

**SCHOOL DISTRICT OF MANAWA
FINANCE COMMITTEE MEETING AGENDA**

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(US) +1 475-522-0441 PIN: 554 213 934#

Date: April 11, 2022

Time: 6:00 p.m.

Hybrid Meeting Format (In-person Meeting for Board of Education at MES Board Room, 800 Beech Street & Virtual Components)

Board Committee Members: Pethke (C), J. Johnson, R. Johnson

In Attendance:

Timer: _____ **Recorder:** _____

1. Consider Approval of High School Band Uniform Replacement as Presented and Approved by the Curriculum Committee at the March 22, 2022 meeting (Information / Action)
2. Clarification on Eligibility for \$250 Stipend for Support Staff as Presented (Information / Action)
3. Consider Approval of Hiring Incentive for LWHS/MMS 2nd Shift Custodial Position (Information / Action)
4. Health, Dental, and Vision Insurance Updates (Information)
5. Transportation Cost Increase (Information)
6. Monthly Financial Summary (Information)
7. Finance Committee Planning Guide (Information / Action)
8. Next Finance Committee Meeting Date: _____
9. Next Finance Committee Items:
 - 1.
 - 2.
10. Adjourn



To: Dr. Oppor, Curriculum Committee
Fr: Dan Wolfgram, Kevin Plekan - Director of Instrumental Music
Date: 3/17/2022
Re: Recommendation of New Band Uniforms

Rationale: The current band uniforms are over 30 years old and in need of repair. Dry cleaning is unable to remove staining on the white part of the uniform and they have begun to yellow with age. The styling of the current uniform is also dated, and in need of updating. The material does not breathe well in heat and does not insulate well in cold weather.

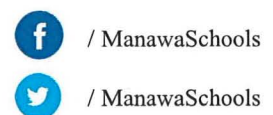


School District of Manawa
800 Beech Street
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Fax: (920) 596-5308

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Manawa Middle School**
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Manawa Elementary
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School District of Manawa

Students Choosing to Excel, Realizing Their Strengths

Little Wolf High School Band Uniform Timeline & Process

- January 13 - Eight possible styles were presented as possible styles/options to students for feedback.
- January 18 - Initial sketches received based on student feedback.
- January 20th - Option of a concert coat presented. Students in the band were given the opportunity to view and give feedback in class. Feedback was given to Mr. Plekan from students, Dr. Oppor, Jeff Bortle, and Dan Wolfgram
- February 11 - Revised sketches and the addition of a concert coat received by Mr. Plekan.
- February 24th - Final options and in-class presentations to students. Survey is distributed to all band students.
- February 25th - Band Parent Survey sent via email.
- Week of February 28th - Mr. Plekan and Mr. Wolfgram communicated with community stakeholders, and band alumni for additional feedback.

Parent/Alumni/Student Survey Responses:

<u>Uniform Options</u>	<u>Parents</u>	<u>Students</u>	<u>Alumni</u>
Red Accented	23%	76%	34%
White Accented	77%	24%	66%
Cape	56%	22%	0%
No Cape	44%	88%	100%

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Stanbury:



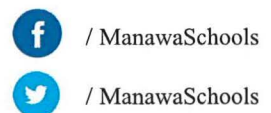
Stanbury Choices.	Cost	Total Cost	
Marching Uniform B1 with all Accessories	\$568 X 65	\$36,920	
Gloves	\$2.30 X 65	\$149.50	
Concert Jacket	\$165 X 65	\$10,725.00	
Garment Bag 7212B_A	\$19.00 X 130	\$2,470.00	
Black Marching/Concert Shoes	\$38.00 X 65	\$2,470.00	
			Total for 65 marching band and 65 concert band jackets (pants are shared between uniforms) and all accessories.
		\$52,735	

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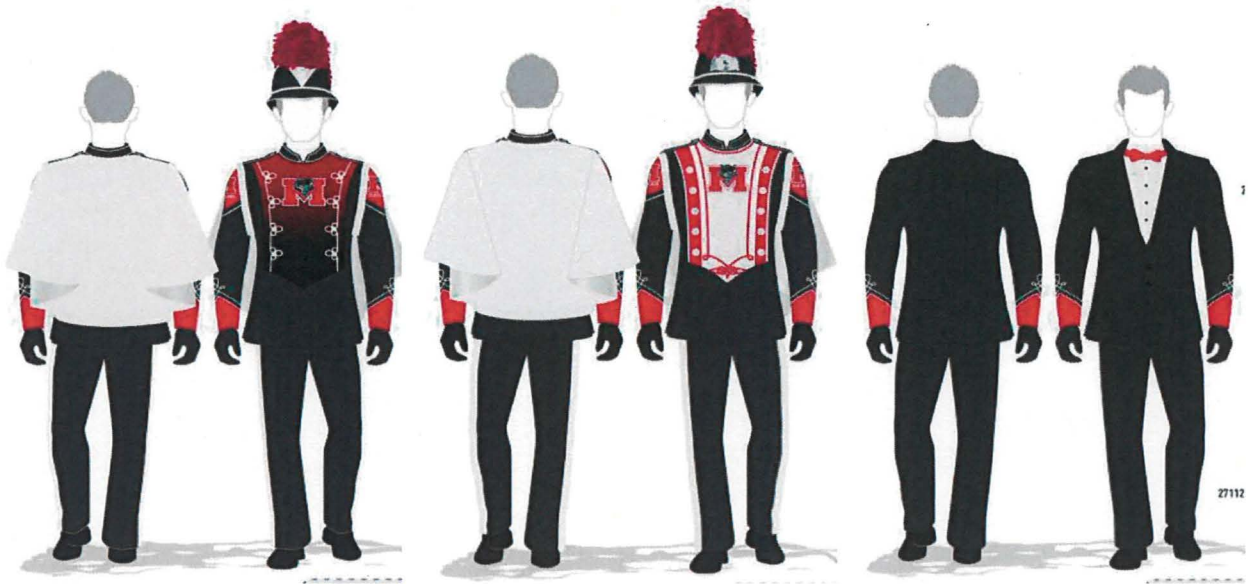
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Band Shoppe:



Band Shoppe Option	Option #1 Choices	Cost	Total Cost	
Marching Jacket 20999	One Piece Red Gradient Front Back Zipper	\$269.95 x 65	17,546.75	
Band Bibber	Marching Pants 22407	\$67.95 X 65	\$4,416.75	
Concert Jacket 209116		\$252 X 65	\$16,380.00	
Tuxedo Pants 27112		\$34.95 X 65	\$2,271.75	
White Men's Tuxedo Shirt 27104		\$17.95 X 65	\$1,166.75	
Red BowTie 27126		\$5.96 X 65	\$386.75	
Regimental Helmet		\$68.00 X 65	\$4,420.00	
French Phantom Helmet Plume "22 Red		\$39.00 X 65	\$2,535.00	
Garment Bag 7212B_A		\$16.95 X 130	\$2,203.50	
Military Nylon Cord		\$10.95 X 130	1,423.50	
Black Marching/Concert Shoes		\$31.95 X 65	\$2,077.00	
			52,750.75	Total for 65 marching band and 65 concert band and all accessories.

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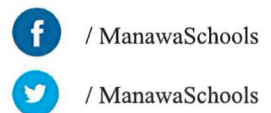
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Mr. Plekan Recommendation: Both companies are reputable and I have purchased from them many times for uniforms and other band supplies for years. They both have been great to work with. With an “Apples to Apples” comparison from each company, my recommendation would be to go with the Band Shoppe Bid Option #1.

