

**Board of Education**  
**May 9, 2022 4:35 PM**  
Central Services Board Room

**BOARD MEMBERS:**

1. Call to Order - Mr. Chris King
2. Moment of Silence and Pledge of Allegiance - Mr. Chris King
3. Approval of Minutes
4. \*ESSER 3 Architect Fee Approval
5. BEP Update
6. Maintenance Budget Update/Discussion
7. Other Budget Discussion
8. Adjournment

**Budget Committee Meeting**  
**April 18, 2022**  
**Central Services Board Room**

The Budget Committee met on Monday, February 7, 2022, in the Central Services Board Room where Mr. Chris King called the meeting to order at the approximate hour of 4:40 p.m. He welcomed everyone to the meeting and appreciated everyone for attending.

**PRESENT:**

Mr. Chris King, 6<sup>th</sup> District  
Dr. Ina Maxwell, Director of Schools  
Mrs. Kacee Harris, CFO  
Mrs. Stace Karge, 9<sup>th</sup> District  
Ms. Heather Mullinax, Media  
Mr. Brian Parker, CCHS Coach

Mrs. Teresa Boston, 8<sup>th</sup> District  
Mrs. Stephanie Barnes, CAO  
Mrs. Kim Bray, HR Director  
Mrs. Anita Hale, 4<sup>th</sup> District

**ABSENT: None**

**1. Call to Order – Mr. Chris King**

**2. Moment of Silence/Pledge of Allegiance – Mr. Chris King**

**3. Approval of Committee Minutes**

Karge moved to approve. Hale with a second.

**King:** I have a correction if I may. Page 6 where I'm talking about painting Ms. Nettie back to the original color. It has the word paint black, instead of back. Change that to back. Otherwise, I think we're good.

**Karge:** Revise my motion to adhere to the changes by Mr. King.

**Hale:** I will second.

**King:** All in favor?

**Karge/Hale:** Aye

**King:** The minutes are approved from the February 7<sup>th</sup> meeting.

**VOICE VOTE:** Karge (mover-yes)  
Hale (seconder-yes)  
All Ayes

**MOTION: Carried Unanimously**

**4. Overview and Introduction of the upcoming 2022-2023 budget.**

Mr. King introduced the topic for discussion.

**King:** The main purpose here is to do an overview and introduction of the upcoming '22-'23 budget. And look at the items for the bulletin board for the budget. And any other discussion that we have. With that, I'll ask Ms. Harris to start with the introduction and overview.

**Harris:** I'm excited to officially get this kicked off for the season. Our goal tonight is to give service level introduction, throw some things out there for you all to consider as we begin to dive a little deeper. I thought I'd start with what we don't know and that's a pretty long list right now. As much as we would like to have all the pieces of the puzzle, as you all remember from this process, we will be adding information and changing things daily, sometimes hourly. Based on the information that we can get. The

biggest unknown right now is our revenue. We do not have our first estimate yet. Typically, that comes the last week of April. Expecting that soon. One thing to keep in consideration this year, it's looking to be our final year on the BEP. If you remember last year, we were very graciously given the hold harmless clause. We've been reminded that is not in effect this coming year in that allocation. Enrollment has bounced back from some of our worse numbers. We're still not at pre-pandemic numbers. That will be interesting to see without the hold harmless clause what we actually earn in the formula.

**Boston:** What is our number of students?

**Harris:** The last time I pulled it was sometime last week and it's around \$6800. And maybe some change. The last number that was used in the hold harmless was 7,011. Not a big difference but a difference, nonetheless. Every student enrolled counts. As soon as we get that, it's going to give us a much better idea of the big picture. Another unknown that is in process is our non-certified salary study. We're hoping to get some information. We've got a call with them coming up this week. We're hoping to get some preliminary information again-big picture that we can start working with and then we will get more details as they have those available. With those 2, when we look at some draft budget pages, without knowing what we've got to work with and without knowing that salary study, we don't have-you'll notice there's blanks in the people. We just felt that would be the best point in this very early level. It's way too early to project any district wide raise or how those non-certified wages might change. Instead of putting a number out there that we can't stand on, we're just going to wait and that will be something we look at in these meetings, as those numbers come in. Another unknown that usually comes later in the year is the state minimum salary for certified personnel. I really think with the changes that we invested and made to the recruit and retain certified scale last year, will carry us through. I predict an increase in that scale and I think we're still going to be good before any other changes. That is usually announced and voted on at the state boards by meeting in May. I think last year it was the day of our board meeting. Something like that. Of course, I keep an ear out and if I hear any clues as to what that might look like, I'll share that with you. I'm hopeful that we'll be in good shape there. Then again, it's just really too early to project those raises. There are some things that we do know. The first one if the save the date. We are scheduled Thursday June 2 at 4:30 at the courthouse to present all of the BOE budgets.

Other things that we do already know as we go through the budget that you'll see-for the first time in some time we've got some employer retirement cost changes. It's not unusual to see that in the certified side, but this year we're seeing that on the non-certified side as well. So, the state has already informed us that the non-certified retirement rate will change for 5.5% to 8%. That's on the employer portion.

