

**Mervin Iverson ES**  
**School Organizational Team Meeting**  
**Mervin Iverson Library**  
**February 5, 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

Rodney Bowden  
Danielle Ford  
Jessica Cox  
Shannon Young  
Amanda Benavidez  
Carrie Bowden  
Erin Littlefield  
Kent Sabo

## 2.0 New Items

### 2.1 Approval of minutes from 1/28/2025

Motion to approve: Amanda  
Second: Danielle

All approve

### 3.0 General Discussion

#### 3.1 2025-2026 General Budget

Dr. Sabo proposed the final draft of the 2025-2026 budget. SOT members asked questions about the budget and what would need to happen to maximize the available funds. Dr. Sabo cleared up any misconceptions

#### CIS and SSA

- The cost to the school for a CIS Liaison is \$59,000. The cost for a Student Success Advocate is \$65,189.
- The Student Success Advocate position has been one of the most impactful over the last two years.
  - To date, the number of students who are chronically absent is 24% lower than in 22-23.
- Given the limitations of the CIS Liaison in relation to our primary focus areas of instruction, behavior, and attendance, this tradeoff is not worth a savings of \$6,189.

#### Licensed

- A priority for me with this budget is to retain our newest teachers. In order to make that happen, and to balance this budget, we need two licensed staff to voluntarily leave Iverson. As presented, this budget is about \$240,000 in the red. If I simply eliminate the counselor and behavior strategist and no other licensed staff member leaves, they would replace our newest teachers. I want to avoid losing our newest teachers.
- Here are some potential scenarios.
  - If no licensed staff voluntarily leave Iverson, then the counselor and behavior strategist would become classroom teachers and we would lose our two newest teachers to surplus. This would balance our budget with no additional money gained.
  - If two licensed staff voluntarily leave Iverson, then the counselor, behavior strategist, and the two newest teachers would retain their positions. This would balance our budget with no additional money gained.
  - If one licensed staff voluntarily leaves Iverson, then the counselor would retain their position, the behavior strategist would move into the classroom, and our newest teacher would be lost to surplus. This would balance our budget with no additional money gained.
  - If more than two licensed staff voluntarily leave Iverson, then the counselor, behavior strategist, and the two newest teachers would retain their positions. Since we need 25 classroom teachers, any licensed staff who leave beyond two would result in hiring for those vacant positions. This would balance our budget with no additional money gained.
  - There are no licensed scenarios in which we free up funds to be used elsewhere.

- The second and fourth scenario provides the staffing we need to continue making progress toward our goals. The remaining scenarios make things a little more challenging.

### 3.2 2025-2026 Title 1 Budget

All of the Title 1 Budget is being used to fund teacher positions

Motion to approve the 2025-2026 budget: Erin Littlefield

Second: Amanda Benavidez

All approved the budget

### 3.3 Agenda items for next meeting

Update on the 21st Century grant

Magnet ideas

Grant opportunities

## 4.0 Information

4.1 Next meeting: TBA

Thursday, March 13, 2025

## 5.0 Public Comment Period (2 minutes maximum allotted)