Rationale: The Band Shoppe bid contains two full separate band uniforms for concert and marching band. Each uniform has their own pants so they are not shared. Having marched in the St. Patrick’s Day Parade on 3/19/2022, all of the pants were wet from marching through puddles when we returned from the parade. Sharing pants between both marching and concert performances would mean more wear and more cleaning.

Band Shoppe Wish List - Option #2: This option provides for even more flexibility. The coat has a front zip marching jacket and an overlay that covers the top. Having the front zipper is easier to put on and take off. Having an overlay allows for more layers to wear under the jacket in the colder weather and for the wearing of less clothes and being more breathable in the warmer weather.

Marching Jacket 209077	\$184 X 65	\$11,960	
Overlay 204601 to go with Marching Jacket 209077	\$109.95 X 65	\$7,146.75	
Band Bibber Marching Pants 22407	\$67.95 X 65	\$4,416.75	
Concert Jacket 209116	\$252 X 65	\$16,380.00	
Tuxedo Pants 27112	\$34.95 X 65	\$2,271.75	
White Men's Tuxedo Shirt 27104	\$17.95 X 65	\$1,166.75	
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Military Nylon Cord	\$10.95 X 130	1,423.50	
Black Marching/Concert Shoes	\$31.95 X 65	\$2,077.00	
		\$54,311	Total for 65 marching band and 65 concert band and all accessories.

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School District of Manawa
Students Choosing to Excel, Realizing Their Strengths

To: Board of Education
From: Carmen O'Brien
cc: Dr. Melanie Oppor
Date: 4/6/2022
Re: Stipend Eligibility Clarification

Recommendation

I recommend that all support staff that were employed by the SDM on September 10, 2021 and were continuously employed by the SDM through March 21, 2022, including those that had medical leaves of absence shall receive the \$250 stipend that was approved at the March 21, 2022 Board of Education meeting.

Rationale

The motion was made and passed at the March 21, 2022 Board of Education meeting to approve of "One-Time Support Staff Stipend of \$250 (maximum) as Endorsed by the Policy and Human Resource Committee on January 31, 2022 using ESSER II Funds."

There are some support staff employee situations that I would like clarified before issuing the payments.

1. Employees that resigned before this stipend was approved. There are 4 individuals this applies to. The termination dates were 9/24/21, 9/30/21, 2/4/22, and 3/11/22.
I do not recommend these former employees receive the stipend.
2. Employees that were not employed with the SDM until after September 10, 2021. There are 3 individuals this applies to. The hire dates were 2/1/22, 2/8/22, and 2/22/22.
I do not recommend these new employees receive the stipend.
3. Employees that have been on leaves of absence, i.e. Family Medical Leave. There are 3 employees that have had 38, 49, and 49 days off due to medical leave. Between September 10 and March 21, there have been 117 student contact days.
I recommend these employees receive the stipend.





School District of Manawa
Students Choosing to Excel, Realizing Their Strengths

To: Board of Education
From: Carmen O'Brien
cc: Dr. Melanie Oppor
Date: 4/6/2022
Re: LWHS/MMS Custodial position – 2nd shift

Recommendation

I recommend adding a one-time, non-precedent setting \$1,000 bonus to the second shift custodial position at the Little Wolf High School/Manawa Middle School to be paid \$500 upon hire and \$500 upon completion of one year of employment as a custodian in the School District of Manawa.

Rationale

The second shift custodial position at the LWHS/MMS has been open since September 2021. The position is full-time and has a strong benefit package including enrollment in the Wisconsin Retirement System. Starting wage is in-line with similar positions in the area and there is the opportunity for wage increases each school year. Weekend work consists of checking the buildings approximately once per month during the winter; this usually takes about 1 hour. There is also the opportunity to work first shift when students are not present (i.e. in the summer and on breaks).

Despite the advantages to this position, there have been very few applicants. The \$1,000 bonus is to entice candidates to apply and work for at least a year.

Alternative Options

- A. Raise the starting wage for custodians from \$13.75 to \$15.00 per hour. To be fair, the custodians that have been employed by the SDM should receive a \$1.25 increase to their wage. This would cost the District \$9,300 more each year than what is currently budgeted for.
- B. The lowest starting wage for support staff is \$13.25 per hour. The District could decide to raise that starting wage to \$15.00 per hour. All support staff wages could then be increased by a \$1.75, costing the District approximately \$70,000 more each year.
- C. Increase the base wage for each job category to \$15.00 per hour and increase the pay on an individual basis by job category. For example, the starting wage for a clerical support staff member is \$14.25, this would increase to \$15.00 per hour and all employees that are categorized as clerical support will receive a \$0.75 increase. The problem with this option is what to do with job categories that are at or over \$15 per hour. Another problem is that all entry level jobs for the District would start at \$15 regardless of category. The cost of this option would be \$40,800.

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School District of Manawa
Students Choosing to Excel, Realizing Their Strengths

To: Board of Education
From: Carmen O'Brien
cc: Dr. Melanie Oppor
Date: 4/7/2022
Re: Health, Dental, and Vision Insurance Updates

The School District of Manawa is part of an insurance consortium called the Quad County Consortium. This group consists of eight schools and has 534 members. Manawa has 52 employees that take the group health insurance. By being a member of this group, the District is able to spread the experience rating over more members. Also, a bigger group has more bargaining power with the insurance companies. This consortium is represented by M3 Insurance.

The 2022-23 rates will be as follows for using the current number and status of employees:

	2021-22 Annual Rate	2022-23 Annual Rate	Percent Increase
Health – WCA Group Health Trust	\$1,144,864.56	\$1,167,762.48	2%
Dental – Delta Dental	\$89,625	\$89,625	0%
Vision - DeltaVision	\$6,717.48	\$6,914.16	2.93%

This translates to premiums for the district and employees as follows:

	Yearly Premium	Monthly Premium	District Share of Monthly Premium (86%)	Employee Share of Monthly Premium (14%)
Health	\$10,331.04	\$860.92	\$740.39	\$120.53
Single	\$20,676.48	\$1,723.04	\$1,481.81	\$241.23
Employee +1	\$27,900.84	\$2,325.07	\$1,999.56	\$325.51
Family				
Dental				
Single	\$692.76	\$57.73	\$49.65	\$8.08
Family	\$1,782.72	\$148.56	\$127.76	\$20.80
Vision				
Single	\$57.36	\$4.78	\$4.11	\$0.67
Family	\$142.80	\$11.90	\$10.23	\$1.67

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Manawa School District
2022 Renewal



M3 INSURANCE » 800.272.2443 » www.m3ins.com

Manawa School District 2022 Renewal Materials

Table of Contents

Medical	Tab 1
• 2022 Health Spreadsheet +2%	
• Renewal Summary 7-1-2022	
• HRA Instruction Sheet 07-01-2021	
• HRA Utilization Report YTD 2021-2022	
• HRA 7-1-2022	
Dental	Tab 2
• 2022 Dental Forecast	
• DPPM January 2022	
• 2022 Dental Spreadsheet	
• Delta Dental Renewal	
• Delta Dental Reporting	
• Amplifon Program Overview Flyer 2021	
Vision	Tab 3
• 2022 Vision Spreadsheet +3%	
• Vision Renewal +3%	
Ancillary	Tab 4
• 2022 Life - LTD Spreadsheet	
• 2022 STD Spreadsheet	
• 2022 Voluntary Life Spreadsheet	
• 7-1-2022 Renewal Standard BPKG	



