

Kettering Board of Education Work Session
September 3, 2019

Meeting called to order at 6 p.m. by Mrs. Kane

Roll was called with the following members present: Mr. Ambrose, Miss Gilmore, Mrs. Parks, Mr. Henderson and Mrs. Kane. Others Present: Mr. Inskeep, Mr. Schall

Five Year Forecast – Mr. Schall

Re-orient board to where we are

Review of March-April Plan

How did we do with our targets?

- Plan – end year with \$18,678,000
- Actual – \$18,099,055
- \$872,000 in tax collections went out late for Kettering – auditor adjusted some tax bills
- \$400,000 higher in salaries – mostly due to steps and positions added as part of strategic plan/levy promises
- With these figures, project to be on the ballot for new money in 2021. Need to look at how we can make adjustments to lower the millage rate.
- \$500,000 below balanced budget, so that is close.

Strategic Goals

- Software Conversion/Analytics – hope to have finance and Human Capital software up and running by July 2020
- District Foundation
- Teacher/Business Engagement Opportunities
- Fuel Group Advisory Council
- Unknown adjustments from Strategic Plan

Have to change projections for medical insurance. We know we are looking at a 12-percent increase this year. Likely will be looking at double-digits again at next renewal.

EPC – Consortium we have medical insurance with. The Board discussed whether the Treasurer will take advantage of interest opportunity for paying premiums in advance.

Culture/Human Capital Department –Mr. Ken Miller

- People – Quality of people matter. Always seeking high-quality people
- High-Quality Staff – Using Gallup's Teacher Insight to identify high-quality staff; using Gallup's FIT Interview for in-person interviews.

– Student Success

– Culture

– Safe Environment

– New Volunteer Screening Process – All volunteers will now fill out paper and online applications. Paper apps are vetted by building principal; online apps are vetted by Background Investigation Bureau (BIB.)

Communications – Mr. Inskeep and Mrs. Basson reported on district communications efforts

(See attached)

Partners for Healthy Youth –Mrs. Kane reported on PFHY's "Commitment to Prevention for a Healthy Community"

(See attached)

Meeting adjourned – Miss Gilmore made a motion to adjourn the meeting; Mr. Ambrose seconded