

## Key Communicator

July 10, 2015

Thank you for all the great questions! There are many questions that had to be answered, so please email me at [keycommunicator@troysd287.org](mailto:keycommunicator@troysd287.org) if you need for me to expand on any of these topics.

Q: How many years from purchase or how many miles on the odometer is a school bus considered "old" and in need of replacing?

A: According to the national and local average, a bus is considered in need of replacement between 90,000 and 130,000 miles. Our buses are averaging 180,000 miles on the odometer.

2) Q: When the district de-consolidated who drew up the new boundary lines? Why didn't they adjust the lines so that we would have more tax base?

A: According to the Latah County Assessor's Office, there were several entities involved in determining the new boundaries when Troy and Deary de-consolidated. The school board members worked with the State Assessor's Office, the State Department of Education, a surveying company and an attorney to determine the boundary lines. In December of 2000 the legal description of the boundaries were included on the election ballots and the communities voted on the de-consolidation.

I will continue to research this subject and communicate additional details as I become more informed.

3) Q: Is anyone working to get more funding from the state, rather than trying to get it locally?

A: Over the past three years we have written for and received monies from state and private grants. Usually, this type of funding is considered supplemental and not eligible for supplanting the general fund. We will continue to write for grants that are available to us. Please pass along any grant program applications you might be aware of.

4) Q: Who is the current teacher's union representative and negotiation team? Who was it last year?

A: I am unaware of who the Troy Education Association representatives will be for the upcoming school year, however, Mr. Bruns was the President for the school year 2014-15. The negotiation teams included Mr. Braun, Mr. Bruns and Mrs. Bohman for TEA. The district's team included Dr. Castro, Mrs. Hoskins and Mrs. Fredrickson.

5) Q: Why can't we make Troy high school a voc/tech magnet school?

A: This is a great question and it is exactly the direction we would like to go with the district. We have had several teachers make this same suggestion. We began the process this past school year by developing a plan for advertisement of our strengths in vocational/ technical and in dual credit. If the Levy passes in August, we will continue down this path.

6) Q: What is the \$344,243.00 in the 2013-2014 budget allocated for maintenance/custodial spent on? Is this for salaries, or building materials for a new high school, or what?

A: The \$344,243 for 2013-14 included \$236,291 for custodial and maintenance salaries, benefits, supplies and materials, insurance and purchased services. The purchased services included contracting with local service people such as plumbers, electricians etc. The utilities for the schools also came out of the line item of purchased services. The \$344,243 covers all maintenance and repair for all school grounds and buildings. It does not go toward paying off the bond for the high school or for building a new high school. It is the cost of maintaining our student and nonstudent occupied buildings and grounds.

7) Q: How many people who work at the school besides the certified staff, get any kind of benefits? What are the benefits that the non-certified staff receive?

A: All staff (both certified and noncertified) who work 20 hours or more receive PERSI retirement, medical, dental and vision insurance.

8) Q: Who decides the menu for the school's breakfast and lunch programs?

A: The Food Program Directors determine the menu for the meal program. They must follow the federal nutritional guidelines, which has caused difficulties in districts across the nation. The calorie count in meals has gone down and the serving portions in various food groups are dictated to us by the federal government.

9) Q: Can we drill a well, or use a harvested, rain water, storage and pump system from roof water for outdoor watering needs in order to save money?

A: We have a well on the property that was originally going to be used for watering the fields on campus. We were not able to use the well because it had a negative impact on the city water levels. The well is currently a nonworking well because it is old and in need of repair/updating.

I believe the board would be interested in an alternative water supply and I will take this suggestion to the board. If you have knowledge/skill in this area, please contact me so we can talk.

10) Q: How many teachers are nearing retirement? If a teacher retires, could that money be spent on raises as the new hire would most likely be getting a lower salary? Where does the money come from for raises? Does the state provide money for raises according to time in? Does our district add onto that?

A: I am uncertain how many teachers are nearing retirement, because it is an individual decision and situation for each teacher. However, we had three resignations this school year and if the teachers who are hired in the vacant positions have a lower salary, then the difference is budgeted in the general fund (discretionary). The state does not fully reimburse our district for the total salaries of the employees in the district (certified and noncertified), therefore, the district must use local funds for raises. The state does provide reimbursement for teachers according to experience and education, but there is a gap between what is reimbursed and what the district pays. Our district supplies through local funds (supplemental levy tax dollars) the additional money that is not reimbursed by the state.

