

### **Call to Order**

Larry Cyrus called the meeting to order at 6:00 p.m. in the High School board room #335. Board members present were Larry Cyrus, Kalene Engel, Darrin Dillinger, Lynn Doelle, Don Baloun, Mike Ayala, and Niki Secrist. Also present were Troy White, Christy Foley, Don Foley, Jan Murty, and Cindy Lambert.

The Pledge of Allegiance was recited, and the Mission Statement read.

Larry Cyrus attested to the publication of the meeting.

### **Approval of the Agenda**

A motion was made to move the CO-OP agreements to the first item in discussion by Kalene Engel, seconded by Don Baloun. Motion carried. Kalene Engel made a motion to approve the amended agenda. Lynn Doelle seconded the motion. Motion carried.

### **Discussion Items**

- **Co-curricular programs**  
**CO-OP agreements**

The board discussed the information on co-op programs including the deadlines set by the WIAA to apply for a co-op, the process for our district to approve, another district to approve, then the conference of the new co-op to approve before going to the WIAA for approval. It was shared that districts have been contacted and currently Arcadia is the only district interested in co-oping for wrestling and girl's golf. Other information discussed included:

- C-FC currently co-oping for hockey and gymnastics.
- The number of current and future athletes involved in each sport.
- Fielding a team versus only competing individually.
- The Dairyland conference worries about sustaining wrestling without C-FC.
- The burden of families having to drive to Arcadia.
- The financial impact (minus transportation, officials, and event workers) of sports with 5 or less athletes costing \$1,600 - \$4,000 per athlete and other sports with more than 5 participants range from \$240 - \$534 at the high school level. Costs for previous co-ops at C-FC have ranged from \$800-\$1,000 per athlete which does account for transportation, officials, and event workers.

#### **Salaries and participant thresholds**

An adjusted co- and extra-curricular pay schedule was discussed that aligns the coaches and advisor salaries into groups based on the level of student instruction, being a season or an ongoing activity, a public performance, and the requirement for expertise as well as the number of weeks the sport or activity season occurs.

- **Strategic plan review**

The Board identified items within the strategic plan that needed to be amended and others that were completed. The superintendent was given direction to make the amendments and have them brought for Board approval.

- **Draft Professional Staff Salary Schedule**

A new professional salary was discussed including changing the matrix to reduce the number of steps from 30 in the current scale to 12 with some steps having multiple years included. This matrix would absorb the previous critical shortage area enhancement, provided greater increases when staff move from one category to the next, and address both attraction and retention of staff.

- **2023 – 2024 Calendar changes**

Multiple changes to the 2023-2024 calendar were discussed including:

- Kicking off the start of school on August 28<sup>th</sup>.
- Moving professional development days to align with other district for shared training.
- Removing some professional development days and days off to have Thanksgiving week off.

- Moving parent/teacher conferences and a day off in March to have a four-day spring break around Easter.
- **S.A.T. (School Achievement Team) board presentation on April 19<sup>th</sup>.**  
The Board changed the April 19<sup>th</sup> Board meeting to 4:30 pm to allow for S.A.T. presentations.
- **Board of canvassers to certify the election on April 5<sup>th</sup>.**  
Don Baloun and Darrin Dillinger will canvass the election.

**Information Items**

- **2023 – 2024 Enrollment projections**  
Projections were shared and discussed showing the enrollment is starting to level out, but still declining.
- **2023 – 2024 Staffing projections**  
Projections for staffing based on the projected enrollment was presented with the only change being the potential of moving current staff to allow the district to remain AGR compliant with 18:1 staff to student ratio in the 5K-3<sup>rd</sup> grade classrooms.

**Future Agenda Items**

- Day Care
- Food Service Audit
- Legislative involvement
- Handbook
- Community Relations
- Budget
- Mental Health Services

**Review Timelines and Items for Future Board Agendas and Meetings.**

Wednesday	March 15 <sup>th</sup> , 2023	Regular Meeting	6:00 p.m.
Thursday	April 6 <sup>th</sup> , 2023	Committee of the Whole	6:00 p.m.
Wednesday	April 19 <sup>th</sup> , 2023	Regular Meeting (New Board Oaths)	4:30 p.m.
Thursday	May 4 <sup>th</sup> , 2023	Special Meeting (Board Organization)	6:00 p.m.
		Committee of the Whole	Following the special meeting

**Adjourn**

Niki Secrist made a motion to adjourn the committee meeting. Lynn Doelle seconded the motion. Motion carried at 9:12 p.m.

