

# Minutes of the Special Work/Study Session Of November 10, 2009

## Prescott Unified School District Governing Board

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A Special Work/Study Session meeting of the Governing Board of Prescott Unified School District was held Tuesday, November 10, 2009, beginning at 4:30 p.m. in the Board Room located at the District Office, 146 South Granite Street, Prescott, Arizona.

### Board Members Present:

Andy Newton  
Dee Navarro  
Joan Fleming  
Steve Campbell  
Tina Seeley

### Others Present:

Kevin Kapp, Superintendent  
Chris Reynolds, Assistant Superintendent  
Renee Raskin, Chief Financial Officer  
Andrea Mayer, Adm. Asst. to the Governing Board

### District Personnel and Members of the Public Present:

Kelly Cordes	LaurieAnn Frank	Janice Snyder
Carol Yetman	Larry Peterson	Heidi Atkinson
Col. Denny Peoples	Mardi Read	Sgt. Cal Martinez
Jane Robertson	Anthony McComack	Mike McCrady
Connor Malcolm	Caroline Van Dine	Bob Toomer
Jay Collier	Tina Corbett	

### CALL TO ORDER

President Andy Newton called the meeting to order at 4:34 p.m.

### WELCOME, INTRODUCTIONS AND OPENING CEREMONY

President Newton welcomed everyone in attendance and led the audience in the Pledge of Allegiance.

### APPROVAL OF AGENDA

President Newton asked Mr. Kapp if the agenda was in order. Mr. Kapp responded that the agenda was in order.

Mrs. Dee Navarro moved that the Governing Board approve the agenda as presented. Dr. Joan Fleming seconded the motion.

Dr. Joan Fleming voted aye, Mr. Steve Campbell voted aye, Mrs. Dee Navarro voted aye, Mrs. Tina Seeley voted aye, and President Newton voted aye. The motion carried 5-0.

## **WORK/STUDY SESSION:**

### PRESENTATION AND DISCUSSION REGARDING A STEPLESS SALARY SCHEDULE

Dr. Chris Reynolds reported that the employee groups preferred to wait until the district was better financially before implementing the stepless salary schedule. He noted that during the retreat over the summer Mr. Campbell had asked that it be brought back to the board.

Mrs. Navarro requested that any changes be reviewed. Dr. Reynolds reviewed a few changes that had been made since February. He noted that you can get credit as you go without waiting for the end of the year to turn it in and that classified took the total number of hours worked per day times .59/hour (representing lowest box on salary schedule – Grade 2, Step 1). He added that he wanted to have consistency with classified, certified and administration. He pointed out that one of the changes for classified is different in this way – not all classified staff work 261 days – and the classified representatives recommended that it be based on the number of days worked by each individual staff member.

Mr. Campbell noted that certified staff can earn up to 90 credits maximum beyond their degree and classified can earn up to 30 credits a year every year. Dr. Reynolds responded, that's because classified may not be pursuing a degree.

Mr. Campbell noted that it's indicated that the governing board will determine annually the amount of money available to employee groups, but the questions asked if we would commit to specific amounts (all money, etc.), and that he didn't understand that question. Dr. Reynolds responded, part of our discussion should be focused on the philosophical side so staff knows where you are coming from. He added that the question is referring to how strongly can you (the governing board) support this and how firmly can you commit funding when compared with our seven comparison districts. Are you prepared to say that all employee groups will receive that which was spent on them the previous year (percentage).

Mr. Campbell asked, 12% of the total budget or of money that becomes available? Dr. Reynolds responded, it would be the same value amount every year. If the average of the seven comparison groups is higher – are you committed to making that money available.

Mr. Campbell stated that he couldn't imagine the board could make that kind of commitment because of all those things that happen with the Arizona legislature. He then asked, how does the committee see IBN being used? Dr. Reynolds responded, two of the three groups support the use of IBN and the administrators do not believe it's necessary. He added, there's a finite amount of money that the groups could negotiate for and the administrators believe there should be a deadline where the groups come back to the board for approval and oversee the percentages.

Dr. Reynolds noted that the employee groups are comfortable with that process and we could have both. In these challenging times, districts are set with problems financially, but believe it's a fair question to ask of the board.

