Leavitt Middle School
SOT Meeting Minutes
February 6, 2025 3:30 pm

Members:
Monica Venturino (Support Staff)
Brandon Shepherd (Licensed)
Tonya Carroll (Licensed)
Lana Roper (Principal)
Mary Ann Hughes Butts (Parent)
Sarah Hudson (Parent)
Richard Osorio (Parent)
Laura Willis (Parent)
Raleigh Francese (Student)
Avery Hopkinson (Student)

Members Present:
Tonya Carroll
Richard Osorio
Lana Roper

Meeting called to order by Mr. Osorio and 2nd by Tonya Carroll

No Minutes to approve as this is a special meeting for the budget (second meeting). Minutes will be approved at the regular meeting in February.

New Agenda Items:

- Budget Update
    - *Discussion regarding changes to the budget due to meetings with the budget department and the region. Must get to the 300K in operating. Carry Forward to be used for staff not operating/supplies.*
    - *Discussion of projection coming in short 1425 vs. 1377. Expecting 1370-1380.*

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- *Discussed original cuts in budget*
- *Discussed newest cuts for budget as 2 more IAs and seniority of positions for surplus*
- *Discussed new information that was not available at the January 23rd meeting regarding SBTs, counselors, and strategists.*
- *Asked if they would like to run any different scenarios regarding the new information that they did not have originally.*
- *Discussed seniority*
- *Discussed different pots of money (ELL, At-Risk, Special Education)*
- *Discussed that options are choosing to remove an SBT for $86,000; changing to move people around for a licensed staff member for $126,000. Discussed choosing to move a counselor.*
- *Discussed cutting hours for staff - can be support not licensed.*
- *Discussed costs of removing 1 hour $4254*
- *Discussed switching social worker for counselor but it is still reducing a licensed employee*
- *Discussed coverage for minutes in classroom for IAs.*
- *Discussed counselor and social worker caseloads*
- *Discussed importance of children*
- *Discussed counselors taking on more responsibility and fill in for the lack of a social worker*
- *Budget approved with newest changes.*
- *Concerns of all personnel being important.*
- *Motion to approve by Mr. Osorio*
- *Discussion of shortfalls and enrollment being a concern for the Fall and having to cut again possibly.*
- *Discussion of voluntary transfer season*
- *Discussion of master schedule, sections, and enrollment*
- *Motion to approve by Mr. Osorio 2nd by Carroll*

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- *So 5 yays and 1 nay (from SOT not present)*

General Discussion: (see below)

Public Comment Period: (Called in order of the sign-in sheet, only 2 minutes per person)

Attendees: *Deborah Teves [Leavitt MS], Dina Crowe [Leavitt MS], Heather Nail [Leavitt MS], Leonardo Garcia [Leavitt MS], Lisa O'Keefe [Leavitt MS], Lynn Parker [Leavitt MS], Nancy McPartlin [Leavitt MS], Shana Swanson [Leavitt MS], Shellooe Hustead [Leavitt MS], Tina Mehl [Leavitt MS], Vanessa Prior [Leavitt MS]*

Nail-counselor position vs. social worker position
Nail-quorum to vote?
Roper-Will find outmore information-don't knwo if another meeting is needed.
Crowe-admin position for cuts
Roper-number 1 in bullying / 7 for behavior not to include additional duties. Already cutting other positions. Can't cut another admin at this time.
Crowe-IAs and non-licensed losing positions
Roper-Goes over original cuts and latest cuts
Parker-retirements
Roper-Discusses number who have submitted paperwork ane one still waiting
Crowe-concern for social worker position and counselors differences
Roper-everyone holds valu and it is unfortunate that we are in this position
Mehl-counseling position seniority, job description, social worker, work ethic
Roper-that is EMR and bargaining units regarding people-not surplus
Teves-concern for not cutting an additional admin. What will be done to fix the behavior and bullying?
Roper-Equity and Diversity, trainings, walk throughs, town hall