## 2023-24 Cochrane Fountain City School Calendar

July						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

August						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November						
S	M	T	W	T	F	S
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

January						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

March						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

- August 16 & 17– New Teacher Staff Development
- August 21, 22, 23, 24– Staff Development - **No Students**
- August 23 – Open House PreK-12
- August 28 – First Day of School for Students
- September 4 – Labor Day – **No School**
- September 18-22 – Homecoming
- October 20 - Staff Development - **No Students**
- November 7 & 9 - P/ T Evening Conferences PreK-12
- November 10 – Staff Development - **No Students**
- November 20-24 - Thanksgiving Break - **No School**
- December 25 – January 1 Winter Break - **No School**

- January 18 & 22 - Staff Development - No Students
- February 16 – **No School**
- February 19 – Staff Development – **No Students**
- March 15 – Staff Development – **No Students**
- March 25 & 26 – P/T Evening Conferences PreK-12
- March 27 - April 1 - Spring Break – **No School**
- April 26 - Staff Development – **No Students**
- May 25 – Graduation
- May 27 – Memorial Day – **No School**
- May 30 – Last Day of School
- May 31 – Staff Development Day – **No Students**

School Day (M, T, R, F) 8:00 – 3:21  
 Wednesday Early Release at 2:54 p.m.  
 Parent / Teacher Conference 3:30 - 7:30 pm

	First / Last Day of School
	Teacher Professional Development Days - No Students
	No School / Holiday
	Parent / Teacher Conferences

\*The calendar may be revised during the school year depending on emergency days missed or other circumstances.  
 \*Inclement weather make-up days may be added to the end of the school year.

**M. Co- and Extra-Curricular Pay Schedule**

Co-curricular assignments will be assigned by Administration. Administration may add or delete co-curricular positions based on need and financial considerations. The following list of co-curricular advisors is not inclusive of all the district needs.

<b>GROUP 1 (\$4,500)</b>	<b>GROUP 2 (\$4,000)</b>	<b>GROUP 3 (\$2,500)</b>	<b>Group 4 (\$2,000)</b>
Head Football (15)	Head Volleyball (10)	Asst. Boys Basketball (+10)	Head Boys Golf (5)
Head Boys Basketball (10)	Head Cross Country (5)	Asst. Girls Basketball (+10)	Head Girls Golf (5)
Head Girls Basketball (10)	Head Softball (15)	Musical (10)	Asst. Football (+10)
Head Wrestling (5)	Head Baseball (15)		Asst. Wrestling (+5)
Head Track (5)	Band Director (10)		Asst. Volleyball (+10)
FFA Summer (5)	FFA School Year (5)		Asst. Boys Track (+5)
FBLA Summer (5)	FBLA School Year (5)		Asst. Girls Track (+5)
			Choir Director (10)
			International (10)
			Sr. High Student Council (10)

\*(Participants needed)

<b>GROUP 5 (\$1,800)</b>	<b>GROUP 6 (\$1,500)</b>	<b>Group 7 (\$1,000)</b>	<b>Eliminate (\$0,000)</b>
Jr. High Cross Country (5)	Jr. High Robotics (5)	National Honor Society (5)	<del>Dance</del>
Jr. High Football (15)	Sr. High Robotics (5)	Prom Advisor	<del>Class Advisors (9)</del>
Jr. High Volleyball (10)	Jr. High Student Council (10)	Graduation Advisor	<del>Class Advisors (10)</del>
Jr. High Boys Basketball (10)	Assistant FFA (+10)		<del>Class Advisors (11)</del>
Jr. High Girls Basketball (10)	Assistant FBLA (+10)		<del>Class Advisors (12)</del>
Jr. High Wrestling (5)	SkillsUSA (5)		<del>Weight Room Supervisor</del>
Jr. High Track (5)	FCCLA (5)		
Jr High Boys/Girls Golf (5)	Forensics (5)		
Asst. Softball (+10)	Math Team (5)		
Asst. Baseball (+10)			
TRAP (5)			
Drama (10)			

\*(Participants needed)

	<b>Salary 1</b>	<b>Salary 2</b>	<b>Salary 3</b>	<b>Salary 4</b>	<b>Daily</b>
Instruction/Coaching of Students	Y	Y	Y	Y	Y
Season or Ongoing	Y	Y	Y	Y	No
Public Performance	Y	Y	Some	No	No/Some
Teacher Expertise Required	Y	Some	Some	No	No
<b>Pay</b>	<b>\$ 400 /Week</b>	<b>\$ 350 /Week</b>	<b>\$ 225 /Week</b>	<b>\$ 200 /Week</b>	<b>\$ 100 /Day</b>