Manawa School District Health Insurance Benefit Comparison

Effective: 7/1/2022

Health Carrier		WCA Group Health Trust	
		Current/Renewal	
Insurance Type		PPO Embedded	
Provider Network:		UHC Choice Plus	
Deductible (Plan Yr)		Single	Family
In Network		\$2,000	\$4,000
Out of Network		\$4,000	\$8,000
Co-Insurance		100% after Deductible	
In Network		100% after Deductible	
Out of Network		70/30 to Out of Pocket Max	
Maximum Out-of-Pocket		Single	Family
In Network		\$2,000	\$4,000
Out of Network		\$8,000	\$16,000
Office Visits		PCP	Specialist
In Network		Deductible Applies	
Teledoc		Covered in Full	
Out of Network		Deductible & Coinsurance	
Diagnostic/Xray/Lab		Deductible Applies	
In Network		Deductible Applies	
Out of Network		Deductible & Coinsurance	
Routine/Preventive Care		Select Services Covered in Full	
In Network		Select Services Covered in Full	
Out of Network		Deductible & Coinsurance	
Urgent Care		Deductible Applies	
In Network		Deductible Applies	
Out of Network		Deductible & Coinsurance	
Emergency Room		In-Network Deductible Applies	
Hospital Services		Deductible Applies	
In Network		Deductible Applies	
Out of Network		Deductible & Coinsurance	
Prescription Drugs		\$0 / \$10 / \$30 / \$60 / 25% to \$250	
In Network		\$0 / \$10 / \$30 / \$60 / 25% to \$250	
Out of Network		No Coverage	
Rx Maximum Out-of-Pocket		Single	Family
		\$2,000	\$4,000
Enhanced Services		Vision Included	
Vision Benefit		Vision Included	
Extraction/Replacement of Teeth		No	
Waiver of Premium		No	
Rates			
Employee	12	\$844.04	\$860.92
Employee + 1	10	\$1,689.25	\$1,723.04
Family	30	\$2,279.48	\$2,325.07
Annual Δ% from Current			2.00%
Monthly Totals		\$95,405.38	\$97,313.54
Annual Totals		\$1,144,864.56	\$1,167,762.48
Annual Δ\$ from Current			\$22,898


While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.



07/01/2022 Renewal for Manawa School District

	Current Plan Benefits			Renewal Plan Benefits		
Network	UHC Choice Plus			UHC Choice Plus		
Plan Type	PPO			PPO		
Accumulation Type	Embedded			Embedded		
Benefit Accumulator	Plan Year			Plan Year		
	In-Network	Out-of-Network		In-Network	Out-of-Network	
Deductible	\$2,000/\$4,000	\$4,000/\$8,000		\$2,000/\$4,000	\$4,000/\$8,000	
Coinsurance	100%	70%		100%	70%	
Total Maximum Out-of-Pocket (Ded & Coins)	\$2,000/\$4,000	\$8,000/\$16,000		\$2,000/\$4,000	\$8,000/\$16,000	
Medical Benefits						
Inpatient Hospital	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Outpatient Hospital	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Office Visit	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Specialist Office Visit	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Preventive Exam	100%/Deductible Waived	Deductible/70%		100%/Deductible Waived	Deductible/70%	
Manipulation	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Phys/Occ/Sp/Resp Therapy <small>(Combined 60 visits per benefit period for PT/OT/ST)</small>	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Durable Medical Equipment	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Urgent Care	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Emergency Room Care	PPO Deductible/100%			PPO Deductible/100%		
Mental Health/Subst. Abuse:						
Office Visit	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Inpatient	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Outpatient	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
High Tech Imaging Coverage	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Oral Surgery	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
All Other Covered Medical Services	Deductible/100%	Deductible/70%		Deductible/100%	Deductible/70%	
Teladoc Benefits	100%/Deductible Waived			100%/Deductible Waived		
Pharmacy Benefits						
Drug Plan Formulary	Generic	Preferred	Non-Preferred	Generic	Preferred	Non-Preferred
Retail, 30 Days	\$10	\$30	\$60	\$10	\$30	\$60
Retail, 31-90 Days	\$30	\$90	\$180	\$30	\$90	\$180
Mail Order, 90 Days	\$20	\$60	\$120	\$20	\$60	\$120
Specialty, 30 Days	25% up to \$250			25% up to \$250		
	Value Priced Generic: Yes - \$0			Value Priced Generic: Yes - \$0		
	Mandatory Generic: No			Mandatory Generic: No		
	Rx Max Out-of-Pocket: \$2,000/\$4,000			Rx Max Out-of-Pocket: \$2,000/\$4,000		

By: Manawa School District
 Signature: _____
 Print Name: _____
 Title: _____
 Date: _____

By: WCA Group Health Trust
 Signature: 
 Print Name: Michael Lamont
 Title: Chief Operating Officer
 Date: 03-13-2022

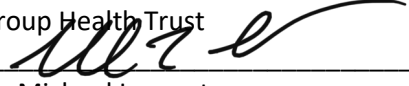
This is a summary of the plan benefits. For more detailed benefit information, please refer to the Summary Plan Description (SPD). If a discrepancy is found between this renewal summary and your policy's SPD, the terms of the SPD will govern.



**MANAWA SCHOOL DISTRICT
2022 RENEWAL EXHIBIT
(Effective 07/01/2022)**

<i>Coverage Tier</i>	<i>Enrollment</i>	<i>Current Premium</i>	<i>Current Monthly Premium</i>	<i>07/01/2022 Renewal Premium</i>	<i>Renewal Monthly Premium</i>
Single	12	\$844.04	\$10,128.48	\$860.92	\$10,331.04
Employee + 1	10	\$1,689.25	\$16,892.50	\$1,723.04	\$17,230.40
Family	30	\$2,279.48	\$68,384.40	\$2,325.07	\$69,752.10
Monthly Total	52		\$95,405.38		\$97,313.54
Annual Total			\$1,144,864.56		\$1,167,762.48

By: Manawa School District
 Signature: _____
 Print Name: _____
 Title: _____
 Date: _____

By: WCA Group Health Trust
 Signature: 
 Print Name: Michael Lamont
 Title: Chief Operating Officer
 Date: 03.13.2022

This is a summary of the plan benefits. For more detailed benefit information, please refer to the Summary Plan Description (SPD). If a discrepancy is found between this renewal summary and your policy's SPD, the terms of the SPD will govern.



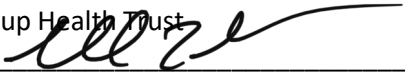
**MANAWA SCHOOL DISTRICT
2022 RENEWAL EXHIBIT
(Effective 07/01/2022)**

REQUIRED MODIFICATION NOTICE REGARDING CHANGES TO YOUR WCA GROUP HEALTH TRUST
PLAN TO TAKE EFFECT AT YOUR NEXT RENEWAL

Effective July 1, 2022, the follow benefit allowance will change:

- Private Duty Nursing – Excluded
- Air Ambulance – Benefit limited to \$25,000, per occurrence

By: Manawa School District
 Signature: _____
 Print Name: _____
 Title: _____
 Date: _____

By: WCA Group Health Trust
 Signature:  _____
 Print Name: Michael Lamont
 Title: Chief Operating Officer
 Date: 03.13.2022



**MANAWA SCHOOL DISTRICT
2022 RENEWAL EXHIBIT
(Effective 07/01/2022)**

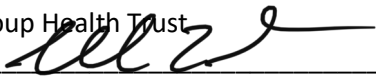
Assumptions

- Rates are guaranteed for the contract period of 07/01/2022 through 06/30/2023
- Rates are based on your submitted census. WCA Group Health Trust reserves the right to adjust the rates from audit date back to effective date if any of the following changes:

