

Strategic Planning Committee Minutes  
CAB Board Room  
Tuesday, February 6, 2018  
5:00-8:00 p.m.

Members present: Lennie Hay, Dan Seleroli, Scot Duncan, Fernando Moreno, Debbie Varras, Stephanie Tolman, Angela Erramouspe, Kayci Arnoldi, Kalli Spicer, Shannon Garrison, *Liz Chollack* \*, Ian Fletcher, Colin Murcay, *Shane Ramsey* \*, *Alicia Stevens* \*, Leroy Ruffini, Leo Gray, Jim Sedey, Kris Cundall, Sandra DeStaffany, Natalie Powell, Tracy Meats, Annie Fletcher, Erin Barbuto, Carol Jelaco, Paula Fitzgerald, Weston Lamb, Gigi Jasper, Jenny Wilmetti, Stephanie Thompson, Nicole Bolton, Wanda Maloney, Shae Lindsey, Katie Glennemeier, Kelly McGovern, Mike Maloney, \* *New student members on the committee.*

- I. Welcome-Dr. Bernadine Craft
  - a. As a graduate, a former employee of Sweetwater #1 and as the executive director of BOCES, Dr. Craft is pleased to be part of the cost savings task force.
  - b. Light dinner and Music drawing...
  
- II. Update on the Strategic Planning Process
  - a. Board of trustees are going to schools and departments and conducting meetings to solicit input from staff and stakeholders
  - b. Planned civic visits: Chamber of Commerce, Jim Bridger Power Plant, Tronox, Church and Dwight, Lions Club, Rotary, Kiwanis, VFW, American Legion
  - c. Student visits: Planning next week—please give ideas to Kelly
  
- III. Understanding Your Role
  - a. The Strategic Planning Committee is not a decision-making entity, but rather a Committee to provide a plan of recommendations to the District.
  
- IV. Purpose: A component of the strategic planning process is *fiscal responsibility*.
  - a. Review of the crest components including the cup, the book/torch, the pick and shovel, the sagebrush. The focus for tonight is the sagebrush and fiscal responsibility.
  - b. *Sagebrush is the landscape of Sweetwater County and our environment. What landscape shapes Sweetwater #1's educational environment? (i.e. fiscal responsibility, accountability, school safety, climate and culture)*
  
- V. Where we have been? Sweetwater #1 cut \$6.1 million dollars from the budget last year. 2016-2017 Cost Saving Task Force (i.e. repurposing Lincoln-\$400,000; attrition, paperless initiative, budget reductions, earlier kindergarten start times-\$1,030,000; instructional facilitators-\$1,170,000; health insurance-\$1,500,000; early retirement incentive-\$2,000,000; state statute repealed the requirement for class sizes in K - 3 to be 16:1)
  
- VI. Background Information
  - a. PowerPoint: District Financials 2018-2019: Scot Duncan is reviewing district financials and budget projections, Average Daily Membership (ADM) and the effect of House Bill 30 with regards to ADM funding and building capacity overview. Scot stated that we are balanced this year and next but Sweetwater #1 is projecting a \$500,000 deficit during the 2019-2020 school year. This is driven by loss of student numbers and our health insurance. The legislative ADM is calculated by the number of class periods a student attends in a school day. College classes do count towards our ADM. Also, the instructional facilitator funds are dropping off and so are student at-risk funds. Transportation is reimbursed and funding is capped at a 3 year rolling average—funding

will be less than current average. Most of the money goes to salaries and benefits (83%) followed by purchase services, supplies, materials, capital outlay, transfers and other.

Declining enrollment is going to play a big role in funding. Overall, Sweetwater #1 is down about 87 students since the beginning of the year. Grades 5-8 we have a large bubble of students coming through the system. They will cause RSJS to exceed capacity. RSJH is and will feel the influx as well. Sweetwater #1 will lose \$1.4 million dollars if HB30 does pass through the legislature this session. Other districts will feel the same impact because of loss of enrollment. Our district is sending stakeholders to lobby against the bill.

Classroom capacity is graphed out in the PowerPoint to demonstrate the difference between actual enrollments vs. capacity of classrooms. Northpark, Walnut, Overland, RSJH, BBHS and RSJS are nearing capacity. Desert View, Desert School, Farson-Eden, Stagecoach, Sage, Westridge, Pilot Butte, Eastside have room for additional capacity and room for additional classrooms. This data informs hiring of staff and allocation of resources.

