

# Liberty Elementary School District

## SY2019 Budget Committee

*May 24, 2018*

### Meeting Summary

#### 1. Welcome and Introductions

#### 2. Norms:

Seek to understand, ask clarifying questions, use consensus for decision making, work to advance the work, push on each other's thinking

#### 3. Overview of additional M & O budget capacity

The available budget is based on the assumption of approximately \$213 per weighted student count for teacher compensation and \$4,009 per weighted student count for all combined funds (base level support, inflationary funds, and additional teacher compensation).

#### 4. Definition of a Teacher for budget modeling

The committee recommends using the classroom site fund definition for a teacher because it is the most inclusionary. It meets the committee's guiding principle to make decisions that are equitable and as fair as possible.

#### 5. Models for percentages included in current contract vs. future contracts

The committee requests a model that utilizes 1% of the 2% budgeted funds that were already included in teacher contracts for SY2019 to reserve for potential increases for classified staff raises. The committee also requests a second model that utilizes the 2% included in SY2019 teacher contracts, plus 10% additional teacher compensation, for a total of 12% of funds available to be included in the models to increase from SY2018 to SY2019.

#### 6. Models for distribution of funds by teacher experience

The committee requests staff to bring back models that differentiate compensation at a narrow margin between returning and new teachers and a larger margin between returning and new teachers. Then for both of those models, the committee requests additional models that show the impact of compensating teachers who have five and 10 years of experience in the district with an additional compensation benefit.

#### 7. Considerations for fiscal sustainability

The committee was continuously mindful that all models will need to be sustainable. Staff agreed that any models considered will need to be evaluated for long-term viability.

**8. Prioritization of guiding principles and budget model requests**

Prioritization of models occurred within each agenda item.

**9. Staff next steps and future agenda items**

The next budget committee meeting on Wednesday, May 30<sup>th</sup> will include discussion of all models requested by the committee using a classroom site fund teacher definition.

- a. Narrow differentiation between returning and new teachers
- b. Wider differentiation between returning and new teachers
- c. Narrow differentiation between returning and new teachers with additional compensation for five-year + and 10-year + returning teachers
- d. Wider differentiation between returning and new teachers with additional compensation for five-year + and 10-year + returning teachers
- e. 1% of 2% raise for teachers already included in contracts shifted from teacher salaries to classified salaries (applied to a, b, c, d)

All committee members agreed to communicate with other district staff and community stakeholders they represent.