

**School Board Finance Committee Meeting  
August 13, 2019  
Room 206  
School Administration Building**

**Finance Committee Members Present**

Ms. Sharon Carter  
Mrs. Susan D. Morrison  
Dr. Atul Gupta  
Dr. Bob Brennan  
Dr. Mike Nilles

**Finance Committee Members Absent**

None

**School Administration Present**

Dr. Crystal Edwards, Superintendent  
Dr. Ben Copeland, Deputy Superintendent  
Kim Lukanich, Chief Financial Officer  
Christi Meservy-Clerk

**Media Present**

None

**Meeting Called To Order**

The Finance Committee 2018-2019 Chair, Ms. Sharon Carter, called the meeting to order at 3:04 p.m.

**Finance Committee Chair Election**

Upon MOTION by Dr. Gupta, SECONDED by Ms. Carter, the Finance Committee voted Dr. Gupta as the 2019-2020 Chair.

Yes Votes: Ms. Carter, Dr. Gupta, Dr. Nilles

No Votes: None

Abstentions: None

**Approval Of Minutes From May 13, 2019 Finance Committee Meeting**

Upon MOTION by Dr. Nilles, SECONDED by Ms. Carter, the Finance Committee approved the meeting minutes for May 13, 2019.

Yes Votes: Ms. Carter, Dr. Gupta, Dr. Nilles

No Votes: None

Abstentions: None

### **Discussion Items**

**A. Budget Calendar:** The annual budget calendar was reviewed. It was suggested that there be a public hearing to hear from the community at the November meeting as the budget is being developed. The Finance Committee is planning to recommend to the School Board that there be a public meeting at a school on October 29, 2019 at 6:00 p.m. and a public meeting at the November School Board Meeting.

**B. Budget Goals & Priorities for FY21:** The Salary scale proposal was reviewed. It was suggested that there be individual staff conferences to recognize staff concerns regarding salaries. The CFO will have a more accurate view of the salaries after the August 15 payroll due to the new school year contracts recently being started. At this time it is believed that adding the non-contract pay in for FY21 1.4 million will be needed. It was suggested that there be a freeze every other year.

**C. Salary Scales:** The committee would like to take incremental steps to fix the staff pay after the board compressed salaries. The staff that have been with LCS the longest are not happy because newer hires are getting paid more. If the goal is to adjust everyone to living wage, we are at a point that we can sustain the salaries for 3 years. Dr. Edwards would like some clarity from the board so she can manage this moving forward. What happens if living wage goes up? Also, the substitute wage was not adjusted. There are seven of the pay schedules you can visibly see the compression. These people are in the highest turnover job type. Dr. Gupta would like to see the raises that have already been promised and a revenue and cost projection. The budget was built on 42 million with a 3% increase. Dr. Gupta asked Dr. Edwards to give the committee a list of questions. Dr. Edwards asked:

1. Does the board want to keep up with living wage?
2. Is the plan to let the compression just work itself out over several years or what is the best method to fix?
3. Currently there are hourly employees that are not making living wage. Does the committee want all employees to get living wage?

The committee would like to be competitive with surrounding counties. The committee needs to do some comparisons.

**D. Gymnasium:** The gym proposal was reviewed. The concern with Heritage is that the school is growing and may have to install modular to accommodate the growth, which will be challenging enough with limited space. At the board

meeting the administration recommended Perrymont as the new gym site and that is still the recommendation. It was suggested that the committee member go to Perrymont to see the space.

- E. Capital Improvement Plans:** Capital Improvement money is sent out a year at a time. The plan includes a practice field for EC Glass. It is going to be the size of a football field and have artificial turf. The cost will be around 1.3 million.
- F. October Retreat:** In the training for the retreat, the finance committee would like to see reports with administrative costs and usage separated. They would like to have some guidance as to how to better understand the financial reports. The committee would also like to see fewer transfers.
- G. Budget:** At what dollar amount does the LCS staff need to get 3 or more quotes. Maintenance and Transportation use \$10,000. All other school departments use \$1,000. CFO recommends \$2,500 for all departments except IT. She recommends IT use \$10,000.

### **Adjournment**

The meeting was adjourned at 5:12 p.m.