

**SHERIDAN COUNTY SCHOOL DISTRICT ONE  
BOARD OF TRUSTEES WORK SESSION**

February 1, 2010 8:00 a.m.  
Holiday Inn  
Sheridan, WY

**Work Session**

Suzie Dow called the Sheridan County School District Board of Trustees work session meeting to order at 8:10 a.m.

Roll Call:

**ATTENDANCE**

**MEMBERS PRESENT:**

Suzie Dow, Chairman  
Sean Carroll, Treasurer

Johann Nield, Trustee (arrived at 9:15 a.m.)  
C.T. Bailey, Trustee

**MEMBERS ABSENT:**

Kristi Von Krosigk

**STAFF PRESENT:**

Sue Belish, Superintendent  
Brandi Miller, Executive Secretary  
Sara McGinnis, Curriculum Coordinator  
Deb Hofmeier, TRE Principal  
George Mirich, BHMS/HS Principal

Jeremy Smith, Business Manager  
Bob Heimbaugh, Special Education Director  
Brent Caldwell, BHE Principal  
Terry Myers, TRMS Principal  
Don White, TRHS Principal

**APPROVAL OF AGENDA**

Suzie Dow asked if there were any changes or additions to the agenda of the February 1, 2010 Board work session meeting. The following changes were made:

1. Address old business at end when Johann Nield is here.
2. Table evaluations until all Board members are present.

**C.T. BAILEY MADE A MOTION TO APPROVE THE AMENDED AGENDA.**

**SEAN CARROLL SECONDED THE MOTION AND IT CARRIED UNANIMOUSLY.**

**OLD BUSINESS**

**A. Strategic Planning Dates**

The Board Agreed to set March 3, 2010 as a work session to begin the strategic planning process with administrators.

## **NEW BUSINESS**

### **A. Review of district financial position:**

Jeremy and Sue provided a chart of the districts expenditures and revenues showing our current budget status. Based on these projections there will be approximately 2.6 million cash reserve at the end of this year, which is in line with the advice from our auditors.

#### **1. Considerations for next year's budget:**

MDU will make their official decision on the rate increase. At that point the district will have a better idea of utility expenditures. At this point the Board needs to consider the possibility of hiring a new Big Horn custodian, and administrator for the new facilities.

#### **2. Salary Costs:**

There was discussion on salary increases. If the district was to implement a one step increase district wide it would cost an additional \$120,000.

#### **3. Legislative impacts:**

It sounds like there will be some changes made to the retirement plan.

Currently the district pays both the employer and employee side of the retirement benefit, this could change in the new bill. We will closely monitor these bills.

### **B. Staffing Plan**

We believe that each building should be staffed to the Full Time Equivalency (FTE) numbers reflected in the state funding model. With careful planning and commitment to implementation, we can reach those levels by the 2013-2014 school year (3 year). We need to continue to offer our current programs and services to students in creative and innovative ways. As an administrative team we have identified the following opportunities to offer programs in a different way: Gifted and Talented; Social Studies; Foreign Language. Staffing decisions for each building should be based on:

- A. The number of FTE's in the funding model
- B. The needs of kids
- C. Curriculum requirements at each grade band / level
- D. Certification and highly qualified status of instructors
- E. Impact to the district
- F. Enrollment trends (in schools and courses)

The Board reviewed the statements from the A-Team concerning staffing. The Board directed the A-Team to develop a staffing plan that more closely aligns with the funding model, while still providing the programs and services our students need. It is hoped that necessary cuts can be made through retirements and resignations. This process may take three years.

The Reduction In Force (RIF) policy cannot be used until all non continuing contract teachers with similar certifications have been eliminated. Administrators have been asked to come up with a plan that specifically details how each building would continue to offer the same programs with fewer staff members.

**C. Grading Scale:**

This item was placed on the agenda to allow for a continuation of the issue that was brought to the Board's attention by Mr. Malstrom. Each of the school administrators conducted a recent survey of staff, students or a combination of the two. The majority of responses were in favor of changing the grading scale to a basic 10 point scale.

**JOHANN NIELD MADE A MOTION TO CHANGE TO A 10 POINT GRADING SCALE ELIMINATING WEIGHTED CLASSES AND PLUSES OR MINUSES. IN ADDITION THE "I" DESIGNATION WILL BE CHANGED TO "F." THIS IS TO BE IMPLEMENTED THE 2010-2011 SCHOOL YEAR.**

**SEAN CARROLL SECONDED THE MOTION AND IT CARRIED UNANIMOUSLY.**

- D. Annual review of Superintendent Performance: Topic Tabled**
- E. Annual Review of Board Performance: Topic Tabled**

A-Team left meeting at 11:30 a.m.

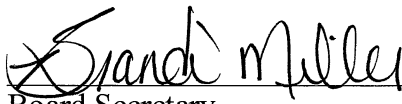
**NO EXECUTIVE SESSION WAS HELD.**

**ADJOURNMENT**

The Chairman adjourned the meeting at 11:45 a.m.

  
\_\_\_\_\_  
Board Clerk

  
\_\_\_\_\_  
Board Chairman

  
\_\_\_\_\_  
Board Secretary