- Enrollment +/- 10%
- Average Contract Size +/- 10%
- Area Factor +/- 8
- Age/Sex Factor +/- 10%
- Cobra enrollees are more than 10% of enrollment
- Retiree enrollees are more than 10% of enrollment
- Any Material Changes

-Employer contributes a minimum of 50% toward the employee only rates and 50% toward the dependent rates.
 -Requires a minimum participation level of 75%
 - This offer, unless otherwise stated herein, completely replaces all other previous offers or portions thereof. Any offers previously extended are hereby null and void.
 -WCA Group Health Trust reserves the right to adjust the rates and/or fees (i) in the event of any changes in federal, state or other applicable legislation or regulation; (ii) in the event any changes in Plan design required by the applicable regulatory authority (i.e. mandated benefits) or by the Plan Sponsor; and (iii) as otherwise permitted in our policy.
 -This premium may include state and federal taxes and fees.
 -Plan design and corresponding premium rates offered herein represent a coverage option that is consistent with your current group size (based on most recent census or survey information) and closely matches your current coverage. Additional coverage options may be available to you.
 - Premium rates include a 1.5% commission payable to your agent based on negotiations between you and your broker/consultant.

By: Manawa School District
 Signature: _____
 Print Name: _____
 Title: _____
 Date: _____

By: WCA Group Health Trust
 Signature:  _____
 Print Name: Michael Lamont
 Title: Chief Operating Officer
 Date: 03.13.2022

School District of Manawa

Section 105 Health Reimbursement Arrangement

Employee Instruction Sheet

School District of Manawa is continuing a Section 105 Health Reimbursement Arrangement (HRA) to help provide better health care coverage to employees and their families. HRAs are implemented by many employers to help manage increasing health care costs and to provide employees with an incentive to be better consumers of health care. They are working with Diversified Benefit Services, Inc. (DBS) to manage and administer the HRA. The program works as follows:

- Your employer implements changes to your Group Health Insurance Plan.
- You and/or your family members utilize your health plan as you normally would. When you use your health plan, the insurance company will process your claim and send an Explanation of Benefits form (EOB) to you. The EOB form shows the date of service, service provided, cost of the service, and the amount insurance paid on the claim.
- An Explanation of Benefits form (EOB) will *also* be sent electronically from the insurance company to DBS stating the amount of services applied toward the deductibles.
- As DBS receives the electronic information, the deductible amounts will be paid directly to the vendor/provider based on your employer's HRA plan parameters.
- If you provide your email address to DBS, all notifications including claims received, reimbursements issued and requests for additional information will be sent to you via email.
- There are no claim forms to file for the HRA. (*However, if you have dual health coverage, you must submit EOB forms from the secondary insurance carrier manually along with a signed claim form for reimbursement.*)

HRA Payment Schedule

<u>Plan Year:</u>	07/01/2021 – 06/30/2022
<u>Eligible Expenses:</u>	Medical Deductible Expenses incurred under the Employer Sponsored Group Health Plan
<u>Deductible In-network Level:</u>	\$2,000 (maximum 2 per family)
<u>Reimbursement Levels for the Plan Year:</u>	
First \$1,000 per in-network deductible:	Employee Responsibility
Next \$1,000 per in-network deductible:	Reimbursed to the Provider

The HRA reimbursement is based on the Employer's in-network Group Health Plan.



Excellence in Benefit Management Solutions

Additional Information:

- You must be an active employee on the Employer's Group Health Plan or on COBRA (under your current Employer's Group Health Plan) to receive a reimbursement.
- Any portion of the expense reimbursed by the HRA **IS NOT** eligible for reimbursement under any other program or by any other source. This includes, but is not limited to, Insurance Plans and Flexible Spending Accounts. Any portion of an expense reimbursed by the HRA **IS NOT** eligible as a deduction on your income taxes.
- Reimbursements are tax-free to you.
- If another source reimburses you and/or a provider (i.e. doctor, hospital, and clinic) for an expense that the HRA also reimburses you for, you are responsible for paying back the HRA Plan.
- At the end of each Plan Year there will be a **90**-day run-out period in which your claims with dates of service within the plan year will be electronically submitted.
- You have the right to waive participation in the HRA program for you and your family. You must waive participation each Plan Year and the waiver must be completed prior to the Plan Year beginning. Please see your Human Resource department for a waiver form.
- Your employer assumes the cost for the Plan's administration.
- Your employer reserves the right to cancel or modify this program at any time.
- This Employee Instruction Sheet is intended only as an overview of the HRA benefits. The HRA plan qualifications and limitations are stated in the Plan Document. The Plan Document determines how the HRA plan benefits will be administered.

If you have questions on the program, please call DBS at 1-800-234-1229.
DBSbenefits.com



School District of Manawa

Program Year 7/1/2021 - 6/30/2022

Health Reimbursement Arrangement Utilization Report

	Employee Count	¹ Maximum Plan Liability	Amount Reimbursed	Plan Balance	% Utilization
² Active Participant Totals:	53	\$93,000.00	\$33,992.89	\$59,007.11	36.55 %
³ Inactive Participant Totals:	6	\$9,000.00	\$0.00	\$9,000.00	0.00 %
Active/Inactive Participant Totals:	59	\$102,000.00	\$33,992.89	\$68,007.11	33.33 %

Active Participant Plan Type/Coverage Enrollment Counts

In Network Deductible (07/01/2021 - 06/30/2022)

Single	13
Family	40
Total:	53

Average Reimbursement Amount: \$1,096.54

Number of Participants Receiving Reimbursements: 31

Reimbursement Range	Participant Count
\$0	28
\$0.01 - \$500	5
\$500.01 - \$1,000	17
\$1,000.01 - \$2,500	9
\$2,500.01 - \$5,000	0
\$5,000.01 - \$10,000	0
\$10,000.01 - \$15,000	0
\$15,000.01 +	0

¹ Maximum Plan Liability is the maximum amount that could be reimbursed to participants during the entire plan year. It accounts for changes in coverage type as well as partial year participants. The Maximum Plan Liability includes Employer Funding.

² For purposes of the Utilization Report, Active Participants include active participants, termed participants in the run-out period and active COBRA participants (if applicable).

³ For purposes of the Utilization Report, Inactive Participants include termed participants who are past the termination run-out period and can no longer submit claims.

March 17, 2022

School District of Manawa
Carmen O'Brien
800 Beech St.
Manawa, WI 54949

Subject: 105-HRA Health Reimbursement Arrangement Renewal

Dear Carmen,

Thank you for selecting Diversified Benefit Services, Inc. to provide Section 105 – Health Reimbursement Arrangement services to your organization. The opportunity to continue working with you is greatly appreciated.

We continue to make every effort to keep costs down in order to minimize any increase that needs to be passed on to our clients. Please see below for the 2022/2023 plan year pricing:

Service	Current Fees	2022/2023 Fees
Annual Renewal/Set-up	\$3.25/participant (\$110 Min)	\$3.35/participant (\$115 Min)
HRA Administration	\$4.65/participant/month (\$95 Min.)	\$4.65/participant/month (\$95 Min.)

If you should have any questions please call our office at the number listed below. Again, thank you for the opportunity to provide service to your organization. Your business is truly appreciated.

