

Yuma School District-1  
April 15, 2019 Regular Meeting - Revised  
Board of Education

**BOARD MEMBERS PRESENT**

Dan Ross, President

Duane Brown, Vice President

Lindsey Galles, Director

Dianna Chrisman, Superintendent

Sherry Dennis-Murphy, Business Manager

Rhonda Metcalfe, Executive Secretary

**BOARD MEMBERS ABSENT**

Kim Langley, Secretary/Treasurer

Thomas Holtorf, Director

**1.0 CALL TO ORDER AND PLEDGE OF ALLEGIANCE**

Board President, Dan Ross called the regular meeting of the Board of Education to order at 7:02 p.m. on Monday, April 15, 2019, in the Yuma School District Board Room.

**2.0 AGENDA-ADDITIONS/DELETIONS-APPROVAL**

No additions or deletions.

Motion by Brown, seconded by Galles to approve agenda as presented.

Voting Aye: Brown, Galles, Ross. Motion Carried.

**3.0 FINANCIAL OFFICER REPORT**

- Business Manager Dennis-Murphy gave the financial report for the month of March.
  - ❖ Expenditures \$758,895; Revenue \$1,189,028; Payroll and Benefits \$625,937
  - ❖ Noted expenses:
    - \$7,310 to Aluminum Athletic Equipment for the high jump pad and cover
    - \$16,871 to Rasmussen for repairs and parts at YMS and YHS
    - \$3,710 to Rasmussen for repairs for motor switches and valves at MES
    - \$13,800 to Neenan Company for final Master Plan
    - \$4,000 to Blue Sky for asbestos abatement and testing  
President Ross asked if this \$4,000 would be reimbursed to us from insurance or if this was the district's portion. Dennis-Murphy replied that this is the district's portion.
  - ❖ Donations were noted
- Dennis-Murphy reported back to the board regarding the question Brown had raised at last month's meeting regarding how the property taxes were being receipted in and how come property taxes were over and mill levy was under; asking them to note that she made an adjustment and the property tax is now at 100% and all the other money the district will be getting will be put in as mill levy. When the audit takes place Scott will determine how the money needs to be moved.

- Dennis-Murphy reported the district is finishing purchasing for the year. With grants there will still be purchasing as they need to be spent to zero.
- Dennis-Murphy noted that the Budget Review and Changes will be addressed later in the meeting but for information, the supplemental for the general budget will be done next month before the deadline for 19-20 season.

#### **4.0 CONSENT AGENDA**

##### 4.1 Approval of Minutes

4.1.1 March 18, 2019 – Regular Board Meeting

##### 4.2 Routine Business

4.2.1 Financial Reports as of March 31, 2019

4.2.2 March 2019 Check Register

4.2.3 Donations

- ❖ \$750 from J&L Auto to YHS Baseball for team hoodies
- ❖ \$300 from Community Cupboard for YHS Baseball

##### 4.3 Personnel

4.3.1 Recommendations

- ❖ Jacqueline Doggett – YHS Para
- ❖ 2019-2020 Contracts: Administration, Special Services, Teachers

4.3.2 Separations and Resignations

- ❖ Brandi Lippert – YHS Guidance Counselor
- ❖ Vickie Campbell – MES 3<sup>rd</sup> Grade Teacher
- ❖ Otilia Volz – YHS ESL Instructor

Motion by Ross, seconded by Brown to approve consent agenda as presented.  
Voting Aye: Brown, Galles, Ross. Motion Carried.

#### **5.0 VISITORS COMMENTS/REQUESTS**

- None

#### **6.0 SCHEDULED AUDIENCE WITH BOARD**

- None

#### **7.0 CORRESPONDANCE**

- None

## 8.0 DISCUSSION ITEMS

### 8.1 2018-19 Budget Review/Changes

- Superintendent Chrisman turned this over to Business Manager Dennis-Murphy to explain a procedural change. Dennis-Murphy reminded the board that the State is changing the wording of the budgets. The final budget will be approved in June and by the end of January there will need to be Budget Review and Changes if there was anything updated in the budget. With that, during this meeting the board will be approving the budget changes that should have been done in January. Dennis-Murphy states that everything has been done online and she has spoken to the State about being late in this. It is just a procedure at this point until everyone is used to this new format. The numbers on this report are from January. If there is any additional supplemental needed, normally done in the spring, this will be done next month. The Appropriation Resolution will need to be approved the same as is done with the final budget.

Discussion followed.

Motion by Galles, seconded by Brown to approve Budget Review and Changes.  
Voting Aye: Brown, Galles, Ross. Motion carried.

