

Lakeview School District
Board Meeting
May 1, 2025

The Lakeview School District Board of Education met on the above date at 5:30 p.m. with the following board members answering to roll call: David Pears, Steve Beggs, Gage Bartholomew, Martha Ryan, Adam Saeler, Jamie Galentine, and Jason Powers. Missing from the meeting – Mike Rotz and Dan Savolskis. Also present, Dr. Keith Wolfe, Superintendent and Mrs. Cheryl McCauley, Business Manager/Board Secretary.

PLEDGE OF ALLEGIANCE

MOMENT OF SILENCE

ROLL CALL

RECOGNITION OF VISITORS/PUBLIC COMMENT PERTAINING TO THE AGENDA:

- **Ashley Shannon** – She is a mom with a special needs child and she is worried about what next year is going to look like. She has questions that she would like answers to. She wants to make sure that her son has enough support. She will contact agencies to make sure he gets what he needs.
 - **Dr. Julie Lyon** – Dr. Lyon asked her to send her the questions she needs answered.
- **Jason Armstrong** – He hoped that all options were reviewed before the Board reached the point of furloughing Teachers. There are several acres sitting empty which can be sold to raise money to repair the roof. He stressed that the most important job at the school is the Teachers – most valuable asset. He questioned the Board as to why they hold onto the property and not use the funds for repair. He just hopes that all options were exhausted.

COMMUNICATION FROM BOARD PRESIDENT:

Mr. Jason Powers read a prepared statement:

Statement Regarding Staff Furloughs and Retirement Incentive

Before we move forward, I want to take a moment to address the situation we are currently facing.

The Lakeview School Board fully understands the deep emotions surrounding the furlough of staff. Many of you have attended meetings where we've discussed how we arrived at this point. While we've talked at length about the factors that led to this overstaffing and the communication breakdowns, I don't believe it is productive to rehash those details tonight. What matters now is learning from the past and focusing on the steps we can take to move forward in a more sustainable direction.

Let me be clear: **none of us on this board want to furlough staff.** That has never been our desire, and it remains our deepest regret. In partnership with the Lakeview Education Association, we worked hard to create retirement incentives with the hope of reducing the number of individuals affected by these furloughs. While we knew from the start that we could not avoid them entirely, our goal was to minimize the impact as much as possible.

When we learned that some staff were unable to take advantage of the original retirement offer due to personal circumstances, we attempted to adjust the terms to make retirement more accessible—though with limited success. We also explored other cost-saving measures, including reducing the school calendar and moving to a four-day instructional week. We delayed facility updates and deferred maintenance to prioritize preserving staff positions. Every possible avenue was explored to reduce the burden on our students, our staff, and our community. The truth is that the signs of this situation have been visible for years. We are members of this community who chose to serve on the board, and we are the ones who ultimately had to acknowledge that action was necessary to secure the long-term viability of our district.

Last meeting, we made the incredibly difficult decision to furlough 12 staff members. These individuals are not just employees—they are friends, family, and beloved members of our community. We are all

grieving this loss—students, parents, educators, administrators, and board members alike. As Dave reminded us in an email last week, we are each experiencing different stages of grief, but we are grieving together. Thank you for that reminder, Dave. Behind the scenes, the board has been working diligently on a plan that we hope will reduce the number of furloughs. That plan is what we are voting on tonight.

We are offering an augmented retirement incentive—an unprecedented opportunity for eligible teachers. This offer will operate on a one-to-one basis: for each teacher who accepts the incentive, one staff member will be removed from the furlough list. If ten teachers take this offer, ten furloughs will be eliminated. Once approved, the details of this incentive will be provided to the LEA for consideration.

PSYCHOLOGIST

Approval to Hire School Psychologist.

This agenda item is tabled.

LAWN CARE

David Pears made a motion, seconded by Steve Beggs to approve the recommendation of Dr. Keith Wolfe, Superintendent, to approve the following lawn care provider services:

Administration requests approval of Limitless Lawn Care & Landscape LLC to provide the district lawn care for one year. Cost for the services is \$535.00 per week.

Roll call vote as follows: Saeler, yes; Bartholomew, yes; Beggs, yes; Galentine, yes; Pears, yes; Powers, yes; Rotz, absent; Ryan, yes; Savolskis, absent. Motion carried on a voice vote.

AGREEMENT

David Pears made a motion, seconded by Jamie Galentine to approve the recommendation of Dr. Keith Wolfe, Superintendent, to approve the following Memorandum of Agreement for an Augmented Retirement Incentive

Administration requests approval of the Memorandum of Agreement between the Lakeview

School District and Lakeview Education Association for an Augmented Retirement Incentive. (Google Docs)

Roll call vote as follows: Saeler, yes; Bartholomew, yes; Beggs, yes; Galentine, yes; Pears, yes; Powers, yes; Rotz, absent; Ryan, yes; Savolskis, absent. Motion carried on a voice vote.

RECOGNITION OF VISITORS/PUBLIC COMMENT ON NON-AGENDA TOPICS:

- Ms. Casey McNeish – Employees were told that this was not going to happen for 18 months. What is the timeframe for Teachers to retire now? How fair are we being to the Teachers? When are you going to let the Teachers know if they are moving to a new role? For the students, what classes are going to be offered?
 - Mr. Jason Sample – He answered the schedule questions – contractually 30 days before the beginning of school to receive schedules.
 - Mr. Jason Powers – He responded that the 18 month statement was not the intent but maybe we could have communicated better. We are not pressuring Teachers to retire but it would help retain teachers. Maybe, some of the Teachers should not have been hired.
 - Mr. Gage Bartholomew – He responded that Mrs. Carol Lilly and Mr. Josh Stonebraker are reviewing schedules.
- Mr. Carl Swayze – He finds the letter his wife received disgusting. She received this letter by certified mail. What happens if a lot of students leave because of all of this?
 - Mr. Jason Powers replied that the Board is required to send the letters by certified mail.
- Mr. David Pears responded to the letters and the situation at hand. He explained how the District got to this point and with retirements, the Board may be able to bring furloughed Teachers back. The Board would love to have a low student ratio but the State does not support that financially. We only receive a certain amount of funding from the State. The Board can only do so much when raising taxes and we have to think about the taxpayers.
- Mr. Jason Powers noted that some rumors are circulating that class size will be around 30 students and that is not the case. Their goal is around 14 students.
- Mrs. Kim Bailey asked is the furloughs based on student/teacher ratio or funding. Mr. Jason Powers responded it is based on enrollment – student/teacher ratio.
- Casey McNeish – She stated that Teachers are going to be assigned to Special Education that do not want to do that job. Mr. Jason Powers responded that changes will be based on certifications.

- Mr. Gage Bartholomew noted that it is the Principal's discretion as to where a Teacher is going to teach – what classes.
- Ms. Lori McCartney stated that she would like to negotiate her own retirement incentive. Mr. Jason Sample stated that the Union is the sole bargaining unit for the Teachers.

COMMENTS/QUESTIONS FROM BOARD MEMBERS:

- No additional comments or questions from the Board.

ADJOURNMENT:

Gage Bartholomew made a motion, seconded by David Pears to adjourn at 6:38 p.m.

Board Minutes Prepared by:

Cheryl McCauley
Business Manager/Board Secretary