Sincerely,

DBS Sales Administration Department



Current Benefit Plan Design

I. TREND ASSUMPTIONS

Dental Trend	4.0%
Renewal Date	07/01/2022
Projection End Date	06/30/2023

II. HISTORICAL CLAIMS EXPERIENCE

EXPERIENCE PERIOD	02/01/21 - 01/31/22	02/01/20 - 01/31/21
Paid Dental Claims	\$82,373	\$74,006
First Year Adjustment Factor	1.0000	1.0000
Plan Maturation Factor ⁽¹⁾	1.0000	1.1624
Adjusted Paid Claims	\$82,373	\$86,027
Number of Months in Experience Period	12	12
Annualized Adjusted Paid Claims	\$82,373	\$86,027
Average Contracts ⁽²⁾	60	60
Claims per Contract per Year	\$1,384	\$1,432
Trend to Midpoint (number of months)	17.0	29.0
Trend to Midpoint (trend factor)	1.0571	1.0994
Projected Claims per Contract per Year	\$1,464	\$1,574
Weight	70%	30%
Weighted Average Claims per Contract per Year	\$1,497	

⁽¹⁾ Claims Adjustment for COVID-19

⁽²⁾ Enrollment is lagged two months.

III. CALCULATION OF FUNDING LEVELS

1. Variable Costs

Current Contract Count	57
Projected Plan Year Dental Claims	\$85,309

2. Fixed Costs

Renewal rate of \$5.01 PEPM with Delta Dental	\$5.01
Dental Administration	\$3,427

Projected Overall Plan Year Expenditures \$88,736

Projected Funding w/ Current Rates \$89,625

Calculated Funding Rate Increase -1.0%

Plan Level	Current Contract Counts	Current Funding Rate	Calculated Funding Rate	Proposed Funding Rate
Employee Only	11	\$57.73	\$57.16	\$57.73
Employee + Family	46	\$148.56	\$147.09	\$148.56
Annual Totals	57	\$89,625	\$88,736	\$89,625

The recommended rates do not include the plan sponsor's 2% administrative allowance for COBRA Participants

Disclaimer: The calculated proposed funding rates represents our suggestion of what adjustment should be applied to current premium funding rates to meet future expected plan costs. M3 Insurance Solutions, Inc. will not be liable for any potential shortfalls or surpluses of dollars based on these projections.

Dental Plan Performance Monitor

Prepared for Manawa School District

I. REPORT PARAMETERS

A. Dental Administrator: Delta Dental

Monthly Rates used for Calculating Dental Premiums:

Single \$57.73
Family \$148.56

II. PLAN EXPERIENCE

Month	PLAN COSTS		TOTAL PLAN COSTS	CONTRACT COUNTS		TOTAL CONTRACTS
	Administration	Paid Claims		Single Contracts	Family Contracts	
July 2021	\$289	\$7,590	\$7,878	15	45	60
August 2021	\$293	\$7,239	\$7,532	16	45	61
September 2021	\$279	\$5,942	\$6,221	11	47	58
October 2021	\$274	\$8,910	\$9,184	11	46	57
November 2021	\$274	\$7,233	\$7,507	11	46	57
December 2021	\$274	\$6,836	\$7,110	11	46	57
January 2022	\$274	\$6,171	\$6,445	11	46	57
TOTALS	\$1,958	\$49,920	\$51,878	86	321	407

III. KEY INDICATORS

Average Single Enrollment:	12	Total Plan Costs:	\$51,878
Average Family Enrollment:	46	Projected Plan Costs:	\$52,653
Average Total Enrollment:	58	Dollar Difference:	\$775
		Funding Ratio:	99%
		Total Costs per Employee per Year:	\$1,530

Dental Carrier:		Delta Dental	
		Current/Renewal	
Deductible			
	Single		\$25
	Family		\$75
Annual Maximum			
	Policy Yr		\$2,000
Preventive Services			
		PPO	Non-PPO
	Oral Exams	100%	100%
	X-Rays	100%	100%
	Cleanings	100%	100%
	Topical Fluoride	100%	100%
	Sealants	100%	100%
	Space Maintainers	80%	80%
Basic/Major Services			
		PPO	Non-PPO
	Simple Extractions	80%	80%
	Amalgam/Composite Fillings	80%	80%
	Oral Surgery	80%	80%
	Endodontics	80%	80%
	Periodontics	80%	80%
	Stainless Steel Crowns	80%	80%
	Porcelain Crowns	80%	80%
	Inlays/Onlays	80%	80%
	Implants	50%	50%
	Removable or Fixed Bridgework	50%	50%
	Partial or Complete Dentures	50%	50%
	Full & Partial Denture Repair	80%	80%
Orthodontics			
	Dependents to age 26 & Adults		50% to \$2,000
**Waiting Periods (Initial Enrollment)			
			None
Participation			
			N/A
Remarks:			
			Vision Discount
**Note: Separate waiting periods may apply for timely add-ons and late entrants.			

Rates		Current	Renewal
Employee	11	\$57.73	\$57.73
Family	46	\$148.56	\$148.56
Administrative Fee		\$4.81	\$5.01
Monthly Totals		\$7,468.79	\$7,468.79
Annual Totals		\$89,625.48	\$89,625.48

4.16% 0.00%

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.

COBRA Rate Establishment

School District Of Manawa
95210 - 0 - 02042022

As a service to you, Delta has calculated rates that can be used for your Plan's COBRA enrollees.

These rates reflect only the anticipated claims expenses for those enrollees and Delta's administrative fees. No other administrative fees have been included:

Single Coverage (employee, 1 Party)	\$50.12
Family Coverage (employee and spouse, 2 Party)	\$147.43
Family Coverage (employee and child(ren))	\$147.43
Family Coverage (full family, 3+ Party)	\$147.43

SCHEDULE 6.1

SCHEDULE OF ADMINISTRATIVE FEES

95210 - 0 - 02042022

To be attached to, and made part of, the Third-Party Administrative Agreement, Article VI – Administrative Fees.

IT IS HEREBY AGREED, that the Administrative Fees, payable on a monthly basis from School District Of Manawa to Delta Dental of Wisconsin, shall be the following, and shall be valid starting on July 1, 2022, and ending on June 30, 2025.

Monthly Administrative Fee:

Per Employee

\$5.01

SCHOOL DISTRICT OF MANAWA

95210-00000

Delta Dental of Wisconsin Plan Management Report

Reporting Period from 2/1/2020 to 1/31/2022

Executive Summary

Highlights of your group's experience from February 2021 through January 2022.

- 41.7% of paid claims were concentrated in preventive and diagnostic procedure categories.
- The average claim payment was \$209.07, compared to your previous year's average of \$217.66.
- The utilization rate, which measures the average number of claims filed annually was 6.64 per subscriber, compared to your previous year's average of 5.62. Per member, the utilization rate was 2.09 compared to 1.76 in the previous year.
- The average age of your group was 33.6, compared to Delta Dental's average of 35.6.
- 85.7% of the procedures were performed by Delta Dental's network dentists.
- Savings due to Delta Dental's cost management tools (reduction to maximum plan allowance, consultant review, optional procedures and eligibility verification, etc.) were 27.3% of billed charges.
- The number of patients using the plan was 144 representing 76.3% of all members. In the prior period the numbers were 139 and 72.0%.
- The turnover in your dental plan was 8.4% compared to 9.9% in the previous year.
- 1.0% of members met or exceeded their annual maximum benefit during the most recently completed benefit accumulation period.

Renewal Information

- Administrative fees for the next contract year will be \$5.01 per employee per month (PEPM) compared to last year's fee of \$4.81.
- Suggested COBRA rates will be employee only: \$50.12, and employee w/family: \$147.43.

SCHOOL DISTRICT OF MANAWA
95210-00000



Customer Service Statistics

Delta Dental's commitment to customer satisfaction is reflected in our company's overall commitment to prompt and accurate service.

