

Cochrane-Fountain City School District
Board Meeting in Committee
January 5, 2023

Call to Order

Larry Cyrus called the meeting to order at 6:00 p.m. in the C-FC High School Library. Board members present were Larry Cyrus, Kalene Engel, Darrin Dillinger, Lynn Doelle, Don Baloun, Michael Ayala, and Niki Secrist. Also present was Superintendent Troy White.

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

Larry Cyrus attested to the publication of the meeting.

Lynn Doelle made a motion to approve the agenda. Darrin Dillinger seconded the motion. Motion carried.

Discussion Items

Open Enrollment Limits

Strategic plan review

Open enrollment limits and the strategic plan will be added to future board meetings.

Information Items

CESA report from December – Larry Cyrus

Larry Cyrus gave the December CESA report.

WASB Board survey

Larry Cyrus gave the board members log in information to complete the survey by January 16, 2023.

S.A.T. (School Achievement Team) update

Kalene Engel updated the board on action teams.

Co-curricular programs

Troy White presented information on identifying salary rates for coaches and advisors per participant levels.

Draw for Ballot order.

Niki Secrist recorded the names as Kalene Engel randomly drew the name order for the April 2023 election.

Board Policy 423 – Full Time Public School Open enrollment

Troy White explained the policy that needs to be followed regarding open enrollment.

Personnel Report

Troy White gave the board an update on personnel.

Future Agenda Item

Technology Education program

Review Timelines and Items for Future Board Agendas and Meetings.

Wednesday	January 25th, 2023	Regular Meeting	6:00 p.m.
Thursday	February 2nd, 2023	Committee of the Whole	6:00 p.m.
Wednesday	February 15th, 2023	Regular Meeting	6:00 p.m.

Adjourn

Lynn Doelle made a motion to adjourn the committee meeting. Michael Ayala seconded the motion. Motion carried at 7:28 p.m.



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.

	Co-Curricular	Day Rate	Proposed	Current Pay	+ / -	Instr. of Student	Season / Ongoing	Perform	Teach Expertise	Type of Pay	Avg Hr /Meet	Days	Wks / Season	Total Hours	Min to Run	Actual Wks
1	Head Football	\$4,400	\$4,500	\$4,500	\$0	Yes	Yes	Yes	Yes	Salary 1	2.5	54	11	135	15	12
1	Head Basketball Boys	\$6,000	\$4,500	\$4,500	\$0	Yes	Yes	Yes	Yes	Salary 1	2.5	73	15	183	10	13
1	Head Basketball Girls	\$6,000	\$4,500	\$4,500	\$0	Yes	Yes	Yes	Yes	Salary 1	2.5	73	15	183	10	13
1	Head Wrestling	\$5,200	\$4,500	\$4,500	\$0	Yes	Yes	Yes	Yes	Salary 1	2.5	61	13	153	5	10
1	Head Track Boys	\$4,800	\$4,500	\$4,500	\$0	Yes	Yes	Yes	Yes	Salary 1	2.5	56	12	140	5	11
1	Head Track Girls	\$4,800	\$4,500	\$4,500	\$0	Yes	Yes	Yes	Yes	Salary 1	2.5	56	12	140	5	11
	FFA - Summer	\$6,000	\$4,500	\$5,100	-\$600	Yes	Yes	Yes	Yes	Salary 1	3	60	15	180	10	11
	FBLA - Summer	\$6,000	\$4,500	\$5,100	-\$600	Yes	Yes	Yes	Yes	Salary 1	3	60	15	180	10	11
1	Head Volleyball	\$4,000	\$4,000	\$4,500	-\$500	Yes	Yes	Yes	Yes	Salary 1	2.5	47	10	118	10	10
2	Head Cross Country	\$4,000	\$4,000	\$3,500	\$500	Yes	Yes	Yes	Yes	Salary 1	2.5	47	10	118	5	9
2	Head Softball	\$4,000	\$4,000	\$3,500	\$500	Yes	Yes	Yes	Yes	Salary 1	2.5	48	10	120	15	10
2	Head Baseball	\$4,000	\$4,000	\$3,500	\$500	Yes	Yes	Yes	Yes	Salary 1	2.5	48	10	120	15	10
2	Band Director	\$4,000	\$4,000	\$3,500	\$500	Yes	Yes	Yes	Yes	Salary 1	1	120	10	120	10	
2	FFA - School	\$4,000	\$4,000	\$3,500	\$500	Yes	Yes	Yes	Yes	Salary 1	1	120	10	120	10	
2	FBLA - School	\$4,000	\$4,000	\$3,500	\$500	Yes	Yes	Yes	Yes	Salary 1	1	120	10	120	10	
2	Head Golf Boys	\$1,800	\$2,000	\$3,500	-\$1,500	Yes	Yes	Min	Some	Salary 3	2.5	37	8	93	5	8
2	Head Golf Girls	\$1,800	\$2,000	\$3,500	-\$1,500	Yes	Yes	Min	Some	Salary 3	2.5	36	8	90	5	8
3	Asst. Football	\$1,800	\$2,000	\$2,000	\$0	Yes	Yes	Min	Some	Salary 3	2	49	8	98	15	12
3	Asst. Volleyball	\$1,575	\$2,000	\$2,000	\$0	Yes	Yes	Min	Some	Salary 3	2	42	7	84	10	10
3	Asst. Basketball Boys	\$2,475	\$2,000	\$2,000	\$0	Yes	Yes	Min	Some	Salary 3	2	68	11	136	10	13
3	Asst. Basketball Girls	\$2,475	\$2,000	\$2,000	\$0	Yes	Yes	Min	Some	Salary 3	2	68	11	136	10	13
3	Asst. Wrestling	\$2,025	\$2,000	\$2,000	\$0	Yes	Yes	Min	Some	Salary 3	2	56	9	112	5	10
3	Asst. Track Boys	\$2,025	\$2,000	\$2,000	\$0	Yes	Yes	Min	Some	Salary 3	2	51	9	102	5	11
3	Asst. Track Girls	\$2,025	\$2,000	\$2,000	\$0	Yes	Yes	Min	Some	Salary 3	2	51	9	102	5	11
3	Choir Director	\$2,000	\$2,000	\$2,000	\$0	Yes	Yes	Yes	Yes	Salary 1	1	60	5	60	10	9
3	Musical	\$2,450	\$2,000	\$2,000	\$0	Yes	Yes	Yes	Some	Salary 2	2	40	7	80	15	
3	International Club	\$2,000	\$2,000	\$2,000	\$0	Yes	No	No	Some	Salary 4	1	120	10	120	10	
4	Sr High Student Council	\$2,025	\$2,000	\$1,800	\$200	Yes	Yes	Min	Some	Salary 3	2	55	9	110	10	

