

Finance Committee Minutes
June 9, 2011

Meeting was called to order at 6:30 a.m. at the Pana Unit Office Board Room

Chairman Foor called the meeting to order.

Members present: Metzger, Beyers, Foor -

Members absent:

Superintendent Present: Yes

Visitors: David Dively

The committee discussed the following:

1. *Approval of the Minutes from 5/12/11.* Motion by Metzger; Second by Beyers.

2. *Personnel Salary Considerations* – Dr. Lett reviewed the Non-Union Support Staff Considerations. Historically they have given the higher of the increases for PEA or ESP. This year is 4.79% for PEA and 4.75% for ESP. Dr. Lett reviewed the history of increases/salary considerations for non-union staff. Proposed an increase of \$.75 per hour for J. Scherzer and H. Phillips. Heather has taken on subs and foundation. Judy has website and addition of tracking special attendance. They did not receive this increase when it was afforded to the building secretaries. Non-union support staff does receive paid IMRF. Overtime costs have increased since the district has moved to be compliant with FLSA. Faye Maisch will be retiring from her high school position. This will not be replaced. It will be covered by Keri Miller and Brenda Riley.

Administrative team salary consideration – Dr. Lett reviewed the administrative salary schedule. In 2013-14 schedule will be phased out. Based on changes to school code both teachers and administrators will have 50% of their evaluation based on student performance in 2013. 2014-2015 a growth model will be introduced with assessments 4 times per year. Dr. Lett is recommending a 3% increase for administrators. Offered to hold his increase to a cost of living with longevity in support of giving 3% to administrators.

Reviewed spreadsheets that outline the salaries and benefits if Non-union support staff receive 4.79% and administrators receive 3%. Cost for increase to support staff is approximately \$28,000. Examples for administrators provided at 1.5%, 2%, 2.5%, and 3%. 3% increase would be \$26,339 in new money for salary and benefits. The committee was in agreement to recommend the 4.79% for Non-Union support staff and with additional considerations and 3% for administrative increases. Motion by Bill Beyers, second by Clint Foor

3. *Other Financial Considerations* - Overtime issue. Was not a significant issue before 2009. Compliance with FLSA has caused a significant increase in overtime. Other factors have been an issue in increasing this cost and these will be addressed in next contract. Example, leveled pay. Dr. Lett reviewed spreadsheet that provided a 3 year average of overtime

costs. Reconfiguration of the lead bus driver position has resulted in some savings. Overtime for other key positions has increased. Currently considering options to address the problem. Initial proposal is to put a cap on the amount of overtime. If this does not positively impact the problem there may need to be more drastic measures taken. Mr. Foor suggested that we solicit Bushue and Associates to evaluate the positions and examine efficiencies to reduce overtime.

Athletic Fee – Dr. Lett shared information regarding our current athletic fees and ticket prices. The committee discussed instituting an athletic fee/students activities fee. Approximately ½ of conference teams are charging \$4 for admission. Dr. Lett doesn't believe that this is the time to institute athletic fees or increase admission charges. The committee was in agreement. It was suggested that we may want to consider increasing fees for driver's education.

Next meeting will be Thursday, August 11, 2011.

A motion was made by Beyers and seconded by Foor to adjourn the meeting of June 9, 2011 at 8:07 a.m.

Member

Member