- b. Sweetwater #1 Staffing (white paper) Staffing includes everything except nutritional services, special education staff because both self-funded. Interant staff are not included either.
- c. Health Insurance (pink paper)
- d. District Fact Sheet (white paper)
  - i. Grants (\$8.9 million)
  - ii. CAB personnel and funding
  - iii. Transportation information (need to close the gap)
  - iv. School Facilities: Overview
  - v. Cost per Day to run the district: \$270,000.00
- e. Cost savings ideas: (blue sheet)
- f. District comparison/Legislative Update: (white paper) Impact on Sweetwater #1
- g. Minutes from the last meeting (white)

*\*\*Everyone needs to lobby the legislators and share personal stories and relate the impact funding legislation will have on classrooms, kids etc..... Talk about schools and school experiences, contact friends around the state and encourage conversations with Wyoming legislators. Funding for EL students needs to change. Give personal information—do not send group emails—send individually to each of your legislators. Get to know your legislators personally so they know who you are and don't mislead the legislators—if you don't know, say you don't know and that you will get back with them.\*\**

- VII. Tonight's meeting is to generate possible cost saving ideas for the 2018-2019 budget. The task:
- a. Committee members will re-group (Teams 1 - 8) and brainstorm ideas.
  - b. Identify challenges associated with your ideas.
  - c. Generate ideas to overcome the challenges to your groups cost savings ideas might create—intended and unintended.

Team 1: Ideas: Similar, aligning the bell schedule to save transportation costs, early retirement incentive, increasing class sizes, fiscal policy—extended contracts to save money, athletics—pay to play currently costs \$250,000.00 for students only (additional funds in coaches, secretary, administration), encourage students to sign-up for free and reduced if they qualify, additional insurance options, bring Wamsutter high school students back to Wamsutter and use online learning options to collect ADM, Challenges: additional technology

Team 2: Ideas: Professional development is more district centered and meaningful, reduce cost by not bringing in outside people, train internal staff, facility use fees, teacher numbers decreased in FPA more than regular classroom teachers—look for grant opportunities for FPA, utilizing technology with librarians  
Challenges: addressed in ideas, Response: addressed in ideas

Team 3: Ideas: Combine Stagecoach and Sage, send academy students to Sage to create an academy high school, change start times and align bus routes, insurance benefits fee increases, retirement pension and incorporate a grandfathered retirement plan, shorter sport seasons, move towards a 4-day week, look into year round school like trimesters, block schedules stagger A & B days, team up with neighboring districts for volume cost savings on insurance plans. Challenges: public backlash with scheduling (3 months on and 1 month off), consider core classes with staggering electives similar to RSJH Response: Always backlash anytime change happens, adopting a new progressive approach, new is not bad,

Team 4: Ideas: Wamsutter secondary returning to Wamsutter, realigning schools, small schools are more welcoming and have the at-home welcome feeling—students are more successful, realignment of grade levels K-6, 7-9, 10-12 to address the student numbers,

Team 5: Ideas: All ideas already spoken about by other groups, Challenges: Response:

Team 6: Ideas: All of ideas have been addressed, kids need to be in classes—cracking down on students skipping classes, students missing school (lawyers—DFS) need to be followed up with so students can develop good attendance habits, Challenges: Response:

Team 7: Ideas: Raising the ADM (anti-truancy campaign) to keep students in school, keeping children inside at recess during cold weather to prevent illness, transportation paying for trips and putting a limit on the number of miles, professional development—bringing less experts and utilizing internal expertise, Challenges: Response:

Team 8: Ideas: Trimming benefits, closing a school, repurposing a school for secondary schools, reducing sub teacher pay, virtual education in Wamsutter, health insurance reduction, 4 day school week, foundation raising more money for schools, free-reduced lunch campaign to sign-up students, anti-truancy campaign Challenges: Response:

Dr. Kraft encourages the committee to explore the new ideas and look at moving ideas forward. Thank you for participating and coming to the meeting.

Next meeting date:

- Tuesday, March 6, 2018 - 5:00-8:00 p.m. Central Administration Building Board Room

### Strategic Planning Committee Working Agreements

Mutual Respect	Seeking input, listening to understand
Focused and active listening	Have an agenda and stick to it
Good questions; progression of ideas	Willingness to share
Safe environment	Art of conversation (one speaker at a time)
Keeping an open mind	Assume positive intentions
Research-based information	Respect for time
Delegate tasks	Parking Lot of good ideas—not to get sidetracked
Speak up, voices heard, no fear of debate	Ask for clarification