

Minutes

Keith & Karen Hayes Elementary School
School Organizational Team Meeting
1/30/2026 @ 3:30 p.m.
Conference Room

School Organizational Team Members:

Christopher Batterman, Parent -present
Jasmine Doria, Parent-not present
Christine Olivo, Parent-present
Jorge Rojas, Parent-present
Sadie Rannow, Licensed Staff -present
Heather Avner Ogle, Licensed Staff -not present
Amanda Witt-Emery, Support Staff-present
Lindsay Packer, Principal -present
Kathleen Starling, Assistant Principal-present

This meeting agenda is posted publicly on the school website at hayeselementary.com.

The School Organizational Team may take items on the agenda out of order; may combine two or more agenda items for consideration; and may remove an item from the agenda or delay discussion relating to items on the agenda at any time.

Speakers wishing to speak during the public comment period for this meeting may call Teresa DeVore at (702)799-6030 or sign up in person immediately prior to the beginning of the meeting. Speakers will be called in the order in which they signed up. No one may sign up for another person or yield their time to another person. Generally, a person wishing to speak during the comment period will be allowed two (2) minutes to address the School Organizational Team. Speakers may also submit additional comments in writing. It is asked that speakers be respectful to each other, Team members, the principal and school district staff. Speakers that are disruptive will be asked to leave the meeting.

1.0 Welcome & Roll Call

2.0 Old Items

2.1 Approval of Minutes - Sadie Rannow approved Christine seconded

3.0 New Items

3.1 **Topic:** Strategic Budget Presentation and Approval Vote

Budget Overview

- The initial budget meeting reflected a shortfall of approximately **\$300,000**, largely due to the loss of **Title I funding**.
- Enrollment projections remain consistent with current numbers.
- **COSA seats** remain available for New York students.
- The **Read by Grade 3** position is funded by the district, along with Jason's position and the behavior strategist role.

Staffing Considerations

- The school currently has funding for the Read by Grade 3 position and a second strategist; however, one strategist position will need to be cut.
- One classroom teacher position will also be eliminated.
 - For context, in the 2023–2024 school year, 3rd grade had three teachers for one cohort.
- Even after cutting two positions, the budget remained negative.
- Additional reductions include:
 - Eliminating one SPTA position
 - Reducing custodial hours by two
 - Not adding an office aide
- After these reductions, the school has **\$19,000** remaining for the year.

Budget Appeal and Salary Adjustments

- Administration is currently working on the **budget appeal process**.
- Within the financial system, principals can toggle between average and actual salary lines. Many principals had been viewing actuals, but using **average salaries** provides a more accurate and beneficial financial picture, especially given the number of veteran teachers on staff.
- Principal Packer has contacted the finance department requesting the difference between actual and average salaries be added back to the budget.
 - This adjustment is expected to provide **over \$300,000** in additional funds.
 - If received, the school hopes to restore SPTA pay that was impacted by the loss of Title funding.
- There is still an opportunity to submit an appeal for an additional **\$100,000**.

Budget Scenarios and Voting:

Plan A

Condition: The school receives the additional **\$182,000**, increasing carryover to **\$432,835**.

Outcome:

All current positions are retained.

- **Vote:**
- All members voted in favor of **Plan A**.

Plan B

Condition: The school does *not* receive the additional funds.

Outcome:

- The school will have **\$19,605** remaining.
- Required cuts include:
 - **2 licensed positions**
 - **1 SPTA**

2 custodial hours

- **Vote:**

- All members voted in favor of these reductions if rollover funds are not received.

3.2 Review Winter MAP Data to use for School Performance Plan Status Check

4.0 Information

4.1 Next Meeting: February 3rd, 2026

4.2 Upcoming Events

No School - February 9, 2026

Hayes Dance - February 12, 2026

5.0 Public Comment Period (3 minutes maximum allotted per speaker)

6.0 Adjourn at 4:22pm