	Co-Curricular	Day Rate	Proposed	Current Pay	+ / -	Instr. of Student	Season / Ongoing	Perform	Teach Expertise	Type of Pay	Avg Hr /Meet	Days	Wks / Season	Total Hours	Min to Run	Actual Wks
4	Jr High Cross Country	\$1,800	\$1,800	\$1,800	\$0	Yes	Min	Min	Some	Salary 4	2	55	9	110	5	9
4	Jr High Football	\$1,800	\$1,800	\$1,800	\$0	Yes	Min	Min	Some	Salary 4	2	55	9	110	15	9
4	Jr High Volleyball	\$1,800	\$1,800	\$1,800	\$0	Yes	Min	Min	Some	Salary 4	2	55	9	110	10	9
4	Jr High Basketball Boys	\$1,800	\$1,800	\$1,800	\$0	Yes	Min	Min	Some	Salary 4	2	55	9	110	10	9
4	Jr High Basketball Girls	\$1,800	\$1,800	\$1,800	\$0	Yes	Min	Min	Some	Salary 4	2	55	9	110	10	9
4	Jr High Wrestling	\$1,800	\$1,800	\$1,800	\$0	Yes	Min	Min	Some	Salary 4	2	55	9	110	5	9
4	Jr High Track	\$1,800	\$1,800	\$1,800	\$0	Yes	Min	Min	Some	Salary 4	2	55	9	110	5	9
4	Jr High Golf Boys/Girls	\$1,800	\$1,800	\$1,800	\$0	Yes	Min	Min	Some	Salary 4	2	55	9	110	5	9
4	Asst. Softball	\$1,800	\$1,800	\$1,800	\$0	Yes	Yes	Min	Some	Salary 3	2	48	8	96	15	10
4	Asst. Baseball	\$1,800	\$1,800	\$1,800	\$0	Yes	Yes	Min	Some	Salary 3	2	48	8	96	15	10
4	TRAP	\$1,800	\$1,800	\$1,800	\$0	Yes	Yes	Min	Some	Salary 4	2	55	9	110	10	10
2	Drama	\$1,750	\$1,800	\$1,800	\$0	Yes	Yes	Yes	Some	Salary 2	2	30	5	60	10	
4	Jr High Robotics	\$1,400	\$1,500	\$1,800	-\$300	Yes	Some	Min	Some	Salary 4	2	40	7	80	10	
4	Sr High Robotics	\$1,400	\$1,500	\$1,800	-\$300	Yes	Some	Min	Some	Salary 4	2	40	7	80	10	
5	Jr High Student Council	\$1,400	\$1,500	\$1,500	\$0	Some	Yes	Min	Some	Salary 4	2	40	7	80	10	
5	Asst. FFA	\$1,500	\$1,500	\$1,500	\$0	Yes	Some	Min	Some	Daily	1	15	1	15	10	
5	Asst. FBLA	\$1,500	\$1,500	\$1,500	\$0	Yes	Some	Min	Some	Daily	1	15	1	15	10	
5	Skills USA	\$1,400	\$1,500	\$1,500	\$0	Yes	Yes	Yes	Some	Salary 2	1	50	4	50	10	
5	FCCLA	\$1,400	\$1,500	\$1,500	\$0	Yes	Yes	Yes	Some	Salary 2	1	50	4	50	10	
5	Forensics	\$1,400	\$1,500	\$1,500	\$0	Yes	Yes	Min	Some	Salary 4	2	40	7	80	5	
5	Math Team	\$1,400	\$1,500	\$1,500	\$0	Yes	Yes	Min	Some	Salary 4	2	40	7	80	10	
5	NHS	\$1,000	\$1,000	\$1,500	-\$500	No	No	Min	No	Daily	1	10	1	10	5	
5	Class Advisor (9-10)	\$0		\$1,000	-\$1,000	Some	No	No	No	Eliminate	1	20	2	20		
5	Class Advisor - Jr.	\$0		\$1,000	-\$1,000	Some	No	Min	No	Eliminate	1	20	2	20		
5	Class Advisor - Sr.	\$0		\$1,000	-\$1,000	Some	No	Min	No	Eliminate	1	20	2	20		
5	Wt Room Supervisor	\$0		\$1,000	-\$1,000	Some	No	No	No	Eliminate	2	40	7	80		
3	Dance	\$0		\$2,000	-\$2,000	Yes	Yes	Min	Some	Eliminate	1	120	10	120	5	
	Prom Advisor	\$1,000	\$1,000	\$0	\$1,000	No	No	Min	No	Daily	1	10	1	10		
	Graduation Advisor	\$1,000	\$1,000	\$0	\$1,000	No	No	Min	No	Daily	1	10	1	10		
		\$135,025	\$128,100	\$134,700	-\$6,600											