Head Count				COVID				2023-24			
Grade	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	Avg. Survival Rate	Avg. Survival	Full survival	+/-	Final Est.
EC	1	0	2	2	1	1		1	1		0
4K	39	38	42	32	31	38		36.7	36	-0.7	36
5K	39	33	35	40	38	32	1.032258	36.2	38	1.8	37
1	33	36	36	33	40	41	1.133224	33.0	32	-1.0	32
2	43	32	40	33	30	40	0.984127	46.5	41	-5.5	41
3	49	40	32	39	32	32	0.959917	39.4	40	0.6	40
4	49	49	41	29	39	36	0.989685	30.7	32	1.3	32
5	46	50	48	39	28	40	1.006966	35.6	36	0.4	36
6	46	45	52	47	40	30	0.982579	40.3	40	-0.3	39
7	42	45	41	53	42	43	1.001419	29.5	30	0.5	30
8	49	42	47	45	52	39	0.956189	43.1	43	-0.1	43
9	57	50	42	49	46	50	1.004462	37.3	39	1.7	39
10	52	54	48	38	48	46	1.001831	50.2	50	-0.2	50
11	59	50	51	48	42	49	1.013137	46.1	46	-0.1	46
12	56	56	50	51	47	38	0.982957	49.6	49	-0.6	49
Attending	660	620	607	578	556	555		555	553		550
Change in Attending		-40	-13	-29	-22	-1		0	-2		-5
Attending % decrease		-6.1%	-2.1%	-4.8%	-3.8%	-0.2%		0.0%	0.4%		-0.9%

open in	34	40	41	35	38	45
open out	22	23	24	32	31	28
total	12	17	17	3	7	17

Head count - Open enrollment IN + Open Enrollment OUT = Resident student count X EC & 4K Proration = Resident Membership (FTE)

Resident	2022 - 2023		
EC	0	x .5	0
4K	40	x .6	24
K-12	497	x 1	497
			<b>521 FTE</b>

Put Estimated FTE & Estimated Summer School FTE into a DPI revenue worksheet

For other number estimates, use actuals from the previous year

Use the resulting Revenue Limit as the estimate for the upcoming year

Fall 22-23		
OE IN	OE Out	Resident
0	2	40
4	3	31
6	4	39
2	2	40
2	1	31
1	0	35
1	2	41
3	1	28
5	3	41
2	2	39
3	2	49
5	0	41
5	4	48
6	2	34

45	28	497
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Spring 22-23		
OE IN	OE Out	Resident
1	2	39
4	3	31
6	4	39
2	4	42
2	1	31
1	1	36
1	2	41
3	2	29
6	3	40
2	2	39
3	5	52
5	2	43
6	3	46
6	2	34

48	36	503
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Est 23-24		
OE IN	OE Out	Resident
	2	38
1	2	38
4	3	31
6	4	39
2	4	42
2	1	31
1	1	36
1	2	40
3	2	29
6	3	40
2	2	39
3	5	52
5	2	43
6	3	46

42	36	506
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'21-22				'22-23				'23-24			
	Actual	Teachers	per pupil		Actual	Teachers	per pupil		Est.	Teachers	per pupil
4K	31	2.25	14	4K	38	2.25	17	4K	36	2.25	16
5K	38	3	13	5K	32	2	16	5K	37	3	12
1	40	3	13	1	41	3	14	1	32	2	16
2	30	2	15	2	40	3	13	2	41	3	14
3	32	2	16	3	32	2	16	3	40	3	13
4	39	2	20	4	36	2	18	4	32	2	16
5	28	2	14	5	40	2	20	5	36	2	18
6	40	2	20	6	30	2	15	6	39	2	20
Total	278	18.25	15	Total	289	18.25	16	Total	293	19.25	15

7	42	18.5	15	7	43	18.5	14	7	30	18.5	14
8	52			8	39			8	43		
9	46			9	50			9	39		
10	48			10	46			10	50		
11	42			11	49			11	46		
12	47			12	38			12	49		
Total	277	18.5	15	Total	265	18.5	14	Total	257	18.5	14



# Cochrane-Fountain City School District

The Pirate Code: Respectful, Responsible, Ready to Learn

## Strategic Plan 2021 - 2024

In July 2021, the Board of Education approved the Strategic Plan of the C-FC School District. The plan includes five focus areas.

### Student Academic Achievement and Success

- Average ACT exam score will be at or above the state average for 11th graders
- All students will be college, career and community ready
- Every student in grades 1-8 will achieve or exceed 1 or more years of academic growth in Math and English Language Arts annually.
- Improve average Forward exam scores in both Math & English Language Arts to above the state average
- Explore ways to increase elective classes and program offerings

### School Culture

- Ensure a safe physical environment
- Create a safe social & emotional environment
- Teach and support positive behavior

### Staff & Personnel

- Create a comprehensive staffing/HR process
- Develop a strategy to increase staff development for all employee groups
- Continue to develop/improve compensation model to remain competitive with local market

### Fiscal Responsibility

- Increase communication regarding the financial state of the district
- Maintain a balanced budget
- Review & update compensation scales to be competitive

### Communication and Community Engagement

- Increase mutually beneficial relationships in the community
- Increase purposeful engagement of key stakeholder groups
- Develop a clear, positive communication strategy for internal and external stakeholders
- Develop a comprehensive C-FC brand and positive marketing strategy

### Vision

C-FC empowers all students to discover their passions, develop their talents, and be responsible, impactful citizens.

### Mission

In partnership with families and community, C-FC provides a safe and supportive environment for all students. By providing a high-quality education that promotes academic and emotional growth, we empower students to be life-long learners and productive, responsible community citizens.