Dr. Newton noted that the professional growth will change the funding. Dr. Reynolds noted that if everyone turned in four credits – it could be \$100,000 obligation that we might not be able to meet.

Mr. Campbell stated that if you wait to implement the schedule and the state miraculously solves things, we'll be pulled in a lot of different directions and I'm not sure when you're going to find the perfect time to implement this schedule. Dr. Reynolds stated, I just think it's not now. There won't be an advantage at this time. Mr. Campbell pointed out that if you implement it now, when things get better, the program will be in place.

Dr. Newton noted that the people who took credits would come first - you'd have to decide that. Dr. Reynolds stated that in the past you've made a commitment to pay for professional growth – about \$65,000 – but we're adding to that. He added, you also have a group of folks who have been reclassified and they are waiting patiently. You could do it now, but I just don't see the overwhelming benefit of it. If folks end up losing their jobs – what benefit is the new schedule. Dr. Newton noted that over a five year period it will cost you more because you are paying as they earn credits instead of waiting for them to earn a certain amount of credits. You can't keep it the same every year. You might hire more certified than classified.

Mrs. Navarro noted that it will change every year. Dr. Reynolds added that we're looking at declining enrollment which will affect it also. He then reminded the board that our contracts and agreements have a provision that can decrease salaries if needed.

Mr. Campbell stated that regarding the question, will you support the certified proposal for a flat raise – if they determine the amount, then they are controlling that base salary. We would also be concerned about that base salary and our ability to hire. Dr. Reynolds noted that the employee groups have to come to the board for approval of their proposals so you would still retain that control over the schedules.

Mr. Campbell asked, is the characteristic of the salary schedule to remain above the average of the seven comparison districts. Dr. Reynolds responded, the schedule doesn't – the amount of money you commit to does – to keep the district competitive.

Mr. Campbell noted that of those characteristics listed, it appears to be equitable to all groups, encourages professional growth, and is fundable. I'm not sure what that means – to me fundable means what's available and what the board commits to. Dr. Reynolds stated that you can edit this as the board and do that type of critiquing. Mr. Campbell pointed out, there is no top – there's always that chance to go forward.

Dr. Newton noted that on the initial placements – you start where you are now on the current schedule.

Mrs. Navarro added, if we were to do this, everyone goes in where they're at now and the only cost would be professional growth. Dr. Reynolds added, initially the cost would be for professional growth, to make us competitive with other districts, and getting as much as last year.

Mrs. Navarro stated that we could put everyone on the schedule and say we'll have to wait to implement parts of the schedules.

Dr. Reynolds asked, what's the advantage to the employees to place them on this schedule? We don't have a definitive answer.

Mr. Campbell pointed out, that's already happened to us – we've already had ups and downs. You might move to this schedule because the board feels that it's more equitable – when we are able to start funding. It helps to set it in place. He agreed that it's tough right now – but we can't wait until the perfect moment – we need to keep looking at this. Mrs. Navarro stated that she agreed.

Dr. Fleming asked, what is the feeling of the employee groups regarding this schedule? Dr. Reynolds responded, the representatives on the committee support this. Ms. Mardi Read added, the committee supported it as a whole – but may not by pieces.

Mr. Kapp summarized that if two or more board members want this on the agenda, we can do that. You might want to see what happens over the next two months.

Mr. Campbell suggested having an executive session to discuss dollars and then have an open session.

Mr. Campbell asked, what is the current view from state capitol? Mr. Kapp responded, there is the possibility of a special session on November 17<sup>th</sup> and we may have to deal with another mid-year reduction of some type - we really don't know.

Dr. Fleming stated that she is trying to get Chuck Essigs up here for a forum - probably the third week in January – to discuss the state budget and education.

Mr. Kapp noted that in order to prepare we're saying no a lot and hoarding our soft capital. The more funding we can put aside might decrease the number of people laid off, which is a priority in my opinion. He added, we are down some students this year, which will affect us next year.

#### ADJOURNMENT

Dr. Joan Fleming moved that the meeting be adjourned. Mrs. Tina Seeley seconded the motion.

Dr. Joan Fleming voted aye, Mrs. Tina Seeley voted aye, Mrs. Dee Navarro voted aye, Mr. Steve Campbell voted aye, and President Newton voted aye. The motion carried 5-0.

President Newton adjourned the meeting at 5:20 p.m.