**Karge:** That's a big jump.

**Harris:** That's a big jump, but the first one in the years that I've been here that we've seen. Certified retirement rate will decrease from 10.3% to 8.69%.

**Karge:** So, it almost levels out.

**Harris:** Almost. We've got slightly different numbers but it's interesting that one went up and one went down. That will be plugged in as well. Another issue that is known is fuel cost is a little bit crazy. We have worked with our transportation department and the county to try to come up with good estimates. We'll see. We budgeted in some estimates in our traveling teachers, our PD where you might be reimbursed for mileage for going to a conference. The biggest line where we'll see that is our gasoline line for the buses. We are looking at about a 12% increase to that line. Preliminarily.

**Boston:** Kacee, question. How are we in our gasoline line this year?

**Harris:** So far so good. We're all monitoring it really closely. That line, whenever you see it in the monthly reports is always a little funny because we pay it all and the county pays us back. It's really hard to do that. But we're doing those journal entries a little bit more frequently to get their reimbursement out of there and see what we truly have. Right now, I'm projecting that we're going to be ok. We will come to the board if that changes. If we need to move some more money.

The next item is medical insurance. We still don't have an official word. The unofficial word is around 5%, which seems like that's the unofficial word every year. I will tweak that, hopefully decrease that but that's what we are projecting right now. A couple of items, and I'll point them out as we go through

some of these draft pages. Some items that are already built into the budget that I want to point out to you, and these were kind of high demand issues. You will see that there's a new ESL teacher and that's just our numbers, our caseloads are demanding that. We're also proposing a new high school/alternative schoolteacher. We'll talk more about that when we look at that page. WE know that we are going to have a need for additional SPED teachers. We are still finalizing that. Just have that on your radar. Again, I just wanted this to be a high level and get you all some information when we start hauling things around. Another initiative that came up that a lot of folks felt very strongly about was to put a full-time school counselor in every school. I don't think I have to tell you all the uptick in mental health issues, behavior issues, that type of thing, where those type of services could really be used.

**Boston:** Do we not have a school counselor...

**Harris:** So, currently we have a least one except for 2 schools have a part-time. So, we would be bringing those 2 schools up to...

**Boston:** What 2 schools?

**Harris:** So, Pine View and Crab Orchard.

**Hale:** Do they share one? Pine View and Crab Orchard?

**Harris:** No, I think currently we have maybe an 80-day at Pine View that's just a separate contract and then a separate 100 or 120-day contract at Crab Orchard. So, 2 separate part timers.

**Boston:** Why do we not have a full time at Crab Orchard?

**Harris:** Based on the formula that we've used in the past; they just didn't have the students to earn it. When we're talking about allotments. So, this would be changing that formula to say that every physical location gets a full-time counselor.

**King:** Essentially what we do with the assistant Principals.

**Harris:** Yes.

**Boston:** Last year we put an assistant Principal in every school, did we not?

**Harris:** Right. Something else that we'll talk about as we go through, and we mentioned this at our last board meeting I believe. We are looking at a pretty large wireless upgrade project for next year, that we've been affording some money to help share that cost. We're going to get into that detail. Those are just things to have on the radar as far as what to look at. You will find some draft pages and you'll notice this isn't the whole budget. There are still several pages that have enough moving pieces on there that we weren't ready to bring. There's a lot of pages that are pretty simple, not a lot of changes that I thought we could hit. Obviously as we go through this, you'll see your 100 and 200 lines are blank or if there's career ladder on that, that's not affected by our salary scale. Those will be changing, and I'll point out changes as we go through. But there's a lot of non-descript lines that we can go ahead and look at and then that gives us more time for discussion on the ones that need the discussion.

If you all don't mind, again I'm just going to hit the high points as we go through and if you've got questions, I'll be happy to take those, but I do want this to be something you all take back with you and look over. If there's any lines, any items that you've got questions, at our next meeting we'll go more in depth. We'll start with the alternative school page. I tried to shade some of the things that I really wanted to hit. On that 116 line you'll notice there's not a number but over in the notes that's where we have added that additional high school/alternative school teacher. We have seen a significant uptick in behavior issues across all ages, but especially our high schoolers. I'm not a psychologist but I would say a lot of it is covid related and that whole upheaval of the world. Right now, we keep a pretty full high school alternative school classroom. We have 1 and if there's no room at the end then those kids have to be suspended out of school. They are losing any instruction and it hits us on chronic absenteeism and it's just the best solution for those issues. Another classroom would allow us to bring those kids, give them a place, and help that be more of a revolving door so they are not so behind if they do get to go back.

**King:** What's our current capacity?

**Barnes:** There's about 24-25 sitting in your portables right now. Those are all long term so most of your short terms are not even having the opportunity. They are just being suspended with out of school.

