

**May 20, 2016
CBT Minutes**

Members in attendance

Kate Clark
Todd Bright
Stacy Follet
Darryl Webb
Stephen Crane
Gay Hahn
Liz Amettis
David Blackburn
Melanie Lipscomb
Nancy Jones
Mike Aichele
William Wooddell
Cory Scheffel

Absent

Kate Madden
Kyle Earhart
James Giron

Check-in

Who are you? How are you? Who is missing? Time constraints? Elephants? Expectations?
Most spectacular natural occurrence?

Agenda

- Check in
- Review (and answer) questions that arose from 5/11 meeting
- Brainstorm suggestions for the Financial Plan/Guiding Strategies document for the School Board
- When do we address the \$40000 salary schedule “repair” monies?
- Back to work on DNA document - Article 17
- Check out

Minutes-

Agenda item (*and minutes in italics*)

Review (and answer) questions that arose from 5/11 meeting

(*See below*)

Brainstorm suggestions for the Financial Plan/Guiding Strategies document for the School Board

(*Addressed in questions below*)

When do we address the \$40000 salary schedule “repair” monies?

(*Options and suggestions for the \$40k need to be completed ideally by November so the board can address those in their December meeting...discussions should include benefits in light of Affordable Care Act compliance*)

Meetings and goals for Summer 2016 and into 2016-2017 School Year (added to agenda)

Interests:

- Honor need to rest/vacation*
- Have as many present as possible*
- Understand not everyone can attend all meetings*
- Summers are better timing for some*
- As much as possible, CBT members obtain all facts to make decisions before conversations*
- Finish combining documents into DNA before the start of 2016-2017 school year*
- Clear up any issues with comparison districts so CBT may make informed decisions salary/benefits action to be taken in the 2016-2017 school year*

Reviewed handbook regarding quorum and attendance

May 27th meeting will occur

June 16th meeting will occur

No meetings in July

Back to work on DNA document - Article 17

Did not occur

Statement

Minutes will formulate the statement

1. Whose proposal is this?
Budget proposal was prepared by Darryl, David, Kyle and Gay. It was reviewed by DAC and discussed, adjusted and approved by the board
2. What is actually specifically happening with salary and benefits in August (September by contract)?
At this point, nothing. Step and level will roll out to all staff in January. The \$40k will be addressed by CBT to be enacted
3. Look at the Big Picture
clarifying statement
4. The financial plan is a starting point...not an action
clarifying statement
5. What's fair?...Then equalize
clarifying statement
6. \$40K additional for salary and benefits *does include roll-over money*
 - a. Comes from recurring money
 - b. Additional (or less) recurring money may appear in the future
7. Topic shifted quickly at last meeting
clarifying statement
8. DAC viewed a draft of the financial plan 1 month prior to CBT
clarifying statement
9. What is CBT's role on negotiation of salary and benefits?
CBT is the sole negotiation venue for classified, certified and administrative salaries and benefits

10. What is the timeline or sequence for accomplishing financial plan? Who 1st? When?
To be determined through the CBT process
11. Getting bogged down in the details (Financial plan? DNA?)
clarifying statement
12. How do we make sure we address time sensitive issues (budget, salary and benefits in this case?)...and still make progress on DNA
Superintendent will inform CBT of budgetary discussions or allocation discussions they need to have in a timely manner so that the school board and DAC can benefit from the findings/decisions of CBT before acting on budgetary or allocation decision in terms of salary or benefits
13. DAC, CBT, ADMIN, Board...what order does discussion flow for salary and benefits
This year CBT is in a role of discussing allocation of funds set forth in the 2016-2017 budget. In the future, The process will begin in January and will include options and recommendations before the May budget is adopted.
14. Defining financial advising (flow chart?)
See above
15. Do salary discussions belong at DAC?
Yes...but just general budgetary salary/benefits district wide. Discussions should not get specific to the employee classification level or position level
16. What happened to the finance committee?
Dissolved. The feeling was that these discussions happen at the DAC level
17. Does CBT finish the DNA first or can we press "pause" on DNA, discuss other stuff and the return?
See question 12
18. Does CBT have a role in capital or one time expenditures outside of compensation?
Yes. CBT may discuss capital expenditures. However, it is the main purview of DAC.

Check out

Agenda for next time:

Check-in

- Timeline for finances to be presented by Darryl and David (and then discussed by all)
- Address article 17
- Address article 18
- Discuss Comparison Districts
- Check out