### 8.2 2019-2020 Approval of Health Insurance Plan

- Superintendent Chrisman reported the district has received good information regarding the Health Insurance Plan. The district's health insurance committee met with Andy, One Digital. The district had better usage this year than in the past. This made the district competitive to receive bids. In the process of comparison of United Health to Cigna, United Health was able to present a quote with the same coverage with a couple of small areas slightly enhanced for .1% less. There would also be \$10,000 included for wellness incentives, whereas some districts would use this to pay for flu shots, blood screens or similar things. The structure is the same. The district will offer the gap plan where a portion of the \$6,000 deductible is paid, or \$4,000 potentially. Also a buy-up plan with the 80/20 coverage rather than the 70/30. There would also be the HSA, which is the smallest out of pocket amount. No anticipated usage change. The annual district contribution will be reduced by approximately \$10,000. The committee is posing that the district receive the .1% savings and the employees will maintain the current amount. There have been good reviews of United, whereas with Cigna there have been numerous issues with pre-certifications for procedures, etc. Recommendation from the committee is to approve this health insurance plan change.

Vice President Brown asked for clarification on who the committee is. Chrisman responded that the committee is made up of representatives from each building; Julie Frihauf, Lysondra Yost, Lynne McMurphy, Janna Young, and herself. Superintendent Chrisman also added that United Health Care has a much larger network nationally as well. Open enrollment will be the first week of May.

Brief discussion followed.

Motion made by Brown, seconded by Galles to approve the Health Insurance Plan with United Health Service by One Digital for the 2019-2020 school year as presented.  
Voting Aye: Brown, Galles, Ross. Motion carried.

### 8.3 2019-2020 PERA .75% Employee Increase Discussion

- o Superintendent Chrisman reported the district has been having conversations about the PERA changes based off of last year's legislative cycle. The overall changes are beginning July 1<sup>st</sup>. Employees will have an increased portion of their salary that is subject to PERA. The total amount will be 2% over the next two years. In 2020 it is .75% , in 2021 it is an additional .75%, and in the third year it is .5%. The district has a one-time .25% increase. Chrisman directed the board members attention to information included in the board packet listing the history of what the district has paid over the years for its PERA portion, which is 20.15%. Ultimately, in this PERA increase, there will be a reduction in staff take-home pay. Chrisman has been looking at the potential for the district to cover this in various ways, for example a contract addendum, or adding it into salary schedules, or possibly paying PERA directly, if allowed to do that. After considering each option the recommendation would be to cover the .75% for the 19-20 school year. This would be reevaluated every year based on budget. The district would pay directly to PERA and would save \$6,000. Chrisman pointed out the information sheet shows the overall fiscal impact for 19-20. The district then took the district costs of what is projected for 19-20 based on what was paid in 18-19, and ran the spread sheet based on all receiving the raises that are planned for. The change from 18-19 in just the district portion, not taking into consideration any of the employee contributions, for 18-19 was \$994,693.72, which is what the district pays towards retirement for all staff. In 19-20, that projected district cost is \$1,009,800. The projected employee increase that would be taken out of employee salaries to cover the .75% is roughly \$37,000. The district is therefore looking at the potential for the district to take on that \$37,000. Important to note, long term this would be something that would need looked at in the future. Chrisman reiterated that she is comfortable working this \$37,000 into the budget, acknowledging that it would need to be looked at each year to see if the district would be able to continue or not.

President Ross expressed his concern that the district would eventually be contributing at 22.4% and would be locked into this for years to come. Chrisman responded that the district would not be locked in if it was being reviewed every year. She reported that some districts are putting this into the salary schedules, bumping employees up the 2%, and in doing that the district would be locked in. Chrisman still has some concerns with funding at the State level therefore is not recommending putting this into something that is final, rather something that is

reviewed every year. As the budget permits, she feels anything that can be done to support the staff salaries is what should be considered. None of this would have any impact going into reserves but all budgeted out of the ongoing and with cushion. The difference that it makes for an average teacher, who is at \$40,000, it is \$335 increase over the year, which on our salary schedule a teacher step is approximately \$1200 reducing that step down to \$800 or \$900.

President Ross asked what will happen if at year four the district does not have the budget to continue. Would the district go to the employee stating the district has to start taking 2% out of their paycheck to cover this instead of just the .75%? Chrisman agreed that would be the case, however, would point out that they received the benefit of not having to have that taken out for however many years the district was able to provide that for them. Ross states he doesn't know if this is a better option than to just take a little bit now and a little bit next year as PERA had it designed to do.