**King:** Ok.

**Boston:** Is alternative in a portable?

**Barnes:** Yes, they are.

**Boston:** Where are we going to put the additional teacher?

**Harris:** So, the plan is—currently the transition academy is in another portable on the Phoenix campus, so when we vacate that, get those kids in the new building, could be turned in to our second high school classroom. Other than that, on that page, there's really not a lot of increases. You can see the medical insurance. Any other questions? Ok, I'll keep flipping and y'all can let me know. The next page, page 8 is the CTE instruction page. I'll remind you that regular CTE instruction and SPED, they all have an instruction page and a support page. This is the instruction page. Not a lot of changes predicted here. As you go down, I will point out kind of a fun thing on line 706. The construction classes are looking at purchasing some tiny house kits this year. One for each high school and that would be their project. Currently, CCHS has just accepted bids on their big house, and this is kind of a trendy, new direction that I thought sounded like a really good idea.

**Boston:** But when they sell those, this money comes back in?

**Harris:** It does. We set that price; the minimum bid is what we have in it. So, that feeds the program for continuing years. I believe the board will be entertaining the bid that was made on the house at the next board meeting. That's exciting. Any other questions there? The next thing is our attendance page. Our student information services/attendance. Really not a lot here other than just some price increases just because of inflation. Any questions there? We'll flip to 11, health services, again, not a lot of changes here on that bottom half just some small price increases for equipment, supplies, band-aids, that type of things. We are looking at, had some requests to look at the nursing pay and that will be part of that salary study. More to come on that top half of the page.

**King:** Ms. Harris, I think there's a bill in there to change the pay to certified pay for (inaudible).

**Harris:** We are watching that, and we have found some benefits and pay discussion there. We are watching that to see what happens.

**King:** I don't know if it will change it up or down. Probably might change it some.

**Boston:** Well, will there be changes across the board if you're an RN or LPN?

**Harris:** I think the RN is what they are looking at. I think that's what the bill addresses. If you're an RN, what benefit and pay grade they would like to see instituted across the state.

**Boston:** But no LPN?

**Harris:** I think it's just for the RN. The next page, page 12, this is other student support. You'll see stated there, this is line 123, that is where we are proposing that we'd put a full-time school counselor. At each school. Other than that, pretty much no changes going down there. Page 13 is our regular instructional support page. We are predicting no changes, significant changes coming from those lines. The next page is page 14. This is the special education support page. As you go down there, you can see that there's really no changes at all other than some medical insurance prediction. Any questions there? Page 15 is the CTE program page. As you can see there, not a lot of changes. Moving on to page 16 which is our technology page, a couple of things to point out here. If you look up at the top left-hand corner you will see 120 computer technical personnel and line 138 computer technical personnel. This is just a change in the object number that the state we requested we make. No changes in number of people or anything like that. Just we need a different number up front. I've highlighted that. When we've got numbers to put up there, we'll put that in 120 instead of 138. Another thing, if you'll look at line 470, that is where the wireless project that I mentioned earlier will live. Technology department has done an excellent job of working the e-rate system. They recommend every 5 years that you update your wireless system to stay current and this project upgrade, we will, through the e-rate program only be responsible for about 20%, which is about \$112,000.00. The 80% that e-rate will pay comes to \$560,000.00. Pretty impressive that we can get that big of a bang for our buck. Also, the fact that we have the staff that can install it saves an enormous amount of money. We're excited about that especially with online testing coming back. And that's just going to be something about every 5 years' that we can expect that we need to look at. Line 722 this is our 1 to 1 initiative. We've got 2 large schools up for their teacher laptops and some price increases. We'll be watching that line. That line may change. You really can't get a quote sometimes for more than 3-4 days out and that's the best number we have now, and we'll shore that up and make sure prices change between now and then. Any other questions on technology?

