

*Meeting No. 21  
St. Louis County, Missouri  
April 19, 2007*

*Book 55                      Page 167*

**OFFICIAL MINUTES (Cont'd.)**

Dr. Jerry Chambers announced that the following points summarized proposals upon which there was agreement during the three meetings of the Joint Discussion Team for Certified Staff:

1. Compensation-related items include increasing salaries 6 percent across the board.
2. Increasing certified staff up to 20 positions.
3. Re-establish the 3-tier bus system.
4. Increasing the maintenance budget to enhance staffing and equipment.
5. Agreement to apply a percentage of 6 percent for raises to all other district staff.
6. Recommending the reduction of cost of insurance premiums to staff and their dependents. District coverage will cover orthodontics for employees and increase the durable medical equipment benefit.

With agenda material distributed immediately prior the meeting, Dr. Chambers submitted spreadsheets of 2007-08 salary projections for each of the certified salary schedules. Copies of that data are attached to these official minutes, labeled Agenda Item #6.b. He publicly recognized faculty, administrators, and board members who participated in the Discussion Team. In his comments, Dr. Chambers noted his budget philosophy of first providing for the teaching staff. Ms. Kay Cappos, Certified Chief Negotiator, advised Board Members that staff was thrilled with the proposals and felt they are valued for the job they do. In the discussion that followed, it was immediately noted that No. 5 in the summary should be deleted inasmuch as the certified team does not negotiate for all other district staff.

***No. 114, Apr. 19, 2007, Mr. Karl Frank made a motion, seconded by Mr. 2007-2008 Certified Tom Diehl, to approve the 2007-2008 Certified Salary Schedules & Accompanying Agreements striking Item No. 5 from the summary of agreements. Approved With Deletion:***

While the motion was pending, Mr. Micheal Ocello asked for the impact of the proposals on future budgets. Mr. Brent Bell submitted copies of spreadsheets depicting summaries of the 2007-2008, 2008-2009, and 2009-2010 budgets. He projected in his minimum balance analyses, which combined General and Special Funds but excluded Food Service, Activities and Athletics, 7.71 percent for 2007-2008, with an anticipated balance over the 3 percent minimum of \$3,899,626; 5.16 percent for 2008-2009, with an anticipated balance over the 3 percent minimum of \$1,786,577; and 5.84 percent for 2009-2010, with an anticipated balance over the 3 percent minimum of \$2,347,422. He stated that, while the

*Meeting No. 21  
St. Louis County, Missouri  
April 19, 2007*

*Book 55                      Page 168*

*OFFICIAL MINUTES (Cont'd.)*

*No. 114, Apr. 19, 2007,  
Continued:*

Board has yet to make decisions on other employee groups, for purposes of his calculations he had included a 6 percent wage increase for classified staff in 2007-2008. Copies of the recommended proposals and financial data have been attached to these official minutes and incorporated herein. Mr. Bell then responded to questions of Board Members regarding inclusion of Public School Retirement System contributions; projections for salaries, insurance premiums, and other operating costs in budget estimates for the years after 2007-2008; effect of the current proposals on the maintenance fund; revenue projections for increases in reassessment years and the state formula; estimates of non-inflationary increases on expenditures; the projected balance when the 2006-2007 budget was approved and current predictions; continuation of the voluntary transfer program; textbook expenditures; and costs associated with returning to a three-tier transportation system. Dr. Eric Knost commented on modifications to the three-tier system, and there was discussion of scheduling issues with the current four-tier system. Mr. Ken Leach asked for assurance that approval of the 2007-2008 proposals will not place future budgets in jeopardy. Mr. Bell responded that the district will not be financially distressed. Mrs. Cindy Christopher recapped her understanding of the discussion by stating that the 2007-2008 proposal is based upon the assumption that the final balance for this year will be 12.5 percent, that there will essentially be a 5 percent reduction in balances next year due to this proposal; that, with no further salary or expenditure increases, there will be a 7.71 percent balance at the end of 2007-2008; and that, with no further increases in any area, there will be a 5.1 percent balance at the end of 2008-2009. She asked if channel changes for next year were known. Mr. Bell stated that data was difficult to predict and had not been included. There was discussion of a possible calculation. Mr. Ocello asked Ms. Cappos for confirmation that certified staff is fully aware of the fact that Board approval of the 2007-2008 proposals may mean no salary increases the following year. Ms. Cappos stated her staff had been informed by her, and they are aware and appreciative of this year's proposals. She added that there had been a 100 percent unanimous vote in favor of the proposals. There was a brief discussion of the increase to the stop-gap insurance clause that had been instituted last year, and Mrs. Christopher asked the Board to be aware that any major catastrophic medical issue would affect the insurance pool. There being no further discussion, Mr. Diehl asked for a vote on the pending motion:

*Meeting No. 21  
St. Louis County, Missouri  
April 19, 2007*

*Book 55                      Page 169*

**OFFICIAL MINUTES (Cont'd.)**

**No. 114, Apr. 19, 2007,  
Continued:**

Yes: Mrs. Christopher, Messrs. Diehl, Felton, Frank,  
Leach, Ocello and Palamand.

No: None.

The Board of Education approved the following meeting dates for the 2007-2008 school year:

Thursday,	August 16, 2007
Thursday,	September 20, 2007
Thursday,	October 18, 2007
Thursday,	November 15, 2007
Thursday,	December 13, 2007
Thursday,	January 17, 2008
Thursday,	February 21, 2008
Thursday,	March 13, 2008
Tuesday,	April 8, 2008 (Reorganization Only)
Thursday,	April 17, 2008
Thursday,	May 15, 2008
Thursday,	June 26, 2008

Mr. Jim Fischer reported meetings of the Classified Employees Discussion Team in which representatives of each of the ten employee groups made very professional, positive presentations. There were two common issues. Eight of the ten groups brought their concerns about the insurance buy-back program. It was felt there had been inequity for a number of years. They have asked for a review of cost factors. The second issue, Mr. Fischer advised, relates to the existing classified staff salary schedule. He stated certain concerns with clarity. Since the schedule is in its 8<sup>th</sup> or 9<sup>th</sup> year and was projected for a ten-year cycle, Mr. Fischer asked for approval to explore data on what other districts are doing. Mr. Micheal Ocello had been in attendance at the meeting and expanded on some of the issues with the insurance buy-back program and salary schedule. Mr. Ken Leach agreed with studying both issues but also requested the effect of any changes on the budget.

Mr. Jim Fischer cited a need for clarification of practices for part-time employment of professional staff, including consistent application compensation and benefit practices. He advised that the school district currently utilizes the services of 30 professional staff employees on a part-time basis with no clear-cut policy guiding compensation and fringe benefits. Con-