Customer Service

Average time for connection of a phone inquiry by a Delta Dental Representative	18 seconds
Phone inquiries resolved on first contact by a Benefit Advisor	98%
Written inquiries resolved within 5 calendar days	94%

Claim Processing

Average claim turnaround in calendar days	2
---	---

Processing Accuracy

Financial accuracy (the total amount of the claim dollars paid correctly divided by the total claim dollars paid)	99%
Claim accuracy (the number of correct claims processed divided by the total number of all claims processed)	99%

Enrollment Processing

Average number of work days to update eligibility once complete information is received	3
Average number of work days to produce ID card and return to customer with +98.5% accuracy	4

* Actual performance for the most recent calendar year.

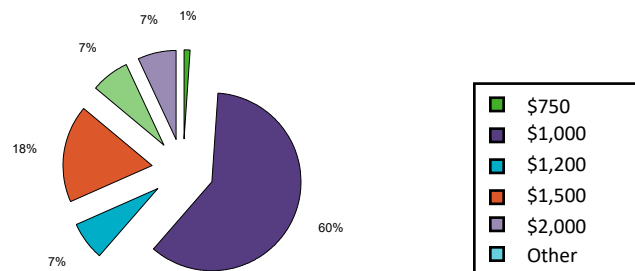
SCHOOL DISTRICT OF MANAWA
95210-00000



Benefit Plan Comparisons

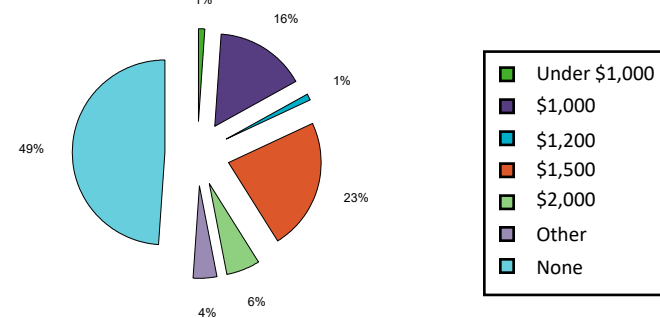
How your dental plan deductibles and maximums compare with other Delta Dental Customers.

Individual Maximum



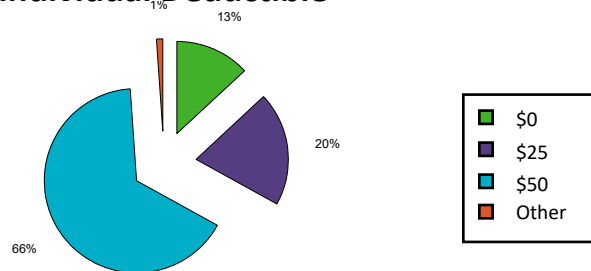
SCHOOL DISTRICT OF MANAWA: \$2,000

Orthodontic Maximum



SCHOOL DISTRICT OF MANAWA: \$2,000

Individual Deductible



SCHOOL DISTRICT OF MANAWA: \$25

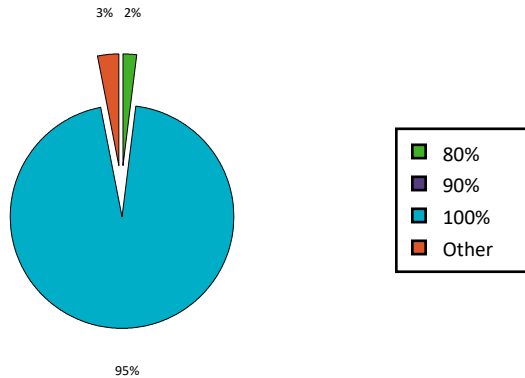
SCHOOL DISTRICT OF MANAWA
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Benefit Plan Comparisons

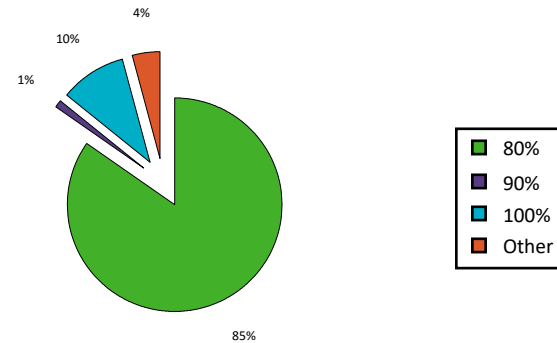
How your dental plan coinsurance provisions compare with other Delta Dental Customers.

Preventive & Diagnostic Coinsurance



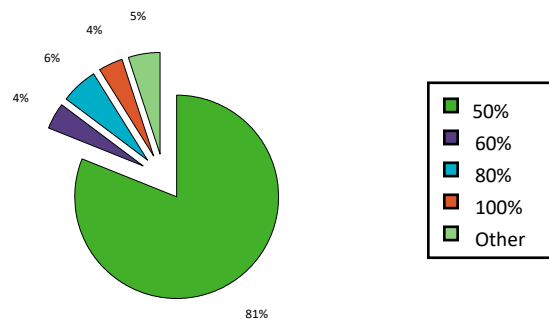
SCHOOL DISTRICT OF MANAWA: 100%

Basic Coinsurance



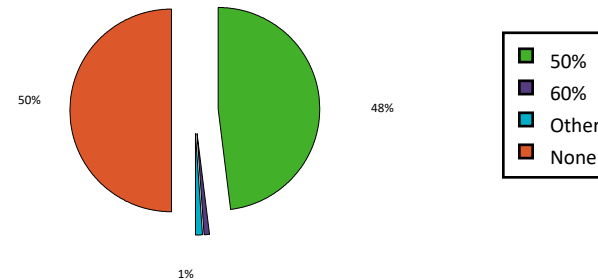
SCHOOL DISTRICT OF MANAWA: 80%

Major Coinsurance



SCHOOL DISTRICT OF MANAWA: 80%

Orthodontic Coinsurance



SCHOOL DISTRICT OF MANAWA: 50%

SCHOOL DISTRICT OF MANAWA
95210-00000



Monthly Activity

A summary of your monthly enrollment and claims.

Month	Number of Claims	Paid Claims	Total Employees	Employees Only	Employees w/Family
Feb 2020	27	\$5,662	61	13	48
Mar 2020	41	\$8,010	61	13	48
Apr 2020	7	\$764	61	13	48
May 2020	16	\$2,809	61	13	48
Jun 2020	36	\$7,779	61	13	48
Jul 2020	41	\$9,556	62	14	48
Aug 2020	50	\$10,592	62	14	48
Sep 2020	32	\$7,418	59	14	45
Oct 2020	24	\$4,932	60	15	45
Nov 2020	26	\$7,212	59	15	44
Dec 2020	20	\$3,636	59	15	44
Jan 2021	20	\$5,634	60	15	45
Feb 2021	27	\$4,613	60	15	45
Mar 2021	47	\$11,463	61	15	46
Apr 2021	34	\$6,866	61	15	46
May 2021	24	\$3,394	61	15	46
Jun 2021	36	\$6,117	61	15	46
Jul 2021	34	\$7,590	61	16	45
Aug 2021	31	\$7,239	61	16	45
Sep 2021	36	\$5,942	58	11	47
Oct 2021	40	\$8,910	57	11	46
Nov 2021	22	\$7,233	57	11	46
Dec 2021	28	\$6,836	57	11	46
Jan 2022	35	\$6,171	57	11	46