The next page is page 17, the board of ed. Not a lot of changes here. You can see on line 207, this is the retiree medical insurance. I'm just watching that number to see how this year plays out. I know policy is looking at some wording that may change in how we implement that. I've shaded that really as a reminder to me to come back and look at and see if we need to adjust that. Any questions there? Page 18 is the office of the Superintendent. Obviously as we go through there, we will be plugging a new name and new number up there at the top but other than that, we are not predicting any changes. Questions? Page 19 is office of the principal. No big changes there. Just kind of your average medical/dental increases. Moving on to page 20, this is the fiscal service page, this is my page. As you can see there's not any changes. Same on the next page, page 21. This is our HR page. I really like these simple pages for the budget. I will point out on 399 and 471, that's just bringing some money back. If you recall the HR software money, we were able to move up to that 399 line this year and purchase the salary study. We won't need that next year so we'll put that back in that software line in hopes that the products will be ready. Any questions there? Next, we have page 25 which is community services. This page is where our Kids club lives and where our homeless liaison family resource grant coordinator lives. That's the people at the top. Not a lot of changes as you go down. Page 26 we have our Pre-School page. So far as we know, we're assuming we'll be awarded the same number of classrooms and that we will have the same staffing and all of that. Not a lot of changes there. Any questions so far? The next packet, I wanted to pull it out separate because we will spend some additional time on this one. So, this again is just a very surface level preview of our maintenance page. It is page 23 in the budget. If you look at the top part, the 1's and 2's are people and benefits, the big line that we have a lot of money and that we spend some time with is line 335. Star that and we'll come back to that. Other than that, you'll see some general price increases as we go down the line. This department is probably where we've been hit the hardest with inflation and price increases. We have had anywhere from about a 20% price increase to a 400% price increase if you can even get a product. We factored in about a 20% increase in those supply lines going down to the bottom quarter of the page there and we continue to monitor that. This might be fluid. I'm the optimist. Things might look up, prices might fall. If you don't mind, we'll jump to 335. Again, this is a draft, preliminary version. Line 335 is driven by this maintenance budget worksheet which is driven by our master maintenance schedule and needs of the system. You can see there that the top half of that comes directly off the revised and attached master maintenance schedule. It has a date up on the top left-hand corner of 4-22, so we have combed over this with a fine-tooth comb. We've sat down with maintenance and our executive team here and made some changes. Some minor changes. Let's start with the budget worksheet and hit those high points. Again, I want y'all to take this, mull it over and come back with questions. When we discuss maintenance, we'll have our maintenance director here as well and this is just surface level.

**Karge:** So, this is going to be exclusive of anything that is being covered under ESSER funds, right?

**Harris:** Correct. And when we talk about the master maintenance schedule, there's some notes in there that ties some things that we've pulled out and dropped into ESSER. But I want to document that this year and years to come so we know, remember what happened. But you can see who is up for what next year. Going down if you look at South, bottom of the first half of the page, South had an asterisk by the door replacement and hanging interior/exterior. These 2 items were on the maintenance schedule as was the South renovation. Since that has been rolled into ESSER 3, we wanted to roll that into next year and make that money go further. You all will be selecting the architect engineer at your next board meeting. We have an estimate that's old and I have no idea what that number's going to come in. This would be still assuring that they get their turn, but it might be able to boost and us do more in that renovation.

**Boston:** Now \$700,000.00 was budgeted our current year for South's renovation, is that correct?

**Harris:** No. Originally that was the plan, but it came to ESSER 3 to pick up that project, we took that totally out. So, the only things for South this year that were budgeted were the door replacements and the painting.

**Boston:** No, I'm talking about our current year, not what we're going in to. We took the \$750,000.00 renovation out. We took it out completely.

**Harris:** The current year, it's not in our budget at all. It's all in ESSER 3.

**Boston:** Ok.

**Harris:** You can see our total there is about 1.9 and we also put in \$100,000.00 for miscellaneous repairs that come up in our can't wait. In our discussions with principals and departments we look at what are some things that are outside of the schedule that are a little bit beyond turning in a work order for scale wise. That's the next section there, the maintenance needs. As you know, North is the hottest topic as far as that electrical project. We were hopeful we could do all of that and as time went on and those prices increased, we were able to do phase 1 this year. It's in progress. The engineers almost have that ready to go out to bid. Which is exciting. This summer we are hoping we will see progress on that. We are looking at doing phase 2 and phase 3. When the numbers came in, we went back and said can you break these down into more manageable pieces for us? There's no way we can afford all of that at one time. So, both phases are about \$250,000.00 and we've combined those to try to knock that school out. When we get it done, there's another one right in behind it.

**Boston:** Phase 1, how much?

**Harris:** \$250,000.00.

**Boston:** So, you're talking about \$750,000.00 to replace all the electrical at North?

**Harris:** Yep. It's a little bit sobering. The other item is the gym curtain at CCHS. They have 2 panels of this. We really discussed this, would it be school level, would it be district level? We determined that it really is a fixture, it's permanently attached. It divides their gym into 2 classrooms. They are not cheap. This would be for the curtains and the installation.

**Boston:** Let's talk about Stone roof.

**Harris:** Ok.

**Boston:** Why are we putting a roof on Stone?

**Harris:** It is needed. When was Stone built?

**Barnes:** 1999.

**Harris:** Over 20 years. Just getting it before it's a screaming mess. It's needed and we can go over more of those details. I'm not a roof lady, but we will have one here that is. I know there's a lot of information there. That brings our total to a little over 2.4 million for that 335 line. Any other questions? I know you all probably need time to digest it.

**Hale:** This maintenance schedule is like-it was started a long time ago where people would go look and every school gets updated?

**Harris:** Right. And if you want to go ahead and jump to the master maintenance schedule. We left the past history on there. We thought about going up to current year, but I think it was good to show that we've made some progress. Even if it's just a nickel thing. Looks like it was started and developed in 2016-2017 and they just looked and said if it's your renovation year-that's why those are shaded throughout the whole thing-hopefully if it's your renovation year, we're going to get you some additional door, we're going to get you some additional painting, in the schedule as you go through, to kind of maximize that funding. Then you'll notice the first 2 pages-if we have a renovation, we try to take a year or sometimes 2 off, before we do a roof. That's not always the case but those are big projects and usually they are multi-year projects. We can't really get them started until the budget is approved and then we can't work on a renovation while kids are there, typically. One thing I wanted to point out, if you will look at page number 4. This is the interior/exterior painting. We have noted with an asterisk and made a note so we can remember going forward why South was a little funky. We just put that was postponed a year to align with the ESSER renovations and hopefully be in progress soon.

