

Mervin Iverson ES
School Organizational Team Meeting
Mervin Iverson Library
January 28, 2025
3:30 P.M.

SOT members:

Amanda Benavidez, teacher
Carrie Bowden, teacher
Erin Littlefield, support staff
Kent Sabo, principal

Rodney Bowden, Parent
Jessica Cox, Parent
Danielle Ford, Parent
Shannon Young, Parent

Administration Team:

Kent Sabo, principal
Victoria Watkis, assistant principal
Jennifer Gomez, assistant principal

This meeting agenda is posted publicly on the school website at
<https://www.iverson elementary.com/>

The school organizational team may take items on the agenda out of order; may combine two or more agenda items for consideration; and may remove an item from the agenda or delay discussion relating to items on the agenda at any time.

Speakers wishing to speak during the public comment period for this meeting may call Iverson 702-799-7260, or sign up in person immediately prior to the beginning of the meeting. Speakers will be called in the order in which they signed up. No one may sign up for another person or yield their time to another person. Generally, a person wishing to speak during the comment period will be allowed two (2) minutes to address the School Organizational Team. Speakers may also submit additional comments in writing.

It is asked that speakers be respectful to each other, Team members, the principal and school district staff. Speakers that are disruptive will be asked to leave the meeting.

1.0 Welcome

1.1 Member Attendance

Carrie Bowden

Rodney Bowden

Danielle Ford

Shannon Young

Kent Sabo

Amanda Benavidez

Erin Littlefield

Jessica Cox

2.0 New Items

2.1 Approval of minutes from 12/17/2024

Motion to approve: Amanda

Second: Erin
All approve

3.0 General Discussion

3.1 21st Century Community Learning Centers Grant

Danielle Ford shared about a program she participated in. Can fund an after school program. Keller ES is currently participating in it. Can be used for tutoring, enrichment activities, etc. Money can be used for different things.

Could benefit students and teachers.

Begin looking into it for the upcoming school year and the following one

NDE website 21st Century Grant

3.2 2025-2026 General Budget

Dr. Sabo shared a spreadsheet that showed the funding for 5 school years and showed how the money has changed (salary mistake from the district, at risk funding, drop in enrollment, raises for staff members, etc.)

Positions Lost

- Assistant Principal
- Teacher (5th Grade Vacancy)
- Teacher (2nd Grade Vacancy)
- Instructional Assistants (3)
- School Specialized Programs Teacher Assistant
- In-House Suspension Aide

Conditions

- Two licensed staff members would need to leave through natural attrition for the Counselor and Behavior Strategist to retain their position.
- Counselor and Behavior Strategist would transition to the classroom if no attrition occurs.
 - This transition would “bump” the two least senior licensed staff members.
 - Typically three licensed staff members leave per year.

Projected Enrollment

25 Teachers	Ratio Limit	25-26 Projected	25-26 Class Size
Kinder (4)	20	69	17.25
1st (4)	20	79	19.75
2nd (5)	20	88	17.6
3rd (4)	22	80	20

4th (4)	22	81	20.25
5th (4)	25	92	23

We need 25 teachers, only have money for 24.

There are teachers who mentioned possibly transferring, but this was before the cuts so not sure if they still intend to transfer or if they would be able to find an open position.

General

- The District is required by law (NRS388G) to provide the estimated amount of money that will be allocated to the school for the upcoming school year by January 15.
- In January 2024, the District provided schools estimated budgets that did not reflect current salaries and did not calculate At-Risk funding correctly.
 - That mistake was announced in September 2024 and it cost us approximately \$450,000 more than we had budgeted for the 2024-2025 school year.
 - Since we had additional funds we had planned to spend in 2025-2026 (extended school day, additional positions, etc.) and beyond, we were able to absorb the mistake without losing positions this school year. Since that money was absorbed this year, we do not have any extra funds to carry over to bolster the 2025-2026 budget.
- This month I was informed that our enrollment is projected to be 5% lower than last year. This projected enrollment reduced our budget by about \$325,000.
 - District enrollment projections have been 99% accurate over the past 20 years.
 - K: 69
 - 1st: 79
 - 2nd: 88
 - 3rd: 80
 - 4th: 81
 - 5th: 92
- Additionally, salary costs increased, so we are left with a deficit of just under \$1,000,000.
- Since our budget expenditures are 98% salaries, we need to reduce positions.
 - When considering reductions, I want to prioritize improving teaching and learning, and managing student behavior.
 - I met one-on-one with 13 staff members who will or may be impacted by this budget deficit.
 - I have also talked with a few staff members who indicated they were interested in positions outside of Iverson.
 - If you are interested in positions outside of Iverson:

- Early hire schools licensed transfer window begins 1/27/2025.
- Remaining schools' licensed transfer window begins 2/10/2025.
- For every job you apply to, I will personally call and email principals telling them how great you are.
 - If the same number of staff accept positions outside Iverson as in previous years, that would reduce the probability of losing staff involuntarily.
- Up to 10 positions may be lost. This includes positions from Administration, Licensed, and Support Staff.

Possibly look into becoming a magnet school for the 26-27 school year. That could add some additional funding.

With contract negotiations beginning, more funds will need to be designated for column advancements, cost of living, etc.

3.3 2025-2026 Title 1 Budget

\$258,720.00 for the 2025-2026 school year. Most of this will be going to pay for licensed positions for the 2025-2026 school year.

3.4 Agenda items for next meeting

Vote on the 2025-2026 budget

4.0 Information

4.1 Next meeting: TBA

Wednesday, February 5 @ 3:30 pm

5.0 Public Comment Period (2 minutes maximum allotted)