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Nail-Budget not approved-what happens
Roper-it goes to my boss
Nail-vote from SOT?
Roper-I am waiting for contact back from her re. this meeting for answers. She may call another meeting. Budget is ultimately approved by her in the end.
Nail-go over licensed again retiring positions, social worker, additional retirement, strategist. Confusion on the numbers.
Roper-3rd retirement position puts strategist in classroom. Discussion re. retirement process and August 31st date.
Crowe-Does the staff get a say? What I hear you saying is the SOT decides and then if you have majority voting it goes to Scarlett and she can approve/disapprove or kick back.
Roper-She approves the final budget-she can send back if it does not have all the elements that it needs to have.
Nail-Question re. staff looking to leave-if that happens does it open a position? Example, 2 ELA teachers leave.
Roper-It depends on the licensure of the employees.
Nail-No plan to bring back employees? They would have to be filled by the same license?
Roper-Master Schedule, Sections, Document that was showed to all staff in January at staff meeting.
Carroll-licensed position to social worker
Roper-Always a possibility - comes down to sections and master schedule. Hard to make calls right now when we have a moving target of projections. Rollover was 1286. Classes 36:1. At 1420 need 40 sections. 24 sections for ELA, 12 sections math and science. May need to utilize electives teachers to teach core subjects within their day. We have to utilize the budget effectively.
Carroll-This is why we are looking at positions that were on there for possible cuts and how many sections needed.

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Roper-correct
Mehl-counselor vs social worker position
Roper-We kinda already talked about that
Osorio-Budget cover things for hiring outside entities or strictly staff? Ex. hiring an outside company. Social worker vs counselor?
Roper-She could. The only thing that can't be done are certain aspects of the job. They both handle mental health but there is scheduling as well. Retention and credits and all that entails.
Osorio-What part of counseling should be able to do that is the most work?
Roper-No counselors do counseling as well but the social worker does a lot more intensive things than the counselor does. Deborah, would you like to talk about what you do?
Teves-Yeah, I provided a 3 page list to you as well for the last 8 years. Classroom lessons for social emotional learning and bullying, restorative practices, MTSS, family nights, 1:1 mental health services, a lot of what the counselors do. I can't do scheduling. But I can do bullying follow ups. PTCs. I can facilitate class lessons and groups. There is a lot of alignment in what we do but I can also provide a lot of services counselors can't.
Crowe-Licensure and Schooling for counselors.
Roper-typically a bachelors in education and masters in counseling. Can come from outside the school and get masters and come in to the school.
Nail-Deborah provides so much that counselors cant do. She provides gifts at Christmas, Thanksgiving dinners, She calls them. Sh helped people who lose apts and does home visits. We have one of the best social workers in CCSD. She runs circles around the counselors. So much of the counselors job is paperwork. They take care of kids when they need to but I don't care what equity and diversity group you bring in that can service the school like Deborah does. If you think bullying is bad now, she takes carre of our toughest kids and kids that are the most vulnerable. It will be a huge loss to Leavitt.

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Roper-This is not easy for anyone. What I can say is as a school counselor I did the things you just mentioned. So I know the school counselors have that ability.
Crowe-You said Dr. Hughes Betts is the only disagreeing member. Did I hear that correctly.
Roper-That is correct.
Osorio-How much of the current work that the social worker does righ now will she be able to do if we lose a school counselor?
Teves-One of the great things about the social worker position is that it is flexible to meet the needs of the school. This is obviously an awkward position to be fighting for my job. So even if I provide those tiered services right not and switch over to a counselor role. I don't necessarily have all those meetings in the morning or after school. So, taking that on would not be a big deal. That's the beautiful thing about social work its not a one-size.
Osorio-This absolutely sucks. Its not something we want to face. This is the ugly side of the business. I am guessing the other counselors will have to do everything.
Roper-It is an awful position to be in.
Mehl-Anyway to incorporate the counselors to maybe see what we can do to save everyone.
Roper-I have texted Mrs. Perryman regarding the budget and what the steps are to ensure that these changes can be submitted regarding quorum. So, we will see. IN regards to the counselors, it will be other duties as assigned adn they have different things within their scope that they are supposed to be doing. They will have to take on additional responsibilities.
Teves-since only 2 voting members, what if you don't have a quorum? What is this meeting? Why are we having this discussion? What's next?
Roper-That is what we have to find out from Ms. Perryman at this point. So again, at the last meeting we had more members and this meeting we have two. So, I don't know how we move forward. Again, they did speak with me. They did look at this information, but I have to get with Ms. Perryman to see what happens in this

