

Loveland City Schools Planning Commission

September 2 Committee Reports

Finance Committee:

Lynn Mangan – Chair

Donel Autin, Brad Goldie, Jill Jones, Craig Lewis, Nathan Libby, Kirk McCracken, Matthew Hammer

Data Review: Discussed questions and/or observations from the data provided

Team Discussion:

- **Personnel expense**

Goal: Have a competitive and financially sustainable contract that helps us retain and recruit talent.

Work completed:

- Contracts summarized with experience and education steps, min salary, max salary, average FY19 salary, assessed valuation per pupil TY18, district medium income TY17 and district average income TY17 for 39 districts (ECC, Border and Greater Cincinnati)
- Loveland certified census evaluated against other district contracts for comparison
- Summary of number of certified staff at each education step and education level (counts per category)
- Data compared to the other school districts.
- Initial 'what if' analyses

Discussion:

- District certified demographics: long tenure and education levels
- Grandfathering of existing employees, impact of salary changes, and what if scenarios that impact both short and long term financial and qualitative district outcomes
 - Communication to confirm that certified staff and board understand purposes and goals of analysis and future recommendations to keep dialogue open
 - Understanding that this is one of several recommendations/analyses we would like to complete
 - Overall affordability for community balanced with competitive wage package

Next steps:

- Obtain Mariemont contract to add to analysis
- Update analysis to include 20-21 census
- Gain feedback from teachers on best way to measure teacher's success
- Double check data entry of other district data
- Put together a summary of key points on the data
- Teacher continuing ed requirements; who pays for those, etc.
- Team work to provide recommendations and observations from data
- Provide brief overview of current work to board finance committee members and when complete a full review

- **Alternative revenue streams**

Goal: Understand the revenue potential and what surrounding districts are doing.

- **Income Tax** - What is the revenue potential? What are surrounding districts doing?

Work Completed

- Earned income tax vs. income tax options
 - Same structure/registration as that of property tax
 - Nearby 4 districts have an income tax (Southwest, Goshen (traditional), Clermont NE, Wyoming); statewide about 33%
 - Average is 1%, as high 1.3%
 - Action items:
 - Summarize how many are earned vs. traditional across the state
 - Mean & Median compared to districts with an income tax

Discussion

- Team reviewed summary of data provided
- Discussed how district demographics may or may not help with an incometax
 - (earned or unearned income); how do potential community members decide on a district and how this place into total cost
 - Discussed how income tax is not subject to inflationary constraints like property taxes are

Action items

- Indicate whether earned or unearned income tax per district
- Reach out to other districts to determine their experience on implementing an income tax
- Evaluate our recommendations and thoughts on viability of an income tax(either type)

- **Licensing & Sponsorship as Revenue Source; Evaluate Pay to Play, Other Student Fees, Classroom Fees, Technology, etc.**

Work completed:

- Are we breaking even?
- How do we work in needs-based supplements for students?
- Reach out to other districts to find out how they are handling, sponsorships, etc
- Summarized boosters action items
- Would like to understand the P&L
- Team provided a summary of fees thus far
- Met with high school staff to understand school fee structure

Next steps:

- Set up meeting with B. Conatser & K. Hawley

- **Scale Contracts:**

Goal

- How can we partner with other schools to get better pricing
- Evaluate health contract for HDHP, HSA options, spousal surcharge, wellness
- Bus outsource (investigate if possible including student start time analysis done by Mason)

Discussion topics

- District has an agreement with UC Health for athletic related needs
- Mason & Springboro have hospitals that sponsor them.
- Board policies need to be reviewed if we go this route.

Next Steps

- Healthcare consortium: meet with plan administrator
- Find out how we reach out to other districts to find out how they are handling sponsorships, etc

- **Managing the Income Statement, Cost Controls, Incentives/Disincentives**

Next steps: Meeting with K. Hawley next week; will also review list of questions provided by the team previously and determine if K. Hawley and J. Ames are needed at a future meeting.

Facilities Committee:

Dan Colletto – Chair

Brad Combs, Leah Jewell, Kevin Kimnach, Alvin Kressler, Warren Winning

Discussion:

- John Ames and Kevin Hawley briefed the committee on the districts process for facility capital planning and the facility maintenance budget.
- The facility budget is primarily funded by the Permanent Improvement Bond which is approximately \$3.5M per year.
- The proceeds of this bond covers the annual costs of five major areas:
 1. Buses and transportation,
 2. Technology,
 3. Roofing and HVAC,
 4. Paving and hardscape,
 5. Furniture and Finishes.
- Due to the limited scope of the Facility Committee, the members have chosen to focus on areas 3-5.
- The district is currently putting together a 20 year plan for the annual replacement/maintenance of the Roofing, HVAC and Paving. This will allow for a steady and more predictable capital spend to replace such items before the end of their useful life and to avoid unforeseen unbudgeted capital expenditures.
- It is the intent of the committee to assist with the review of the 20 year plan and to recommend a possible facility management software program that would capture the institutional knowledge of the properties and also provide dynamic record keeping of repairs, work orders and maintenance records.

Next Steps:

- Complete the remaining property tour,
- Look at budgetary cost of building improvements and or renovations and
- Review the 20-year capital plan

Community and Communications Committee:

Michael Shiverski – Chair

Kelley Deer, Tara Hamilton, Jeff Hawk, Lisa Moorehead, Lynn Oury

Social Media Policy

Proposed Social Media Policy has been modified to keep the Communication's Committee as exclusively responsible for social media presence

Neighborhood Chats

- The Committee discussed continuing plans to implement a series of communication events around the district
 - Dates to be held (6:30-7:30pm):
 - September 24
 - October 08
 - October 22
 - November 12
 - December 10
 - Need to send to Loveland City School District to see their availability.
 - The September Neighborhood Chat to be held at Prince of Peace parking lot.
 - Church has been contacted and is okay with us holding there.
- Supplies necessary:
 - Script for hosts, describing the role of the Planning Commission
 - 6' table
 - Paper Surveys
 - Place on PC Website
 - Email to send questions prior to meeting
 - Possibly put on Tiger Talk email
 - Pens/Pencils
- Gathering other Neighborhood Advocates for future Neighborhood Chats

School Improvement/Student Experience Committee:

Lindsay Willmann – Chair

Susan Craig, Lisa Saletta, Alexander Topala, Natasha Young

Discussion:

- The Committee revisited the subcommittee's mission and began exploring the school improvement process.
- Members agreed to seek further guidance on priorities from the Board to guide work related to the improvement process
- Confirmed the summary of a local community group's presentation and requests regarding DEI in Loveland Schools (also to be shared with Board liaisons).
- Members discussed the first week back to school, student and teacher responses to new COVID protocols, and reviewed/discussed a sample of the district's new social-emotional learning curriculum.