**Karge:** This is a silly question, I'm sure, but what is your key for what the letters mean?

**Harris:** It just ties in with what, usually it's the first letter of the word, so R is for renovation and R is for roofing. Good question though.

**Karge:** Got it. I didn't know if I was missing something completely.

**Harris:** If you look at back at page 3, paving and sealing, obviously sealing is necessary and not as an expensive endeavor as the paved year. That's why you'll see the S and P's there.

**Karge:** What is C?

**Harris:** So, I believe C is court. Down at the bottom. There's a lot going on. You'll notice that in '22-'23 we've got a C down by tracks and courts and we'll be talking about that in budget bulletin board items. Another page I wanted to point out-page 7 is another asterisk. That's the door replacement for

South. Page 9 is the bathroom partition and updates. There's a constant need to replace those partitions between the stalls and the doors and that type of thing. Last year we put into the current years' budget that we would start a schedule for that to make sure-we don't have the money to come in and renovate everything bathroom in the school, even if it's their renovation year. If we can get a couple (inaudible) they're really expensive. But we can chip away at that type of stuff and get those partitions, it makes a huge difference, replacing those paper pressboard ones with plastic, the longevity of that. With the bathroom partitions those are some of the items-we moved some flooring, and we moved some bathroom partitions from out '21-'22 335 budget and we put them down on the bottom and we said we're going to do those with ESSER. It ended up that was not found to be part of the needs assessment. What we've done this year is we are removing that painting and doors for South to next year. That was budgeted '21-'22. What we've done is we're going to go ahead and give the folks that were scheduled for bathroom partitions this year, bathroom partitions out of that money. Then the folks that was scheduled for flooring-flooring this year. That way nobody gets skips. That's a huge fear of our principals. If something happens and they get skipped on this, then we might not come back to them until they are on the board again. That's not the case. We really try to not skip anybody for any reason.

**Boston:** Now last year Kacee, I asked because this maintenance program that we have that began in 2016-2017, we revisited. To look at what we've done, what we need to do. Some of these things I understand need to be done. Some of them can wait. And we've got a lot of money that we've poured into maintenance over the last 6 years. I'm kind of shocked at the maintenance budget this year. Has that maintenance program or maintenance schedule been revisited?

**Harris:** It has as of last week. We sat down in January...

**Maxwell:** It was in the fall and then in January and then in April.

**Harris:** For this meeting.

**Boston:** What do you mean?

**Harris:** So, our executive team, we get input on the maintenance. Obviously, they know...

**Boston:** Who is the executive team?

**Harris:** That would be our Director of Schools, the Chief Academic Officer, the HR supervisor, and myself. That's our executive team at this location.

**Boston:** But have we actually gone to the schools and said look, your tile is in pretty good shape for right now, instead of going by a schedule, have we actually, physically been to those schools to see what is needed?

**Harris:** There is a need for every item on the schedule.

**Boston:** I understand that.

**Harris:** It will continue to be. I think why one of the reasons it's shocking, those dollar signs, is because we didn't do this before. But there will be a continued need every year for flooring at every school. There will be bathroom partition needs, there will be HVAC needs. It's never done.

**Boston:** Well, I understand that. But what I'm saying is for 6 years we have continuously kept up and did extra things for our schools. Have we physically been to those schools and said for right now, you're in pretty good shape, let's go back to this maintenance plan and see what we can...because our teachers are also in need and you can't spend money twice.

**Harris:** That's true, but yes, we are constantly out in schools. Specifically, when the fire marshal visits, which is at least once a year, our maintenance director does a safety inspection during that time. Our director of schools, during her evaluation process, that's part of it, is walking through the schools. There's a constant need and even if it's their year for tile, for flooring, we go to that principal, we can't do everything that you want, what's your worse need? And usually there's significant needs.

**Boston:** Do the principals turn this sheet in or do you just talk to them and say what is your need?

**Harris:** We go by the schedule. So, if Martin is up for flooring this year, we go in and say this is what is allotted, show me your worse needs and then we get our vendors in to give us an idea of how much of that needs list we can actually do for the budget.

**Boston:** Ok, but there again, this is a maintenance schedule. If I had one for my house, I would revisit it after 6 years.

**Harris:** We have.

**Boston:** But has it changed?

**Harris:** Yes. We're going over some of the...

**Boston:** This is the new maintenance?

**Harris:** Yes.

**Boston:** Ok.

**Hale:** Kacee, for instance, when you say you're doing the floor. You're not doing the entire school's floor are you?

**Harris:** No.

**Hale:** You're just doing portions of it that are very bad?

**Harris:** Right. And we work with the principals to say, maybe it's a corridor or maybe it's a solid surface in their bathrooms that has the old penny tile or something like that. I think it means a lot to our principals, even if it's not a big year, they're not getting a roof or they're not getting a reno, they still feel like we're taking care of those needs before it's a huge mess.