Salary 1	\$400 /week	Salary 4	\$200 /week
Salary 2	\$350 /week	Daily	\$100 /Day
Salary 3	\$225 /week	Hourly	\$15 /hour

Days			
9	Monthly	40	Weekly
9	Monthly	80	2x Weekly
20	2x Monthly	120	3x Weekly

Proposed Criteria for Salaried, Daily, and Hourly Rates of Co-Curricular Pay

	Salary 1	Salary 2	Salary 3	Salary 4	Daily	Hourly
Instruction/Coaching/Mentoring of Students	Y	Y	Y	Y	Y	No
Season or Ongoing	Y	Y	Y	Y	No	
Public Performance	Y	Y	Min	No		
Teacher Expertise Required	Y	Some	Some	No		
Pay	\$ 400 /Week	\$ 350 /Week	\$ 225 /Week	\$ 200 /Week	\$ 100 /Day	\$ 15 /Hour

Co-Curricular	Season	Weeks	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total Days	
Head FB	8/2-10/14	12	22	22	10								54	
Head B BB	11/14-2/23	13				11	20	22	20				73	
Head G BB	11/7-2/16	13				16	20	22	15				73	
Head Wrestling	11/14-2/2	10				11	20	22	8				61	
Head B Track	3/6-5/19	11								20	20	16	56	
Head G Track	3/6-5/19	11								20	20	16	56	
			80% of Base Salary for 60 Days											
			80% of Base Salary for 60 Days											

