

**SUPERINTENDENT'S EMPLOYEE ADVISORY COUNCIL
CHINO VALLEY UNIFIED SCHOOL DISTRICT
November 1, 2016**

I. Call to Order - Sara Rosengren

Sara called the meeting to order at 4:30.

II. Introduction of new members - members sign in and introduce themselves with name, position, and school. Approve last week's minutes.

Two new members introduced themselves, Crystal Hadley and Liz Kreitinger. The committee looked over last week's minutes. Linda moved we approve the minutes. Seconded. Voted "Aye" unanimously.

III. Superintendent's Report - John Scholl

A. Draft Calendar for 2017-2018.

John passed out the draft calendar. It is identical to last year except the dates moved one ahead. This has not gone to the DLT yet. (DLT means District Leadership Team = Principals, VP, AD, Dir. of Bus. Serv. Super and Assistant Super. SLT means Senior Leadership Team and is just John, Rebekka and Cindy. SEAC will look at it first, so we can add any comments that teachers may have.) PD days may be mixed up, but the number will not change. John asked us to let him know if we find mistakes or have comments; get them in by 11/20. Janice said that elementary school teachers think starting school on a Wednesday instead of a Tuesday would be better for little kids to be able to learn the procedures and to have three days to do it in the first week. Caleb said as a middle school teacher, starting on a Tuesday might be better since Wednesdays at HMS are late start days and if this is continued next year, then that might throw

parents off. Crystal wondered why PD was always after a holiday. John answered because then we go from short week to long week, instead of long week to long week. John repeated: Get comments from the field and get them back to him. Spring break is the same as Yavapai College's this year, which is good for JTED. The quarters are 9 weeks. We want to end before Memorial Day.

B. GCCA Leave Policy: Draft of policy change.

Background: 2 things -how we accumulate leave and what happens when it gets paid out. Former Super Duane Noggle specialized in policy and he updated this policy. He also liked calculations, so there were a lot. John read a few examples to show it was complicated. John continued to explain how the leave was paid out. It works out to be about 41% of your hourly rate which he thought was not fair. He is proposing that we just make it a flat 40% of an employee's hourly rate, regardless of position, to make it more reasonable and fair. The cost on an annual basis would be about \$8,000. Leave buy back would take effect in the spring. He wants to change how leave is accumulated as well so it is more transparent. Beginning July 1, 2017 monthly leave allowance formula would be 8 hours times your FTE, rounded down. John is hoping to take this to the Board in December. It takes two board meetings to change policy, so the meeting in January is when it might be approved.

C. Capital Financial (Our insurance agent for ASBait) Loss Ratio and cost increase.

Warning: Bad news. Capital Financial is our insurance agent. They work with the companies and get our quotes. Our rates are based on our loss ratios. Loss ratio is based on calendar year. From January to August our loss ratio was 122%. This will result in increased premiums, by about 20% or \$320,000. We've instructed Capital Financial to do a request for proposals from insurance companies to see if we can get a better deal. Options are: 1. Make cuts in the district or moneys don't go to raises. 2. Change our coverage. 3. Employees start paying for

their insurance. Jim asked what % the district pays. John answered that the district pays 100% of the base insurance which is \$7,500 per employee. The maximum that an employee can pay in is about \$100 a month to make it affordable for employees. The penalty for not having insurance would be more than that on taxes. Employees can opt out if they are required to pay their own insurance. Other districts no longer have free vision and dental. John said that we want to do things that cut costs, but maintain the highest possible benefits. We don't want to go without insurance, but these costs are prohibitive. Someone mentioned that some employees didn't get an insurance card. John explained how to get the card.

This insurance problem is a "big deal" that we will have to deal with in the budget. Trina asked if family coverage could go up 25%, the answer was yes. The district is looking at Yavapai Combined Trust. For someone with lots of kids, it's affordable. For someone with just one kid, it isn't at all. As John gets more information he will share it with us as it is an important topic to every employee in the district.

D. Propositions 205 and 206 and their impact on schools.

205 is the legalize recreational marijuana prop and 206 is increase the minimum wage law prop. John said that both look like they're going to pass. If 206 passes it will increase wages by January 1 to \$10 an hour. (Now the district minimum wage is \$9 an hour.) Then it would be raised 50 cents every year. It would cost the district \$154,000 dollars on an annual basis and \$185,000 the next fiscal year. This situation is out of our control. Next Wednesday after the vote, DLT will come up with a plan to address it. A lot of people will get increases, some won't. They have to do it quickly, as it has to be before the board by December 9. New work agreements will be necessary. All classified staff would not get raises at the beginning of the 2017 year, but they would by the next January 1 in 2018. If 206 doesn't pass it will go up to

8.15, pegged to inflation which will involve a new salary schedule. Muddy in the works. Some people will be happy, some won't. John reiterated that he wants it to be transparent. They are not hiding stuff, even though that is what they are accused of, but they are on a short deadline with only a month.

Prop 205-no matter your beliefs, the JLBC, the accountant for the legislature, said that schools would probably get 42 million dollars if 205 passes. There are 2 containers of money. One is discretionary, to go to general expenditures and the other would go to fund all day Kindergarten.

IV. Revamping the Classified Evaluation - formation of the committee

- a. Chairperson-Larry Fullmer
- b. Vice-Chairperson-Shannon Feipel
- c. Secretary-Caleb Boone
- d. Members- Rebekka Bartels, Cierra Carter and Trina Hixon

V. Teacher and Classified Substitute Shortage Issue

- A. Mr. Scholl has information about the county-wide shortage to share.

All districts are in the same boat. JTED has to utilize its Super to sub sometimes. This has been discussed with Tim Carter and support services for the county. The discussion is to perhaps start a western Yavapai County sub pool where subs could pick jobs at all the districts. If the county or contractor hired subs then there would only be an onboarding process once and subs could choose where to work. This might give us a bigger pool that we could utilize more efficiently. John then explained how AESOP works. We currently pay subs \$85, \$95 at HMS. If they take a "how to be a sub" class at the county they can make \$95 or \$105. To get a sub certification, they must have a bachelor's degree. An emergency sub certificate doesn't need a degree.

B. Brainstorming solutions to the shortage.

Options discussed were to maybe help subs pay for the fingerprint card. Two people mentioned that when they put in to be a sub, that they applied and then never got called. John said we would follow up on that. John mentioned that of the 200 sub absent positions, 10% were not filled. Potential subs that are concerned about not getting calls, they should call Karen Hixon. She can fix the settings, maybe it was filled out wrong or something was clicked wrong or whatever. A backside to this is incentives for employees to not take their days off, or look at other incentives. Perfect attendance people, maybe put their name in a drawing, and if they win, John will sub their class for a day. Decreasing absenteeism and increasing subs are two ends of the problem to address.

Other ideas: Steve recommended that a person be assigned to do the follow up. John explained the procedure for subs to follow. Of active subs, we may only have 10 or 15, and not necessarily ones that will work in all schools. Larry suggested that we be more proactive and check people who've applied and see if they can work. Sara suggested an incentive for our own retirees to sub.

VI. For the Good of the Order – Chairperson

Larry mentioned that the food service needs to be removed from the SEAC policy since it is a separate contract now.

A. Reminder next meeting will be November 29

Agenda items for next time: Linda has a team request. Get an accounting of the 123 money that was given in the spring. Larry: the online version of the manual, is it more accurate? John said that one is the most accurate. John mentioned probably user error.

VII. Adjourn - Chairperson

Sara adjourned the meeting at 5:44. John mentioned that if we didn't get the google calendar invites for the next meetings to let him know.