**Boston:** Do each of the principals submit what they felt their biggest needs were?

**Harris:** Yes.

**Boston:** In writing?

**Harris:** Yes, that's part of our process, is they turn in a budget request, and we sit down and look at that. Maintenance and I sit down and look at that and chip away at what we can do this year, go over what school level and then we hash that out again with our executive team and then we meet with the principals.

**Boston:** Ok, so that would be on their allotment sheets?

**Harris:** It's the budget request form.

**Boston:** Does each of the principals have this maintenance plan?

**Harris:** (Shakes head yes). They have the January version probably, so they won't have the tweaks we've made to it.

**Boston:** But now the board has never seen this new maintenance plan?

**Harris:** Right. This is the revised April 2022 maintenance plan. It's not a lot of changes and that's what I'm pointing out as we go through. Next on page 10 there's no changes there. Page 11 you will see this is a new page, we came back to this one. Luckily, we are able to do a lot of bleacher work with ESSER 2. Which we are hopeful in the near future that will actually be taking place. We're going to ride that horse as far as we can, get as much done and then we'll come back and see where we need to plug in. Bleachers are another thing, even with the investment that we are making, and I can't recall on the top of my head, maybe \$900,000.00, maybe a million-ish, where we're going to replace 5 or 6 sets, there's going to be constant maintenance expenses. How can we improve, can we get a motorized scooter and push it in? That type of thing. The next page, page 12, is our HVAC replacement page. Last year in the budget process we moved this out of 335 and we moved that-each year they get \$100,000.00 to address various needs in HVAC. We moved that, at the budget committees request to 712. That's where we put it again this year, but we wanted to keep the schedule so that every principal feels like they're getting something, that they're not going to get skipped and lose their turn.

**Boston:** Where did we move the money last year? I know there was a debate. They had \$100,000.00 and we moved the \$200,000.00 that we had earmarked for HVAC all into one line. Which line item was that?

**Harris:** To 712.

**Karge:** And there's other HVAC that's coming out of ESSER, correct?

**Harris:** Right. HVAC, ESSER 2 is our big HVAC project. Again, what a gift that we can attack all those, our worse needs, there but it's still not a drop in the bucket to what we need. We'll continue. Every day they are breaking, and we've got to make repairs and replace those.

**Boston:** We were supposed to, back in December, the board voted to get an evaluation price. Has that been done?

**Harris:** Whole evaluation has been done. We were really lucky that the Energy Efficient Schools Initiative with the Department of Education partnered with us and partnered with TVA. We had excellent experience. We had engineers out here, we had the Director of the EESI program came out.

We picked 4 schools; they couldn't do them all. We told them, here's our plan for what we think are the greatest needs. They walked the roofs and went back and did some analyzing and came back and other than a few minor tweaks that they suggested, this type of unit here instead of that type of unit, the plans were pretty agreeable. We changed our plans to go with that.

**Boston:** There again, board has never, although we requested this and voted on it, the board has never seen it.

**Harris:** Right, I thought the budget process would be a good place to bring that back. I know HVAC always gets a lot of attention. I thought this committee would be the place we do our deep dive.

**Boston:** Give me exactly who did this evaluation and what they did.

**Harris:** It was the Energy Efficient Schools Initiative with the Department of Education.

**Boston:** And they partnered with TVA?

**Harris:** With TVA.

**Boston:** This was on HVAC?

**Harris:** Yes.

**Boston:** Did they submit something in writing? Verbal?

**Harris:** Yes, we have a report.

**Boston:** Can I have a copy of that report?

**Harris:** Yes, we will share that with the committee. We were just saving this for HVAC day.

**Maxwell:** Exactly, when you all asked for this back in the fall, we weren't given an exact time line and that's why we felt with budget time, that would be the appropriate time. They were here in January or February?

**Harris:** It was cold. I think it was February.

**Maxwell:** It was. So, yes, we have that information.

**Harris:** I would be happy to bring that when we do our deep dive.

**Boston:** If you would, just email this committee that report. I'd like to review it before we come back.

**Harris:** Sure. Any other questions on HVAC? Page 13 is another change for you. I wanted to show you all the changes that we made. If you look there, our flashing zone light project has been completed. We were able to attack that systematically through this schedule. From now on it will just be some tweaks and maintaining those. Won't be installing those solar controlled ones. This page will be coming off. That's one that was completed. Any other questions about the master maintenance schedule. Again, we'll do a deep dive into maintenance, but I wanted you all to have this in your hands and have plenty of time to look at it and roll it around. As well as the 335-maintenance budget worksheet and the draft of that page. Any other questions with maintenance? I'm going to go in speed mode if that's ok Mr. Chair?