11) Q: What is "steps and ladders"? Is there another approach to this?

A: The career ladder is what the state uses to determine reimbursement amounts to districts for teacher salaries. "Steps and lanes" means years of experience and education for district salary schedules.

I am not aware of any other form of salary schedules. It is important to note that increases to the salary schedule are accomplished through negotiations.

Below is the Troy School District salary schedule with steps and lanes. The numbers on the far left (1-15) represent the years of experience a teacher may have and across the top represents the level of education (BA= Bachelors Degree, BA + 15 = Bachelors Degree with 15 credits etc.).

Experience	BA	FTE		BA+15	FTE		BA+30	FTE		BA+45 MA	FTE		BA+60 MA+15	FTE		ES/DR MA+30	
		\$ per FTE			\$ per FTE			\$ per FTE			\$ per FTE			\$ per FTE			
1	1.000	29,462	-	1.049	30,906	-	1.098	32,349	-	1.147	33,793	-	1.196	35,237	-	1.245	36,680
		31,750	-		31,750	-			-			-			-		
2	1.049	30,906	-	1.098	32,349	-	1.147	33,793	-	1.196	35,237	-	1.245	36,680	-	1.294	38,124
		31,750	-			-			-			-			-		
3	1.098	32,349	-	1.147	33,793	-	1.196	35,237	-	1.245	36,680	-	1.294	38,124	-	1.343	39,567
			-			-			-			-			-		
4	1.147	33,793	-	1.196	35,237	-	1.245	36,680	-	1.294	38,124	-	1.343	39,567	-	1.392	41,011
			-			-			-			-			-		
5	1.196	35,237	-	1.245	36,680	-	1.294	38,124	-	1.343	39,567	-	1.392	41,011	-	1.441	42,455
			-			-			-			-			-		
6	1.245	36,680	-	1.294	38,124	-	1.343	39,567	-	1.392	41,011	-	1.441	42,455	-	1.490	43,898
			-			-			-			-			-		
7	1.294	38,124	-	1.343	39,567	-	1.392	41,011	-	1.441	42,455	-	1.490	43,898	-	1.539	45,342
			-			-			-			-			-		
8			-	1.392	41,011	-	1.441	42,455	-	1.490	43,898	-	1.539	45,342	-	1.588	46,786
			-			-			-			-			-		
9			-			-	1.490	43,898	-	1.539	45,342	-	1.588	46,786	-	1.637	48,229
			-			-			-			-			-		
10			-			-	1.539	45,342	-	1.588	46,786	-	1.637	48,229	-	1.686	49,673
			-			-			-			-			-		
11			-			-	1.588	46,786	-	1.637	48,229	-	1.686	49,673	-	1.735	51,117
			-			-			-			-			-		
12			-			-			-	1.686	49,673	-	1.735	51,117	-	1.784	52,560
			-			-			-			-			-		
13			-			-			-	1.735	51,117	-	1.784	52,560	-	1.833	54,004
			-			-			-			-			-		
14			-			-			-			-	1.833	54,004	-	1.882	55,447
			-			-			-			-			-		
15			-			-			-			-	1.882	55,447	-	1.931	56,891
			-			-			-			-			-		
			-			-			-			-			-		

12) Q: Is it possible to hire part-time people for electives such as art, music, language, etc..?

A: Yes, it is possible to hire part-time employees for various classes. The administrators in the district recommend the need for full or part-time positions based on the past and present enrollment in classes.

13) Q: What system of reading do you teach at the school, whole language or phonics? Are there more children besides the child mentioned in the negotiation minutes on the school board's section of the website, who are having a hard time learning how to read?

A: We use a comprehensive approach to teaching reading which includes both fiction and non-fiction to teach phonics, phonemic awareness, sight words, and high frequency words. Students use both reading and writing within the instruction. While some units are based on themes, some skills are taught separately. (For example, students use Read Naturally for fluency practice and the stories are all non-fiction.)

