**February 20, 2020**

**8:00 a.m. – 10:00 a.m.**

**CEAC’s mission is to provide classified employees a voice for their questions, ideas, and concerns on matters such as, but not limited to, the following:**

 **● Assistance in contributing better service to the school district and community**

 **● Examining ways to improve job satisfaction**

**● Valuing classified employees and recognizing their professional status within the district**

 **● Recognition of classified employees’ contributions to the District’s mission**

**● Functioning as an information resource for all classified employee groups**

Ken Moritz called the meeting to order.

**Discussion**

**School Budget**: Donna Villamor discussed the budget update and provided a timeline for budget development. She presented information regarding how districts receive revenue, spend revenue and on staffing allocation and student projection.

**Budget Stabilization Factor**: In 2010 the state of Colorado realized it couldn’t fully fund K-12 education. The state then inserted a reduction to our educational budget called the Negative Factor, and that reduction remains. In total our district has lost more than $110,000,000 in funding over the last eight years due to the reduction. The 2010 Mill Levy has allowed our district to offset a portion of the reduction and through careful planning has stretched through 2020. Now the Mill Levy funds have depleted. At the same time the cost of living has risen in addition to increased costs of PERA, salaries and benefits, transportation and special education and therefore we have lost funding per student per year. This brings us to our current budget deficit for 2020-2021.

**Budget Update**: LPS faces a $4.3 million budget cut for next year. 2020-2021 recommended potential savings were presented to the Board of Education. These savings included position eliminations, staffing reductions, reduction in pay and reduction in working days among others. It is important to note that LPS is attempting to keep cuts away from the classrooms as much as possible. As employees, all of us are more expensive for the district to cover. On top of our salaries, each person now costs the district 30% more. We expect health insurance costs to rise for the 2020-2021 school year and there will be more information to come as the Health Insurance Committee continues to review the best possible insurance plan designs that will keep cost increase for our employees to a minimum.

**Classified Salary Schedule**: CEAC revisited the salary schedule. Steps have not been granted since 2016 and many are frustrated even though we all have received an increase in base pay across the board each year. The discussion included the need to have incentive for loyalty, remaining competitive to attract employees, and the need to recognize experience. No decisions have been made at this time and communication about our salary schedules will be clear if changes are made in the future.

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|  | **CEAC Members** |   |
| **If you have questions, concerns or comments please contact any member:** |
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| **School Age Child Care** | **Nutrition Services** | **Paraprofessionals** |
| Larry Bolden (Wilder) 4770 | Debbie Smith 3360 | Pat Egeberg (Field) 4475 |
| Stephenie Mackelburger (Twain)4900 |  | Karla Elliott (Littleton) 7700 |
|  | **Property Management** |  Denise Lee (Goddard) 7850 |
| **Office Professionals** | Shane Dowdy (ESC) 3420 |  |
| Jennifer Davis (Finance) 3317 |  | **Transportation** |
| Sherry Newton (Centennial) 4427 | **Custodians** | Keith Blanchfield 4775 |
| Lisa Thursby (Transportation) 4783  | Lori Romero (ESC) 3423 | Zita Brogan  |
|  | Carlos Vargas (Village) 6933 |  |
| **Special Education** |  | **Administrative Liaisons** |
| Jackie Watkins (ESC) 3028 | **Preschool Lead Instructor** | Ken Moritz (ESC) 3385 |
|  | Kitti Mayne (Village) 6982 | Mike Jones (ESC) 3375 |
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