**King:** Yes.

**Harris:** Look at the next handout-the budget bulletin board. As we've gone through the process, this spring-this year really, there's been several items sent to budget committee for next years' consideration. I really like for you all to have these on your radar. These may change, I would not be surprised if more items pop up on this bulletin board. As we evaluate budget pages, I do ask you to remember we're looking at the budget as a whole. Sometimes I think it's good to know what some requests are out there instead of just looking at it piece by piece. As we consider the budget as a whole, you guys have these on your radar and have these on the back of your mind. I'll go down the list briefly. Again, these are surface level introductory things. We will go into more detail as we go through the process, but I wanted to have this information in your hand. The first one comes from many conversations and requests. As I mentioned, we've gone ahead and put it in the budget, we're proposing that full time school counselor at each school. This first bullet point would be for additional district wide mental health counselor. We call them often times safe school counselors cause that's how we got our first one, but I don't have to tell you the need that we have for that. The 3 mental health counselors that we have do an excellent job but they are overloaded. And they can't get to kids as often as they'd like to get to kids because of the number. I tried to put price tags out there for your consideration. It might be more, it might be less, but it gives you an idea to consider. Another thing that has bubbled up and brought to our attention would be a district wide general ed social/emotional behavior coach. That is a mouth full, but along the same lines as this. We are just seeing behaviors and issues with kids that our average classroom teacher is being

stressed to the max. In our special ed population, we have a behavior coach. They can come in and they can whittle down an individual plan for that teacher and that kid with that behavior and they've got a support team. A teacher has somebody to call outside of their regular support team inside the building. We had a lot of kids that have emotional and behavior issues that don't have an IEP. That aren't classified as SPED. This would be a position that would go and do that same roll with our non-SPED students.

**Boston:** Would our counselors not fill that role?

**Harris:** They could, they've got a full plate too, our school counselors.

**Boston:** But then if we add 2 additional mental health counselors that gives you 5 for 12 schools.

**Harris:** True, and that's something for you to evaluate. This is not a counselor as much as it is an action plan maker. They will sit down and for Stephanie who has whatever issues she has, here's our specific reward system. I sign as a teacher that I'm on board and hopefully the parent can get involved and they're on board and they come up with leveled rewards or leveled discipline for that kid.

**Boston:** Our counselors do not do that?

**Harris:** Not on a wide scale level. I'm sure they work with the teachers and with that kid, but this would be for more class disruptive type behaviors. Rather than broader, deeper mental health issues.

**Barnes:** Probably a deeper level than what your school counselors are dealing with right now. Some of these behaviors are really off the charts.

**Boston:** They are, trust me I get that.

**Barnes:** I think that would just be a person that even the counselor might work with and help coach that teacher on how to...

**Boston:** Well, I think what you're going to find, if my information is correct, that you have more behavioral issues at this point, than you do with need for counselors. If we're putting in, and if we've got a counselor in every school, full time, why would you add 2 additional safe schools' counselors, why would you not just have 3 coaches? And they deal strictly with behavior.

**Harris:** And that brings up a good point. All the items on this list, the reason they are on the bulletin board is for you all to mull it over and think about it and see, maybe, I would say you have to evaluate wants and needs and maybe come up with something that's not on the bulletin board that would address the need. That's why we're putting it out there right now. There are often multiple solutions to get to the same end. The next one is the coaching supplement request. Coach Parker, we appreciate you being here today. I've attached just some basic information for you. Again, I wanted this to just be surface level. This has bounced from a few committees. Athletic committee had it last and they have recommended, I have made some notes for you at the top, they've recommended proposal 2. You can dig into that. I won't get into it tonight. In a nutshell it's rewarding longevity of our coaches serving our kids. Read over that and when we look at the athletic page, we will go over much more in depth about that. I wanted you to have it for your perusal. The next item is the pay for ballgame duty. This is something that came from salary committee. Again, we will dig into more as we get closer, but I wanted you to have some numbers in front of you and have it on your radar. It was sent to budget committee from salary.

**Boston:** What was their recommendation, or did they have one?

**Harris:** If you look at that back page, I have simplified, there's much more on all these requests. The highlighted column shows pay \$40 per game for that extra duty. We've done some cost estimates there. That highlighted column is the one the salary committee recommended.

**Boston:** Do you have any idea how many faculty members that we are looking at in these numbers?

**Harris:** That committee really did some digging, Ms. Bray probably knows more about this than she ever wanted to, interviewed every school what those actual numbers were.

**Boston:** Can I get a copy of those numbers?

**Harris:** Sure.

**Karge:** Ms. Kacee, I know that time is running out, I just did some quick math on this pay increase, the non-certified is \$75 (inaudible), do we have any play to even increase it from that? Cause when you're looking at \$75 that's basically 9\$ an hour for a sub and you can get a job at McDonald's right now for

14. I think our schools deserve better. If we're going to get people and retain them, we're going to have to pay them. I don't think 9 bucks an hour appeals to anybody.