[http://www.corestandards.org/assets/CCSSI\\_ELA%20Standards.pdf](http://www.corestandards.org/assets/CCSSI_ELA%20Standards.pdf)

We do have some students who have difficulty learning to read, which is why we have remedial programs such as Title1 and Special Education. We also have an intervention system for those students who are having some difficulty learning to read, but do not have severe enough reading difficulties to be in a remedial program.

14) Q: I'm confused do you have three full-time administrators or less?

A: For the school year 2014-15 there were 2 ½ FTE (Full Time Employee) administrators. There were three different people filling these (2 ½) positions. Many people believe we have three full-time administrators, but this is not the case.

15) Q: Why did the School District allow a teacher to fly to Alaska?

A: The teacher who flew to Alaska did so with the funding provided by the Vocational Education State funding. Local tax money and the general fund were not used for the trip. This trip met the State requirements for expenditure and the purpose of the trip was to oversee and evaluate a student's work project. As the Superintendent, I approved the trip based on the approval of State funding for the trip.

16) Q: How much do we spend on internet and what is Ednetics and how much do we pay for it?

A: Ednetics is an education network technical support service. The new contract for Ednetics increased the cost of their service to \$9,000 for the year which equates to \$750 per month. If we qualify for E-Rate reimbursement, our reimbursement rate is 70% which would reduce the cost of Ednetics services to \$225 per month. If we do not qualify for E-Rate reimbursement for Ednetics we will revisit the Ednetics contract.

As for internet services, we pay First Step Internet \$500 per month and TDS \$910 per month. We get a 70% reimbursement from E-Rate making the cost \$150 and \$273 respectively. The \$150 a month for First Step will be reimbursed by the State of Idaho as a replacement for the loss of IEN. This brings our total cost for Internet to \$273 a month.

You should also note that the reimbursement from E-Rate happens on about a semi-annual basis. This means that we pay the full amount monthly and then receive a reimbursement check from E-Rate about twice a year.

17) Q: How many teacher aides are there and where does the money come from to pay for them?

A: This school year we had 10 FTE Paraprofessional positions (Instructional Aides), however, with the failure of the levy, we cut 4 FTE Paraprofessionals. The district gets reimbursed partially for the cost of these positions by the state and federal funds. The reimbursement is determined by the number of students enrolled. The more students that are enrolled in the district, the higher the reimbursement amount. Last year state and federal funds reimbursed the district for approximately 65% of the classified staff (including custodial staff, secretaries etc).

18) Q: How many sports coaches are there?

A: We currently have cut all the sports, but this past school year and the previous years, we had a head coach for each of the following sports: football, x-country, volleyball, basketball, softball, baseball and track. We have a total of 10 head coaches and 13 Assistant Coaches for all the sports we offer.

19) Q: How many certified teaching staff do you currently have and how much does the state fund?

A: We currently (after the reduction if force) have 5 full-time and 1 part-time certified staff at the TES and 5 full-time and 3 part-time certified staff at TJHS. There were a total of 7.5 FTE certified positions that were reduced. Last year the state reimbursed the district for 76% of the certified salaries.

20) Q: Are the principal's salaries paid for with local dollars or state or federal dollars?

A: The administrative positions are paid for by a combination of state and local funds just as the rest of the district positions are. The state reimbursed the district last year for 65% of the administrative salaries.

21) Q: How many positions and or things i.e. buses, are reimbursed by the state, and what are they?

A: The state determines the amount of money the district will receive by the district student enrollment. The state contributes a percentage of the general fund through support units, which are calculated through a formula involving student enrollment. This is discretionary money that can be used on salaries, supplies and other necessities. The state also funds our professional development budget, part of our technology budget, and leadership pay.

The state reimburses a percentage of our student travel to and from school, as well as a percentage of our transportation coordinator, and a small percentage of our maintenance coordinator. Some expenses are reimbursed at 85%, such as maintenance and repairs, bus driver salaries/benefits, any expense relating to a yellow bus; and some expenses are reimbursed at 50%, such as supplies, Supervisor Salary/Ben, utilities. We also receive a 16.6% reimbursement for depreciation on our new buses over a 12 year period.

Overall, we received 33% of last year's total general fund from the Supplemental Levy and 67% from the state.

If you need more details regarding the state reimbursement, just let me know and I will break it down further.