Vice President Brown expressed that he has been giving this consideration over the last week. He feels this proposal basically presumes that this is a pay cut to the employee. He states that he fundamentally disagrees with that. He thinks this is an investment in the employee's future retirement, and keeping PERA sound and stable over the next 30 years. Brown states he looked back over the legislative history and what they are trying to do is build stability into that. Brown reports that he is at this point not comfortable to say that we are going to substitute our judgement here as a local board because we have this year's money to do it, we may not have it next year and then it shifts back to the employees. He states the board is already doing 20% of it and employees are doing 8%. The district will go to 20.4%, employees over time would go to 10%. The other part he is troubled by is that we don't have the small school rural \$30,000,000 coming yet. Chrisman acknowledged this and stated this is not a guarantee any year. Brown believes the district will be fighting for the next several years to keep funding at the same level it is now and is not counting on any of it coming forward. Brown summarizes that one, he has a philosophical problem with this and two, he is not sure the district is going to have the cash flow and revenue to keep it up. He is therefore not in favor of proceeding at this point.

Chrisman responded that her other concern is in the Superintendent conversations happening in Northeast Colorado where the vast majority are finding a way to absorb this so that teachers and staff are not having a reduction in their overall pay, whether the district calls it a pay cut or a reduction in what they will be taking home next year, the district will be less competitive. The district already has some hurdles as far as trying to attract and retain teachers and she is concerned this is one more thing against the district.

Ross asked Chrisman if she thought we would lose a teacher over \$375. Chrisman reiterated it is not so much a concern of losing teachers but of being able to attract new teachers. Galles agreed with Chrisman stating that when new teachers are coming right out of college they have student loan payments and \$300 is a substantial amount to them.



Vice President Brown responded that Chrisman is assuming the Colorado economy keeps moving along at the same rate of growth it has. Chrisman responded that this doesn't change on the school funding piece as far as the per pupil funding amount. Amendment 23 ensures the district will get that new money every year based on the inflation plus 3% minus the negative factor. Brown states that they can adjust the negative factor on a yearly basis which could mean that the district would not get the \$228,000. Chrisman agreed and stated that is what happened nine years ago when the negative factor came into place and everyone had to make cuts. She reiterates that again she is looking at anything that the district can do for the staff, even if it is year by year, and feels it is worth looking at. Even though the district cannot predict what is going to happen in two years, the district can almost predict at this point what is going to happen next year and we have the budget for it, which Chrisman feels can be sustained. Chrisman noted that she is in agreement with Brown in that PERA is a retirement benefit and an investment but states if the district looks at where we are with teachers' salaries as compared to other businesses or other professionals that have a four-year degree, the amount of money in our teacher's scale is not comparable. Therefore, anything the district can do to not have a teacher, secretary, para, or other staff have to have less take home money needs to be considered. Brown agrees that he would like to support everyone as much as possible but feels this may be a back door way of doing it. Brown states he feels it is as someone made a decision that employees need to make a bigger contribution and it is an investment in their future and PERA and that is the pocket they looked at to take it out of. Chrisman stated that if the district puts it into the salary schedule it changes the amount that the district would pay each of these years, it would not be the \$37,000 it would be the \$37,000 plus an additional \$6,000 each of those years because the district would then be charged the 20.4% on that salary. Brown responded that maybe that was the actuarial assumptions they were using to come up with the 30 year fixed PERA because that is what was trying to be accomplished here with PERA. Chrisman responded that she doesn't think PERA cares where the money is coming from, it was calculated that this needs to happen because the districts had been having increases pretty steadily and there were some districts that could not afford anymore coming out so she believes this was a way for those districts to not be required to do it like it had been when it moved. In the conversations that Chrisman was in when it was happening the districts that were lobbying against the changes were wanting to make sure that they were not required to pay anything else. This doesn't matter if the money comes from us paying it to PERA or if the employees do. PERA is going to get their money.

Brown responded that he would like to have a little more time to look at it and think about it. He would like to have a clearer picture of what the legislature is going to do this year as far as how much revenue the district is going to get. In that regard, Brown would make a motion to table this proposal until the June 17 meeting. Chrisman responded she needs to check with Janna Young as to how much time she would need to make the adjustments. Brown states he would like more time to look at this and consult with some of the PERA people, and possibly some of our

legislators that were instrumental in getting this through last year. Chrisman stated that Janna has the contact information for PERA as she has been having a lot of conversations with them.

Ross stated that he feels Mr. Szabo would also be a good contact as far as overall impacts. He states he understands that PERA is going to get their money but how is it going to affect the district. He states he understands the school district is different than a business.

Motion by Brown, seconded by Galles, to table the PERA resolution and proposal until the May 20<sup>th</sup> BOE meeting.

Voting Aye: Brown, Galles, Ross. Motion carried.

