

LAKE COUNTY SCHOOL DISTRICT R-1

RESOLUTION NO. 24-02

A RESOLUTION IN CONJUNCTION WITH THE ADOPTION OF THE DISTRICT'S BUDGET AND APPROPRIATIONS FOR THE FISCAL YEAR BEGINNING JULY 1, 2023, AND ENDING JUNE 30, 2024

WHEREAS, the Lake County School District's R-1 (the "District") Board of Education (the "Board") is required by law to adopt a resolution adopting the District's budget for the fiscal year and authorizing total appropriation amounts to be expended prior to the beginning of the fiscal year;

WHEREAS, the District's annual budget for the fiscal year beginning July 1, 2023, and ending June 30, 2024, has been proposed and a public hearing has been held after duly published public notices;

WHEREAS, the budget provides for revenues and available resources equal to or greater than the total proposed expenditures and transfers as set forth in said budget;

WHEREAS, state law also requires the Board adopt by resolution a teacher salary schedule in conjunction with or prior to the adoption of the budget for the following fiscal year;

WHEREAS, the Board's representatives and the Lake County Education Association ("LCEA" or "Association") have engaged in negotiations this spring regarding salaries and health insurance premiums for certified teachers, which are the only two (2) items for negotiations this year;

WHEREAS, although there is no written collective bargaining agreement or other provision that requires, the Board's representatives and the Association have additionally engaged in negotiations this spring regarding salaries and health insurance premiums for the paraprofessionals and non-administrative preschool staff;

WHEREAS, at the conclusion of the May 5, 2023, bargaining session for both groups, there was no tentative agreement on the salaries and health insurance premiums, and the parties agreed to schedule mediation with the Federal Mediation and Conciliation Services ("FMCS") on June 16, 2023;

WHEREAS, at the mediation on June 16, 2023, the parties were unable to reach agreement regarding these two (2) matters even with the assistance of the FMCS mediator;

WHEREAS, the Association has requested utilization of the fact finding process in order to assist in reaching agreement on these two (2) matters, salaries and health insurance premiums;

WHEREAS, the parties will follow the fact finding provisions in the Master Agreement with the certified teachers and, although not required, the District has agreed to include the paraprofessionals and non-administrative preschool staff in this process;

WHEREAS, the fact finding process will not conclude until after June 30, 2023;

WHEREAS, despite the failure of the parties to reach agreement at this time, the Board must carry out its statutory duty to develop and approve a budget, as well as to adopt a salary schedule for its teachers prior to June 30, 2023;

WHEREAS, Article 6.2 of the Master Agreement between the District and Association provides that “[i]n the event the parties are unable to reach agreement on a new salary schedule and benefit package on or before June 30 of the year in question, the District may, consistent with Colorado law, impose a new schedule and benefit package for the following year;”

WHEREAS, the Association and the Board are in agreement that Article 6.2 controls for the Board’s to have discretionary authority to set a new certified teacher salary schedule in conjunction with its budget for fiscal year 2023-2024;

WHEREAS, there are no contractual requirements for the Board related to the setting of salaries for the paraprofessional and non-administrative preschool staff employees;

WHEREAS, the Board’s representatives have conducted the meet and confer process with the representatives of AFSCME;

WHEREAS, the proposed budget contains an unchanged salary schedule for the 2023-2024 school year (utilizing the current 2022-2023 salary schedule), as well as unassigned general funds to provide certified teachers with a step on the salary schedule, which is the equivalent of a 3.5% increase;

WHEREAS, the proposed budget contains unassigned general funds to provide current paraprofessional and non-administrative preschool staff with a three and one-half percent (3.5%) increase;

WHEREAS, the proposed budget contains unassigned general funds to provide current AFSCME staff with a three and one-half percent (3.5%) increase;

WHEREAS, the Board has reviewed the functions and objects of the proposed budget and believes the appropriations included reflect reasonable reserves to contend with the potential loss of revenue, as well as reflect the values of its community;

WHEREAS, the proposed budget for the District’s 2023-2024 fiscal year has been developed to meet several of the Board’s stated goals and priorities regarding its financial stability, commitment to excellence in education for its students, and desire to competitively compensation its employees, including, but not limited to:

1. Maintaining the District’s long-term fiscal stability and responsibilities towards its many constituents, including, but not limited to, its employees, students, families, community, and taxpayers;
2. Utilizing the District’s reserves, BEST grants, and other available one-time funding sources for identified capital projects, such as roof replacement and repair projects in order to provide safe and up-to-date learning environments for students and working environments for staff;
3. Increasing student achievement with effective teachers and quality programs that will allow students to improve their skills academically, technologically, physically, and socially so that they become productive members of the global community;
4. Recognizing the funding sources that were specifically relied upon by both the District and Association when they reached a negotiated agreement for salaries and health insurance premiums in 2022 that enabled the District to increase the certified teacher base

salary by over eighteen percent (18%) and give similar raises to other employee groups; and,

5. Competitively compensating all employee groups against other similarly situated small rural school districts, while balancing rising operational costs and continued inflation, as well as with declining student enrollment numbers.

WHEREAS, pursuant to § 22-44-115, C.R.S., the District cannot expend any moneys in excess of the amount appropriated for a particular Fund, and any obligation, contractual or otherwise, which requires expenditures in excess of the amounts so budgeted and appropriated for that fund is void under both such statute and Article X, Section 20 of the State Constitution (absent voter approval of the multiyear financial obligation or designation of reserves to meet such obligation); and,

WHEREAS, the District's budget for the 2023-2024 school year will allow for it to balance the many competing interests while fairly compensating its employees and addressing its other needs, priorities, values, and commitments.

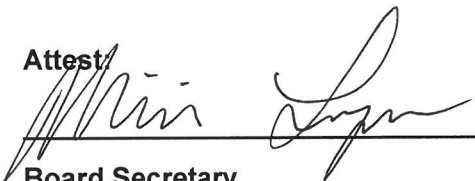
NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Lake County School District R-1 that this resolution be included with the Adopted Budget for the 2023-2024 fiscal year.

ADOPTED AND APPROVED: June 26, 2023.

LAKE COUNTY SCHOOL DISTRICT R-1



Board President

Attest:


Board Secretary

VOTE:

Mr. Baker	<u>Yes</u>
Ms. Allaman	<u>Absent</u>
Mr. Weston	<u>Yes</u>
Ms. Roeder	<u>Absent</u>
Ms. Lozano	<u>Yes</u>