SCHOOL DISTRICT OF MANAWA
95210-00000



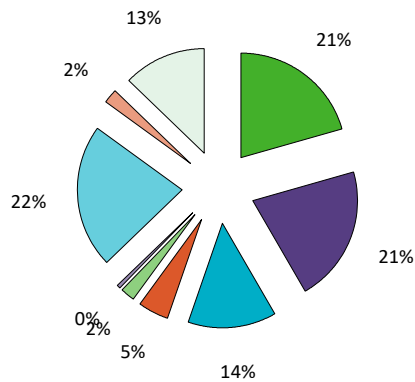
Claims by Coverage Category

Coverage Category	February 2021 - January 2022					Percent Change From Prior				
	Members Covered	Procedures Billed	Procedures PMPM	Amount Paid	Amt. Paid PMPM	Members Covered	Procedures Billed	Procedures PMPM	Amount Paid	Amt. Paid PMPM
Diagnostic		367	0.162	\$16,896	\$7.47		-0.3%	2.1%	2.0%	4.4%
Preventive		313	0.138	\$17,420	\$7.70		13.4%	16.1%	20.9%	23.8%
Routine Fillings		100	0.044	\$11,143	\$4.93		-11.5%	-9.4%	-0.6%	1.8%
Oral Surgery		26	0.011	\$4,071	\$1.80		23.8%	26.8%	14.2%	17.0%
Endodontics		6	0.003	\$1,816	\$0.80		-40.0%	-38.6%	-33.8%	-32.2%
Periodontics		4	0.002	\$262	\$0.12		-20.0%	-18.1%	-33.4%	-31.8%
Crowns/Onlays		43	0.019	\$18,385	\$8.13		16.2%	19.0%	-0.1%	2.3%
Bridges/Dentures		2	0.001	\$1,775	\$0.78		NM	NM	NM	NM
Orthodontics		77	0.034	\$10,605	\$4.69		71.1%	75.2%	57.7%	61.4%
Total	188	938	0.416	\$82,373	\$36.51	-2.6%	7.2%	10.1%	11.3%	14.3%

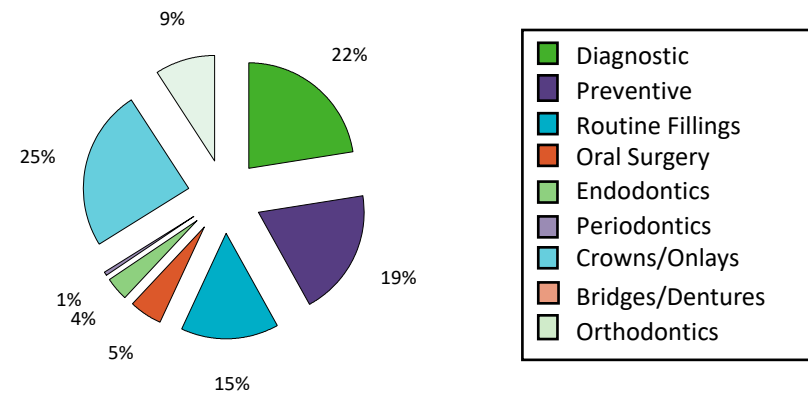
PMPM - Per Member Per Month

NM - Not meaningful. Used when group has no data in a specific area.

Amount Paid February 2021 - January 2022



Amount Paid February 2020 - January 2021



SCHOOL DISTRICT OF MANAWA
95210-00000

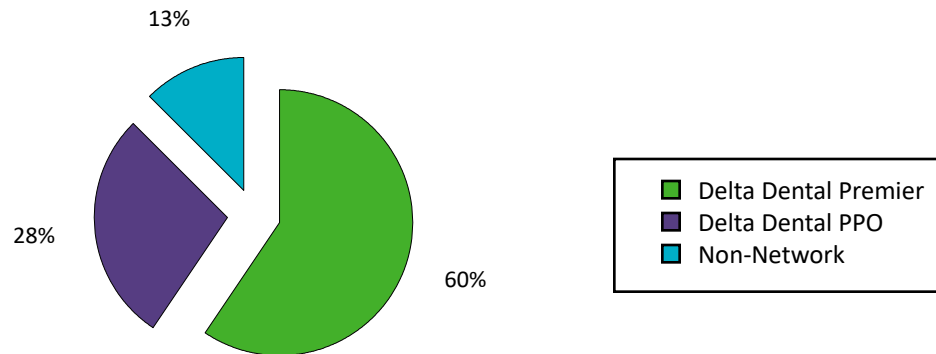


Dentist Selection Patterns

Distribution of claim payments by Delta Dental network vs. non-network dentists.

	February 2021 - January 2022	
Delta Dental Network	Number of Claims	Claim Payments
Delta Dental Premier	225	\$49,056
Delta Dental PPO	104	\$22,986
Non-Network	65	\$10,331
Total	394	\$82,373

**Claim Payments by Period
February 2021 - January 2022**



SCHOOL DISTRICT OF MANAWA
95210-00000



Delta Dental PPO Usage & Savings

*Your savings for the period February 2021 through January 2022
resulting from utilization of Delta Dental PPO dentists.*

	Preventive & Diagnostic	Basic	Major	Total
Number of procedures by Delta Dental PPO dentists	164	53	14	231
Delta Dental PPO share of total procedures	24.7%	42.4%	31.8%	27.8%
Submitted amount by Delta Dental PPO dentists	\$13,156	\$22,770	\$11,108	\$47,034
Approved amount for Delta Dental PPO dentists	\$9,593	\$16,564	\$8,115	\$34,272
Estimated Delta Dental PPO Savings	27.1%	27.3%	26.9%	27.1%

SCHOOL DISTRICT OF MANAWA
95210-00000



Delta Dental Premier Usage & Savings

*Your savings for the period February 2021 through January 2022
resulting from utilization of Delta Dental Premier dentists.*

	Preventive & Diagnostic	Basic	Major	Total
Number of procedures by Delta Dental Premier dentists	385	60	30	475
Delta Dental Premier share of total procedures	59.4%	50.4%	68.2%	58.6%
Submitted amount by Delta Dental Premier dentists	\$28,487	\$17,204	\$29,033	\$74,724
Approved amount for Delta Dental Premier dentists	\$22,594	\$12,836	\$23,491	\$58,921
Estimated Delta Dental Premier Savings	20.7%	25.4%	19.1%	21.1%

SCHOOL DISTRICT OF MANAWA
95210-00000



02/04/2022

Cost Management Savings

	February 2021-January 2022		February 2020-January 2021	
Billed Charges	\$	156,068	\$	135,010
Paid Claims	\$	82,373	\$	74,006
Predetermination Savings	\$	335	\$	0
Cost Management Savings	Dollars Saved	% of Billed Charges	Dollars Saved	% of Billed Charges
Delta Dental PPO Dentist Savings	\$ 12,800	8.2%	\$ 16,887	12.5%
Delta Dental Premier Dentist Savings	\$ 15,745	10.1%	\$ 8,534	6.3%
Non-Network Dentist Savings	\$ 3,011	1.9%	\$ 2,928	2.2%
Consultant Review	\$ 2,505	1.6%	\$ 0	0.0%
Non-Billable Procedures	\$ 1,933	1.2%	\$ 2,940	2.2%
Elective Care	\$ 107	0.1%	\$ 1,394	1.0%
Eligibility Verification	\$ 913	0.6%	\$ 0	0.0%
Coordination of Benefits	\$ 5,652	3.6%	\$ 2,784	2.1%
Subtotal	\$ 42,666	27.3%	\$ 35,467	26.3%
Cost Management Savings per employee per month	\$ 60.26		\$ 48.85	
Plan Design Savings				
Non-Covered Procedures	\$ 4,159	2.7%	\$ 1,123	0.8%
Deductible Savings	\$ 1,250	0.8%	\$ 1,375	1.0%
Coinsurance Savings	\$ 21,973	14.1%	\$ 15,960	11.8%
Plan Maximum Savings	\$ 2,957	1.9%	\$ 2,810	2.1%
Subtotal	\$ 30,339	19.4%	\$ 21,268	15.8%
Total Savings	\$ 73,005	46.8%	\$ 56,735	42.0%
Claims Adjustments	\$ 689	0.4%	\$ 4,270	3.2%
Net Savings	\$ 73,694	47.2%	\$ 61,005	45.2%

SCHOOL DISTRICT OF MANAWA
95210-0000



Cost Management Savings

Definitions of Savings Categories

Predetermination Savings: Reflects the difference between the amount charged and the amount allowed. Paid claims may be included in any of the saving categories listed below, depending on what treatment was actually rendered.