**Harris:** That is something we kicked around, and we definitely got the feedback that sub pay was an issue. That's not included on our non-cert salary study.

**Boston:** It is not?

**Harris:** It is not. We've done some preliminary research on that just to have a number on there. It's something we hear quite a bit. Again, that's something that-hash it over-if that's something we want to and can afford to address if those numbers change.

**Karge:** We definitely need to.

**Boston:** Did you say it was 9\$ an hour?

**Karge:** Yes, if you're working and you're getting the \$75 and you're working 8 hours a day then that's \$9.30 roughly. Not near enough.

**Harris:** Again, that will pop up when we look at our big page 5 which is our regular instruction page. I just wanted y'all to have it on your radar when we begin those discussions. One we skipped there, and I'd be in trouble if I didn't mention. The tennis courts, we talked a lot about this last year, and we just didn't have the money. We do have more current estimates on what it would take there. It's still a lot of money but something for you all to have on your radar. Then we've had a new position request to put in a part time maintenance clerk. As we revisit that maintenance issue, we can talk about the details with that.

**Karge:** Thank you for your hard work, I appreciate it.

**Harris:** You're most welcome. Again, the wish list if the funding is available, I wanted you all to have that.

**Boston:** Kacee, what does it look like and I'm not going to hold you to it, I promise, but our fund balance?

**Harris:** Shot in the dark I think we're doing pretty well. We've been pretty conservative the last year.

**Boston:** I've seen a couple of times where we've just ran in on the skin of our teeth, do we have any idea, what was our fund balance last year? Was it not 6 million?

**Harris:** Maybe before we started the process, I would have to look and see. That number changes so frequently, I don't have my eyes on it all the time.

**Boston:** Could you just shoot us a little email that says, it's close. And I'm not going to hold to it. Because it does change. It changes every day.

**Harris:** Every day.

**Boston:** But if we could know what our fund balance is we could see our...

**Harris:** That's really, we get the budget, a more final draft, that's the first thing we go to because that really plays into what we afford to do and what we can't. Really, there's just a lot of moving pieces.

**Boston:** And you said salaries, the Governor is looking at a 4%?

**Harris:** That is what he's announced. We're not ready to make any predictions on that.

**Boston:** But under the BP formula, which means we have about 100 employees that we pay that...

**Harris:** I think it's up to about 90.

**Boston:** 90 employees that we pay that salary increase?

**Harris:** Yeah. As we have long time said, a 4% announcement by the Governor does not always mean that. Of course, we're going to be looking to maximize salary for all our employees.

**Boston:** Over the years, I know since 2016-17, we've had salary increases every year, have we not?

**Harris:** I think there was one year, which may have been...I have that, but I just don't have it with me. There's been one year where we did not have a district wide, but everyone still got their step raise, but we didn't do an additional district wide raise. That was the covid year. Not this past budget year but the one before that. Every other year, yes.

**Karge:** Mr. Chair, could we, for the next budget meeting, possibly invite Mr. Stepp, since he'll be a direct benefactor of this budget? To be able to at least have him be a part of the conversations. Our new Director, assuming he takes the job. Be a good thing to have him here.

**King:** That's a good suggestion. I think we can and I'm sure he'll be interested to do that too.

**Karge:** I would think so.

**King:** Are there other discussion items or questions?

**Harris:** Mr. Chair the only item that I have, do you want to go ahead and set a next meeting date or if you want to let me know, I can let you know when I get the BEP estimate.

**Boston:** Well, we're shooting fish in a barrel without that number.

**Harris:** It's a lot to think about but it's all moving.

**Boston:** It's speculative until we get that number.

**King:** I think it would be to say when you get that number, let us know and we can set a date. Tentatively that will be soon.

**Harris:** And our ultimate goal, we are looking at the May board meeting to have a final version. We can also do a special called but we're bound by that June 2 date. I'm sure we can avoid a special called everyone would appreciate it.

**King:** If we get BEP information tomorrow, how quick do we need to meet after that?

**Harris:** If I could get an uninterrupted day with those numbers, I can have it turned around pretty quick. An uninterrupted day doesn't exist, but I will turn it around as soon as I can.

**King:** So, we could say maybe 5 days out, a week out, after you get the numbers.

**Harris:** Yes, at a max.

**King:** Ok, any other discussions, questions?

## 8. Adjournment

**King:** I will entertain a motion to adjourn.

**Karge:** Move to adjourn.

**Hale:**Second.

**King:** All in favor?

**Hale/Karge/Boston:** Aye

**King:** We are adjourned.

**VOICE VOTE:** Karge (mover-yes)  
Hale (seconder-yes)  
All Ayes

**MOTION: Carried Unanimously**  
**(The meeting was adjourned at the approximate hour of 5:48 pm)**

---

**Dr. Ina Maxwell**  
**Director of Schools**

---

**Mr. Chris King**  
**Chairman of the Budget Committee**

---

**Diane McCartney**  
**Executive Assistant for the Director of Schools and BOE**

