

**Yuma Elementary School District Number One
Governing Board
Special Meeting**

The Governing Board for Yuma Elementary School District Number One held a Special Meeting on **February 6, 2024** at 5:30 P.M. in the District Administration Office, 450 West Sixth Street, Yuma, Arizona.

Members present: Mrs. Faith Klostreich, President; Mrs. Adele Hennig, Clerk; Mrs. Theresa Fox, Member; Mr. Anthony Gier, Member; Mr. Keith Ware, Member

Members absent: None

Others present: Mr. James Sheldahl Superintendent, and other Members of the Administrative Staff of Yuma School District One

Call to Order: The meeting was called to order at 5:31 PM.

Mr. Sheldahl opened the meeting by acknowledging that YSD#1, in comparison to other districts has historically offered lower pay to our employees. He highlighted the need to allocate funds strategically to maintain competitive after the exhaustion of ESSR Funds. This approach aims to improve employee satisfaction and retention while ensuring that YSD1 remains competitive in terms of compensation and benefits. Additionally, Mr. Sheldahl mentioned the importance of prioritizing employee benefits and positioning YSD1 to transition to a self-insured model to provide better insurance coverage.

Review and Discussion on the Proposed Compensation Packet for Yuma Elementary School District #1 for the 2024-2025 School Year –

Denis Ponder, CFO and Luciano Munoz, Executive Director of Human Resources developed a presentation of the 2024-2025 Compensation Packet. The presentation and information have been shared and supported by District Cabinet Members and the District Compensation Committee. Introduction of the Compensation Committee Members were presented. Mr. Munoz made mention that all employee groups were represented, (2) middle school teachers, (3) elementary teachers, (1) other certificated members, (1) transportation member, (1) child nutrition member, (1) maintenance member, (2) support staff members and (1) administrator.

Employee Compensation Packet –

New Monies: Inflation Funding

The district is allocating a 2% inflation adjustment which totals \$300,000 and projecting 1.5% declining student enrollment (conservative approach).

Insurance Renewal Rate

Mr. Muñoz and Mr. Ponder continued their presentation by discussing the district insurance renewal. The insurance renewal recommendation cost is 9% (\$585,000) with our self-funded model, which was mentioned that the district has not seen this rate in more than 6 years. In addition, an option the district has is to utilize carry forward funds to prepay insurance premium costs to keep the trust fund healthy and help for next year's expenses. Mr. Munoz mentioned that the district wants to educate and promote awareness among the Mexican IMS Network to all YSD1 employees. It's essential to communicate clearly with the employees about any changes in insurance coverage, premium costs, and their benefits. Providing educational resources and assistance can help them understand their options and make informed decisions. Additionally, monitoring insurance expenses closely and adjusting the budget as needed will help maintain financial stability throughout the year.

Salary Increase Recommendation:

Additionally, they continued their presentation and provided a break down on the salary increases for FY24-25. Below is a breakdown of all recommended increases:

| Group | Recommendation | Cost |
|---------------------------------|---|--------------------|
| Teachers/Exempt Employees | 4% Increase | \$1,151,698 |
| Non-Teachers (Certified) | 4% Increase | \$135,459 |
| Admin | 4% Increase | \$184,029 |
| Other Exempt | 4% Increase | \$189,029 |
| Hourly Employees (Non-prop 206) | \$0.75 Increase hourly employees | \$1,100,658 |
| | \$1.25 Increase Bus Drivers | |
| Hourly Employees (Min. Wage) | \$0.65 Increase (Jan. 2025) | \$369,656 |
| Para School Support Model | Adding paras to Elementary Schools | \$540,000 |
| Holiday Pay Hourly Employee | 6.5 Employees offered holidays after 3 years of service | \$200,000 |
| Position Reclassifications | Mechanics and RN's | \$165,000 |
| Insurance Renewal | 9% Increase | \$585,000 |
| Class Size Reduction | Funding 30 Teachers | \$2,300.00 |
| Total Cost | | \$6,380,955 |

It was mentioned that in order to ensure a long-term sustainability and success in our district, we must remain competitive and ensure our compensation packages remain attractive to current and prospective employees. These recommended salary increases are fair, competitive, and in line with our commitment to recognizing and rewarding the valuable contribution of our employees. Also, a decision to change the holiday pay for hourly employees from requiring 3 years of service to just 2 years of service was made by the board members. These employees will now become eligible for holiday pay after completing two years of service with the district instead of three. It was mentioned that this change can potentially improve employee satisfaction and retention by offering the benefit sooner.

Facilities Assessment Update

Mr. Sheldahl provided information on the roof assessment at Price Elementary School and has been identified that roof repairs are necessary. The district will proceed with the necessary repairs to ensure the safety and integrity of the building.

Also mentioned was that Price Elementary was first identified as a target for replacement under the Public Schools on Military Installations program in 2020, with funding scheduled to begin in May. It is important to ensure that the project progresses smoothly according to the planned timeline to address the needs of the school. There was no additional discussion.

The meeting adjourned at 6:56 PM.

Respectfully submitted

Monica Navarro, Secretary to the Board

Faith Klostreich, President

Adele Hennig, Clerk

Theresa Fox, Member

Keith Ware, Member

Anthony Gier, Member