

School Board Personnel & Finance Committee
OEG IMC – March 28, 2016 – 6:49 PM
Minutes

Membership: Brian Miesen
Heather Connolly - abs
Josh Grabandt
Connie Valenza
Art Beaulieu

I. Minutes

- Minutes from the March 14, 2016 meeting were reviewed and accepted as printed.

II. Financial Considerations

- Superintendent Valenza presented an update on the 2016-17 staffing and budget. She explained that the retirements are in (total of 10), new staff FTE's are calculated and the steps, stipends and lane changes are budgeted. Superintendent Valenza and Art Beaulieu discussed three separate insurance options. Option 1 would be no salary increase, additional family/single premium cost which would end up as a decrease for all staff. Option 2 would have the district pay the lowest carrier rate (Dean). Employees would pay the additional premium charge. The Medical Associate patients/employee charge would be extremely high. Option 3 would be to go with a high deductible with the district paying the deductible. Art estimates that 60% of our staff use the full deductible. If more staff use the full deductible it could end up as a risk for the district. The board and administration will need to take a look at the insurance options. Superintendent Valenza suggested that we have an insurance provider meet with the staff to explain and answer any/all questions. The committee members agreed to not pursue Option 2. They would like to pursue Option 3 as they feel this would be competitive and have minimal increase.

III. Personnel Considerations

- Superintendent Valenza gave an overview of the 2016-2017 professional staff contracts. 103 full-time and 2 part-time contracts are going out after approval. She briefly discussed the added staff and stated that there are no reductions in professional staff for the upcoming school year. We are still looking to fill two 3rd grade positions, one 2nd, one 4th, one 6th and high school Art, Spanish and Special Education.
- Superintendent Valenza informed the committee members that the last support staff that had their position cut to 60% has secured a position locally with benefits.
- Superintendent Valenza noted that the second interviews for the Pupil Services Director are scheduled for Thursday evening beginning at 5:00 pm. This will be posted in case some of the board members attend.
- 2016-17 Employee Handbook changes were discussed. Superintendent Valenza shared slides on the changes that are up for approval at tonight's board meeting – all changes except for the benefits which will be approved at a later date. She would like to see the three insurance options explained and discussed with staff before making a decision. Changes that are up for approval are compensation-dealing with probationary period, leave-staff sick leave "bank", personal leave-change 30 to 90 day notice and available in-school grants for teachers.

IV. Other

- Superintendent Valenza updated the members on the facilities and the financial realities. She explained the asbestos abatement projects which were additional costs and now the middle school science labs have a plumbing problem that will increase the cost. Although these are unexpected, they can be covered with our contingency funds. Overall our contingency funds are in very good shape with a total remaining amount of \$600,000.00. If we still have money in the contingency funds at the end of the projects we can possibly look at some alternate projects.
- Superintendent Valenza shared slides on the possible five alternate projects. A brief summary of the alternate projects include: Renovation of the existing middle school boys/girls locker rooms-cost of \$432,000.00. Renovation for new fitness and storage rooms at the middle school – cost of \$208,000.00. Replace entrance systems at Neal Wilkins – cost of \$31,000.00. Rework circuits in the middle school to include the district office to be fed from the generator power during emergency situations-cost of \$7,000.00. Renovate the high school staff/work rooms and add bathrooms for a cost of \$88,000.00. The committee discussed which projects would be considered a must, recommended or hold off for now.

- Superintendent Valenza explained that the crowning of the high school soccer field is going forward due to the cost savings from using the dirt from the Westview project. She also informed the committee that they are saving a big amount by reusing the cabinets in the high school science area. Art explained that we also saved money due to the oil for pavement bids were done when the oil prices were lower. Always good to hear when we save money!

Meeting adjourned at 7:26 pm

Recorded by Lynne Tanner