Head VB	8/15-10/13	10	13	22	12								47
Head CC	8/15-10/13	9	13	22	12								47
Head SB	3/13-5/15	10								15	19	14	48
Head Baseball	3/20-5/22	10								10	19	19	48
Band	Year		Weekly Pep Band + 2x/Wk Concert Band										62
FFA	Year		3x/wk School + performances										62
FBLA	Year		3x/wk School + performances										62

Head B Golf	3/27-5/17	8								5	19	13	37
Head G Golf	8/8-9/22	8	18	18									36
Asst. FB	8/2-10/14	11	22	22	10								54
Asst. VB	8/15-10/13	9 + Reg = 10	13	22	12								47
Asst. B BB	11/14-2/23	15 - 3H + Reg = 13				11	20	22	20				73
Asst. G BB	11/7-2/16	15 - 3H + Reg = 13				16	20	22	15				73
Asst. Wrestling	11/14-2/2	13 - 3H + Reg = 11				11	20	22	8				61
Asst. B Track	3/6-5/19	11								20	20	16	56
Asst. G Track	3/6-5/19	11								20	20	16	56
Choir	Year		2x/wk School + performances										57
Musical			6 weeks (3 hrs.day)										40
International			3x/wk School + Trip										50
Sr. St. Council		9	1x/wk 60 days St Council + 1x/wk 30 days Homecoming										36

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.

GROUP 1 (\$4,500)	GROUP 2 (\$4,000)	GROUP 4 (\$2,000)	
Head Football (S1) Head Boys Basketball (S1) Head Girls Basketball (S1) Head Boys Track (S1) Head Girls Track (S1) Head Wrestling (S1) FFA Summer (S1) FBLA Summer (S1)	Head Volleyball (S1) Head Cross Country (S1) Head Softball (S1) Head Baseball (S1) Band Director (S1) FBLA School Year (S2) FFA School Year (S2)	Head Boys Golf (S3) Head Girls Golf (S3) Asst. Football (S3) Asst. Volleyball (S3) Asst. Boys Basketball (S3) Asst. Girls Basketball (S3) Sr. High Student Council (S3)	Asst. Wrestling (S3) Asst. Boys Track (S3) Asst. Girls Track (S3) Choir Director (S1) Musical (S3) International (S4)
GROUP 5 (\$1,800)	GROUP 6 (\$1,500)	Group 7 (\$1,000)	Eliminate (\$0,000)
Jr. High Cross Country (S4) Jr. High Football (S4) Jr. High Volleyball (S4) Jr. High Boys Basketball (S4) Jr. High Girls Basketball (S4) Jr. High Wrestling (S4) Jr. High Track (S4) Jr High Boys/Girls Golf (S4) Asst. Softball (S3) Asst. Baseball (S3) TRAP (S4) Drama (S2)	Jr. High Robotics (S4) Sr. High Robotics (S4) Jr. High Student Council (S4) Assistant FFA (D) Assistant FBLA (D) SkillsUSA (S2) FCCLA (S2) Forensics (S4) Math Team (S4)	National Honor Society (D) Prom Advisor (D) Graduation Advisor (D)	Dance Class Advisors (9) Class Advisors (10) Class Advisors (11) Class Advisors (12) Weight Room Supervisor

Criteria for Salaried and Daily Rates of Co-Curricular Pay

	Salary 1	Salary 2	Salary 3	Salary 4	Salary 5	Daily
Instruction/Coaching of Students	Y	Y	Y	Y	Y	Y
Season or Ongoing	Y	Y	Y	Y	Min	No
Public Performance	Y	Y	Min	No	No	No/Min
Teacher Expertise Required	Y	Some	Some	No	No	No
Pay	\$ 400 /Week	\$ 350 /Week	\$ 225 /Week	\$ 200 /Week	\$ 100 /Week	\$ 100 /Day

Support Staff

Staff	Role	Notes
Loth, Angela	Paraeducator	Resignation - January 2023
Palkowski, Lisa	Paraeducator	Request reduction to part time - January 2023
Sixty, Bruce	Paraeducator	Hired to replace Loth, Angela - January 2023
Mrozek, Doreen	Bus Driver	Resignation/retirement - June 2023

Currently we will be reducing our paraeducator staff, due to changes in student needs and adjustments to paraeducator responsibilities.

Teaching Staff

Litchfield, Lance	Physical Education / Athletic Director	Resignation - January 2023
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