#### 8.4 Approval of Safety/Security Position – New Position

- Chrisman presented information regarding discussions with the administrative team looking at the district's safety plans. Chrisman recommends the addition of a safety coordinator. Currently the building level security falls within the scope of the building administrator positions and depending on the day and their schedule they have to push security to the side because other things are happening. The team has talked about various ways of meeting staff training, meeting building reviews, and MOUs with various organizations; the district has hospital MOUs in case of crisis. The district has plans in place for evacuations, as well as plans in place for HAZMAT, however all of these things take time to coordinate and to make sure there is a really good plan in place. Chrisman is recommending this as a part-time position. This part-time position will be over twelve months. This position would have a lot of work that could be done in the summer before things get busy in the buildings. She would look at a July 1 start date. Also, she states once the basis of the position is complete there are numerous grants for various safety equipment or for extra safety trainings that current staff does not have time to do. Chrisman reports that things have changed with some of the Claire Davis laws and with liability the position is warranted.

Motion by Galles, seconded by Brown to approve the addition of the safety coordinator position for the 19-20 school year. Voting Aye: Brown, Galles, Ross. Motion carried.

#### 8.5 Ratify School Closure – April 11, 2019

- Chrisman reported it was necessary to cancel school due to the storm projections. Brown states it was a good call to make.

Motion by Brown, seconded by Galles to ratify the school closing on April 11, 2019.

Voting Aye: Brown, Galles, Ross. Motion carried.

## 9.0 Superintendent Report

- Superintendent Chrisman began her report stating that there was a modification to the BEST Grant application based off of BEST requirements that changed the overall amount. Instead of just under \$30,000,000 it is now just under \$32,000,000. This changed by about \$700,000 within the line items for two of the contingencies that Neenan didn't build in as much as BEST recommends and additional hard costs of about \$1,100,000 upon further review of sub-contractor estimates. If the district were to get the BEST Grant and the bond, the project goes through, and if Neenan was correct in thinking that extra money isn't needed then it can be used for something else. It cannot be used for additional square footage but it can be used for additional equipment or other upgrades inside that space. It does change what the district would need to do for matching funds to get the BEST grant. The next step of the BEST grant will be for the district to do a 2-minute presentation and a few minutes of questions and answers on Friday, May 17<sup>th</sup>. There will be a final schedule put out in the next few weeks. Questions that typically come up especially with our particular proposal will inevitably come up around square footage and why the district is maintaining the commons space or the auditorium space. Every applicant that had a full building proposal was questioned on the square footage. The district has discussed many times that the current Master Plan is a good plan and the presentation will be formed around that. Chrisman states that as many of the board that can be there the better. Brown added that for informational purposes; the overall total of BEST requests this year is \$447,000,000 and we are between 15 and 16,000,000 of that total so it is going to be very competitive.
- Chrisman reported on the Activity Accounts and that Business Manager Dennis-Murphy is working with SDS and conversations are still happening with how the district will modify the activity accounting.
- Superintendent Chrisman stated that there are a lot of end-of-year activities going on right now. The district office will put together a list of all the combined activities of the different buildings and get those sent out to the board.
- Chrisman states she is spending time going back through the policies. The district has the CASB Policy Overhaul and the key to getting the most value out of that is to make sure that when the legislative updates and recommended policy updates come out that we get those done right away. Therefore, in May and June the district will be going through all of those recommended updates that have come in during the last six months and make sure our policy manual is up to date. Brown asked if there is a policy on the use of social media on and off the job. Chrisman responded they are limited and she has had conversation with Brandi Clarkson this spring looking at what can be done to address some of these issues. Chrisman stated as a reminder policies take two reviews, first reading and then can be approved on second reading. The district will try to do as many as possible in May/June or June/July so that everything is in place at the beginning of August 2019-2020 school year.



## 10.0 BOARD REPORTS/COMMENTS

- Director Galles voiced congratulations to the Science Fair group that recently competed at the State Science Fair.
- FBLA will be leaving next week for State competition.
- FCCLA also has their State competition next week.
- President Ross expressed his appreciation and congratulations to the Yuma Drama Club on their recent production. He states it was well attended by the community and he found it refreshing as to how many new people were involved this year.
- Galles is also happy to see the Girl's golf program doing so well.

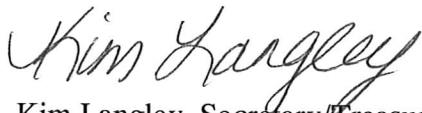
## 11.0 ADJOURNMENT

The Board Meeting was adjourned at 8:12 p.m. by Dan Ross.

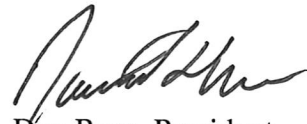
Motion by Ross, seconded by Brown to adjourn the meeting.

Voting Aye: Brown, Galles, Ross. Motion Carried

Sincerely,



Kim Langley, Secretary/Treasurer  
Yuma School District-1  
Board of Education



Dan Ross, President  
Yuma School District-1  
Board of Education