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situation. I don't know if in this situation-as it is a second budget meeting-that we have to have a quorum.So, I have to wait to hear back from Ms. Perryman.
Roper-Yes, Mrs. McPartlin, We definitely don't have 75%. So we will have to reconvene?
Crowe- Do we have any idea how many sections we need to the master schedule is done. When will that happen?
Roper-So currently I have those they were the ones I showed you on the initial document that I shared with you guys. This is the one that gave the different sections. Then the different grade levels. So that was the meeting on January 21st. Now we are just trying to adjust. Need all the elective requests now-that is what we are waiting for. So, that puts a spin on things.
Crowe-So you know how many sections you need currency?
Roper-so we are trying to see ow many electives we need in order to put core sections with elective teachers.
Crowe-When will you have the grid done that shows all that?
Roper-Ms. McPartlin, would you like to talk about the master schedule?
McPartlin-We have a tentative schedule. It is based off of projections and moving targets. We currently have 219 COSA projections that have rolled. So we wont get those numbers until April. So, thats our current enrollment. Our tentative schedule cant be released yet to staff because of the moving enrollment and COSA.
Crowe-So ou wouldn't know anything until April.
Tevces-So you won't have those numbers until April correct? In order to bring back one of the positions.
McPartlin-I was speaking to the schedule timeline in the master schedule. It will roll on April 15th.
Roper-1286 current;y. So we are getting our tentative sections because enrollment vs. projections. Our historical data is showing 1370-1380.
Carroll-So since it is Richard and I here, can we propose switching the counselor to a social worker? Or because it is 3 of us does there need to be more to make a change?

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Roper-We have 75% voting. So even the prior people that have already spoke to me, it doesn't matter because there are only 3 of us.
Carroll-So, do we have another meeting to even propose a hange to what the original budget was voted on before the changes of the counselor, strategist, the other SBT positions and potentially being able to move.
Roper-All of this has to be revoted on.
Carroll-But your budget is due tomorrow.
Roper-That is correct.
Nail-So you have to have a quorum to vote on items. I don't think you have to have a quorum to propose items according to the website.
Carroll-So even if I propose and say Ok then we switch the social worker with the counselor it still has to be voted on because it would be changing the budget. So do you make the proposal now and the cover it at the meeting. Do we wait to see how that works with you having to submit the budget.
Roper-I don't think we can do any of that right now because you can make all the proposals you want but we can't submit.
Osorio-But if we don't go through with it your boss makes the decision.
Roper-She can't look at it until it is submitted.
Osorio-Is there an extension? We really can't go through with it if we can't have 75%.
Roper-I'll send a message to the SOT team to see when every one can meet and notify Ms. Perryman. I have already texted her.
Osorio-I do think we should discuss this before we make a decision.
Roper-Yes
Osorio-I didn't know there was an option.
Roper-The quorum?
Osorio-Because the items were already decided. Lets all meet together or wait.
Teves-So how you sai the other people voted before coming into the meeting, is that something that can be done? Like people can do that without coming to the meeting?

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Roper-Thats what they did. They said they couldnt be in the meeting. As Heather said you have to have a quorum here.

Osorio-I guess we will wait until next week. So, do we adjourn?

Roper-We have to give notice as well. We need a second.

Osorio-Motion to adjourn

Carroll-second

Meeting ends at 4:43 pm