

School Consolidation Task Force
Teachers and Staff Subcommittee Meeting Minutes
January 10, 2018
5:00pm–7:00pm
Capital School District Board Room

Members present:

Dusty Blakey, Chair
Jeff Taschner, Deputy Chair
Gerald Allen, Director of Human Resources, New Castle County Vo-Tech
Angeline Rivello, Delaware Department of Education
David Davis, DSEA Administrator
Mary Cooke, Director of Human Resources, Capital School District
Tammy Croce, Executive Director, Delaware Association of School Administrators
Christine Smith, Director of Human Resources, Red Clay School District
Emily Falcon, Chief Financial Officer, Colonial School District
Loretta Greig, Parent, Lake Forest School District

Members absent:

Mike Hoffmann, DSEA
Matthew Meyer, New Castle County Executive

Members of the public present:

Robert Overmiller, Governor’s Advisory Council for Exceptional Citizens (GACEC)
Nermin Zubaca, Delaware Department of Education

I. Welcome and Introductions

The meeting was called to order at 5:00 PM.

Dr. Blakey, the sub-committee chair, welcomed the members as well as the public attendees and asked them to introduce themselves.

II. Review and Approval of Minutes from December 6, 2017

A motion was made by Ms. Croce and seconded by Mr. Davis to approve the minutes. The motion carried with a unanimous vote.

III. Review and Discussion of Common Definitions for All Staff and Teacher Groups for Inclusion

The chair said this sub-committee started having conversations at the December meeting about common definitions and employee groups. Discussion continued about employee groups and whether or not State or District data will be used to come up with a common definition, especially for Administrators. The chair noted that the Task Force is going to have someone look into whether or not there are too many administrators in the State.

The deputy chair noted that Representative Jaques informed him that nothing has moved forward yet on the RFP for someone to look at the Administrator issue, and that the company that was supposed to perform the study through SREB dropped off today, moving everything to square one now. He said this postpones the timeline for this study even further, and that the DASA survey from several years ago stated that 1470 units across districts were not Division I funded positions resulting in 80 or so less administrator positions across the state. Angeline said she will check to see if there is an RFP in existence that is a similar study that we can reuse. The sub-committee discussed if the study should be a comparative one against the rest of the nation or some empirical research that would provide evidence of the number of administrators that are needed for student success. Angeline said she could provide research on this. The chair expressed that it is important to have same definitions across sub-committees.

IV. Review and Discussion of Various Available Data Collected

The chair said that Mr. Zubaca e-mailed a data set to the sub-committee on January 8th. Mr. Zubaca handed out the district level survey response one-pagers by District, and also handed out copies of the same data by County. Mr. Zubaca talked about the data provided by DOE. It was noted that Brandywine did not completed their survey accurately because it is showing only 1 administrator in their District based on the information they reported. Mr. Zubaca checked the survey, and Brandywine did state 1 administrator in their response. Mr. Allen noted that New Castle County Vo-Tech does not have 711 maintenance/custodians. Mr. Zubaca noted that number was a typo made by DOE, and should have been 71. The chair asked Ms. Croce how this data compared to the information that she collected. Ms. Croce noted that at the Structure sub-committee meeting on January 9th it was said that the Governor does not really want to consolidate school districts. She said we still have a responsibility to look at the 4 structures selected and provide that data. Ms. Croce went through data sets 1 and 2 that she requested from all district HR directors, and these sets talked about how many of each categories are in the state, who is defined in those categories, and how are they funded. Ms. Croce said we would have to make assumptions that all schools remain open to know how many staff we would have in each building, and that most of the movement would occur from staffing side, not student, given if all schools remain open. Ms. Croce mentioned that the Structure sub-committee meeting last night talked about services and how many people would be needed as financial secretaries, payroll, etc. Ms. Croce said whatever structure gets created for services now floats into how we allocate staff. The chair expressed that collaboration between sub-committees are going to need to take place in order to be on the same page. He talked about having joint sub-committee meetings, for example meeting with the Structure sub-committee, since the structure they create would clearly impact what this sub-committee would produce in terms of staffing, and what a model might look like if we went to a county-wide model. The chair recommended using existing research for similar district size and demographics and use those ratios per student and per pupil expenditure. The deputy chair said it would be interesting to know the number of students in each county and square mileage, and if there are districts that have similar land size and similar student body size. Mr. Cooke said the unit count, even though not perfect, provides a level of equity that doesn't exist in many other states. Ms. Rivello said that Mr. Zubaca could perform the above mentioned analysis and find

similar sized districts in the country to compare. Ms. Croce said that the 2002 study showed that there are not similar districts like the one in DE. The chair said he would like to know what a structure of 65k+ sized districts across the country looks like. He said we should be creating a product that is best for kids whether it is county-wide or status quo, and what is needed to service the various populations around the state. Ms. Rivello said Nermin will provide an analysis that includes: number of students by county, including charters, number of schools by county, school size, square miles per county, general socio-economics demographics on students including race, gender, special needs, and Division I units per building. The sub-committee agreed that it is important to create everything with and without charters so that there are two scenarios. The chair said we can look for comparable districts and the amount of money that they spend on teachers, admins, unit allocation, per pupil spending, test scores, etc., and ensure that comparable sites have similar regulation on funding spending since Delaware is restricted how to spend unit funding, whereas places like Florida can spend money any way they see fit. The chair asked Mr. Zubaca the length of time needed to research and report this data set. Mr. Zubaca said he will reach out to a contact at DOE to perform the GIS mapping in order to figure out the number of students in each county and square mileage. He said he will need a couple of weeks to research and pull together a data set of this magnitude. The chair asked Mr. Zubaca to e-mail the data set to the sub-committee by February 1st for their review prior to the next meeting.

V. Selection of Future Meeting Dates

The next meeting will be held on February 5, 2018 from 5:00pm-7:00pm at the Colonial District Office.

VI. Public Comments

Mr. Overmiller said he would love to see reports from Ms. Croce to look the same so that they can be compared. He said even if we do not end up consolidating, that data would be great to have handy when making decisions.

VII. Adjournment

Mr. Taschner made a motion to adjourn the meeting and it was seconded by Mr. Allen. Motion carried. The chair adjourned the meeting at 6:45pm.