staff Members

a. Please see the Meeting notes prepared by Lisa Litvin below.

3. Income Related Monthly Adjustment to Medicare Part B (IRMMA)

a. Maureen briefly discussed how the current IRMMA adjustment to Medicare Part B may affect future payouts to District retirees

b. Due to a recent change in the IRMMA rate, a small number of retirees who are above the income threshold are being required to supplement the District's medicare reimbursement amounts at their own personal cost

c. The union has asked to evaluate this issue and consider reimbursing these retirees

d. Discussions are ongoing.

4. Meeting adjourned

a. All participants agreed that this was a fruitful discussion around the sensitive topic of the enrollment of teachers' and staff members' children

b. No firm suggestions were made for Board approval, but it was agreed that additional research and discussion is required.

5. Next Steps

a. Review existing policy(s) governing the enrollment of teachers' and staff members' children

b. Determine if a majority of the Board believes that these policies and/or past practice needs to be changed

c. If yes, develop possible modifications to the policy(s) and/or past practice and vote on accordingly.

i. A sample of possible modifications discussed can be found in the Meeting

Minutes provided by Lisa Litvin

Minutes of Finance Committee, relating to free tuition for staff children:

Maureen Caraballo shared that there are roughly 25 children of staff who live out-of-district attending our schools tuition free. (Maureen has a spreadsheet that we can attach.)

The 25 kids are spread among the 13 grades fairly evenly, though there are 3 kids in the current 3d grade. Third grade is the grade that is maxing out on class size, and the grade for which we may have to create another section.

There was discussion as to whether these 25 children cost the district money. Maureen shared that if they unenrolled today, there'd be no cost impact to the district. It was then raised however that there are costs connected with every student, including time of administrators, more weight on clubs and athletic teams, resources, etc.

We discussed how free tuition helps to create community with our teachers, as they are more involved in sports and other activities that their children may be participating in. We also heard anecdotal evidence from the one teacher in attendance that this benefit is not what caused her to apply to HOH, as she was unaware of it prior to being hired.

We also discussed that we are the only Rivertown offering free tuition. The others give no benefit, not even reduced tuition. The Masters School, which is private, offers reduced tuition. I also recently learned that Pelham charges a reduced fee of \$1500 per year, but only to tenured staff.

We also discussed how staff children are only accepted if their presence doesn't cause the need for adding an extra section. But then we discussed the flaw in that test in that we can not predict whether their presence will cause the need for another section in the years that follow, as we're seeing in the current third grade.

We discussed that it's difficult to accept more children at Hillside when we just sold a bond on the theory that Hillside is bursting at the seams.

We also currently do not ask staff children to not return for a subsequent year, even if it means creating another section. Other districts (like Ardsley I believe, which charges) will revoke admission after a year (s) if there is a burden on class size.

We discussed several ideas going forward:

- We should evaluate the admission based on average class size and perhaps set a soft number as a bright line test, eg, that if average class size is 22 or 23, then we cannot accept an out of district child
- We discussed the possibility of charging a reduced/nominal amount, of say several thousand.
- We discussed limiting this benefit to tenured staff

We also noted that there are requests for 3 children to join the kindergarten staff in the fall of 2019 and that we will have to examine those class size numbers carefully before giving those staff responses re admission

We also discussed putting a cap on the overall number of out-of-district tuition-free (or tuition-reduced) students.

We said that the Policy Committee can begin to study this and address these questions.