Cost Management Savings

Delta Dental PPO Dentist Savings: Reduction of submitted fees to reflect the Delta Dental PPO Dentist's fee schedule as set by Delta Dental. The balance is not charged to the patient.

Delta Dental Premier Dentist Savings: Reduction of submitted fees to reflect the Delta Dental Premier Dentist's maximum plan allowance. The balance is not charged to the patient.

Non-Network Dentist: Reduction of submitted fees to the maximum plan allowance.

Consultant Review: Determinations made by Delta Dental's dental consultants regarding the appropriateness of a proposed service.

Non-Billable Procedures: Procedures not charged to the patient or the group by a Delta Dental Network Dentist, such as unbundling of charges and work covered under Delta Dental's treatment guarantees.

Elective Care: Payment allowance made by Delta Dental for the most cost-effective, acceptable alternative dental procedure (e.g., a silver filling allowance toward a tooth-colored filling on a molar).

Eligibility Verification: Delta Dental's careful attention, monitoring and maintenance of subscriber and group eligibility records.

Coordination of Benefits: Delta Dental's special attention to properly applying coordination of benefits (COB) policies, regardless of claim size.

Plan Design Savings

Non-Covered Procedures: Procedures excluded or limited by the Plan that are charged to the patient.

Deductible Savings: A specified dollar amount paid by the patient before benefit payment/coinsurance is applied.

Coinsurance Savings: The patient's share of payment of allowable fees for covered benefits.

Plan Maximum Savings: The dollar amount which exceeds a patient's maximum allowable benefits for a specified period.

Claim Adjustments: The net result of adjustments made to claims processed in a prior period. There may be additional savings reflected in the adjusted claim action or there may be a reversal of the claim savings originally shown.

SCHOOL DISTRICT OF MANAWA
95210-00000



Renewal Summary

A review of experience results, administrative fee for your renewal period, and COBRA rate analysis.

Experience Results

	Experience Period February 2021 - January 2022
Paid Claims	\$82,373
Administrative Fees	\$3,425
Total Cost	\$85,798
Number of Claims	394
Average Claims per Employee	6.64
Average Paid Claim	\$209.07
Average Enrollment	59

Administrative Fee For Renewal Period July 2022 - June 2023

	Per Employee Per Month
Present Rate	\$4.81
Renewal Rate	\$5.01
Percent Change	4.2%

COBRA Rate Projections For Renewal Period

Revenue Generated at Current COBRA Rates	\$89,206
Projected Total Cost	\$88,272
Calculated Adjustment to Rates	-1.0%
Experience Credibility Factor	32.0%

COBRA Rate Recommendation*

	Current Rates	Renewal Rates	Rate Change
Employees Only	\$50.12	\$50.12	0.0%
Employees w/Family	\$147.43	\$147.43	0.0%

* The recommended rates do not include the plan sponsor's 2% administrative allowance.

SCHOOL DISTRICT OF MANAWA
95210-0000



Restore the sounds of your life



Did you know?

1 in 9 Americans have hearing loss
 And by 2030, that number is expected to **DOUBLE**

Source: asha.org

What causes hearing loss?

Common causes of hearing loss include exposure to noise, aging, other health conditions, and certain medications.

When should I get my hearing checked?

Get your hearing checked if you are 55 or older, or are experiencing any of the following:

- **Consistent exposure** to loud noises
- **Difficulty understanding** in noisy environments or in groups
- **Hearing mumbling** or feeling as though people are not speaking clearly
- **Ringling** in your ears

Your hearing is covered

Delta Dental of Wisconsin has teamed up with Amplifon to offer you quality hearing health care.

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Hearing Aid Features	Standard features	Additional, easy-to-use functions	Designed for work and play	Enhanced to keep you on the go	Leading technology keeps you connected
One Simple Price	\$995	\$1,495	\$1,795	\$2,195	\$2,645
Complimentary Aftercare*	Risk-free trial – find your right fit by trying your hearing aids for 60 days Follow-up care – ensures a smooth transition to your new hearing aids Battery support – battery supply or charging station to keep you powered Warranty – 3 year coverage for loss, repairs, or damage				

To learn more, visit www.amplifonusa.com/deltadentalwi or call 1-888-901-0132.



***Risk-free trial** - 100% money back guarantee if not completely satisfied, no return or restocking fees. **Follow-up care** - for one year following purchase. **Batteries** - two year supply of batteries (80 cells/ear/year) or one standard charger at no additional cost. **Warranty** - Exclusions and limitations may apply. Contact Client Services (1-844-267-5436) for details.

Amplifon Hearing Health Care is solely responsible for the administration of hearing health care services, and its own financial and contractual obligations. Delta Dental of Wisconsin and Amplifon are independent, unaffiliated companies. The Amplifon Hearing Health Care discount program is not approved for use with any 3rd party payor program, including government and private third-party payor programs. Hearing services are administered by Amplifon Hearing Health Care, Corp.



Manawa School District Vision Insurance Benefit Comparison

Effective Date: 7/1/2022

Vision Carrier		DeltaVision	
Plan Name		Current/Renewal Full Coverage	
Frequency Limitations			
Eye Examination		Once Every	12 Months
Lenses		Once Every	12 Months
Frame		Once Every	24 Months
Contact Lenses		Once Every	12 Months
Deductible		None	
Copayment		Exam	Materials
		\$20	\$20
Vision Benefits		In Network	Out of Network
			<u>Up To</u>
Vision Examination	100% after Copay		\$35.00
Contact Lens Fitting	See Summary		\$40.00
Frames Up To	\$100.00		\$50.00
Lens Benefit		(Clear, Standard, Glass, or Plastic)	
			<u>Retail Value To</u>
Single Vision	100% after Copay		\$25.00
Bifocal	100% after Copay		\$40.00
Trifocal	100% after Copay		\$55.00
Contact Lenses Benefit			<u>Retail Value To</u>
Medically Necessary w PreAuth	Paid in Full		\$200.00
Elective	\$80.00		\$64.00
In lieu of Spectacle Lenses		Yes	
Rates:		Current	Renewal
Employee	11	\$4.65	\$4.78
Family	44	\$11.56	\$11.90
			2.93%
		\$559.79	\$576.18
		\$6,717.48	\$6,914.16
Rate Guarantee			

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.



Delta Dental of Wisconsin
www.deltadentalwi.com

Melanie Oppor
School District Of Manawa
800 Beech St
Manawa WI 54949-0000

YOUR DELTAVISION INSURANCE RENEWAL

Thank you for choosing DeltaVision for your vision benefits program. Enclosed is your renewal for the upcoming year.

Group number: 40322-0 Renewal date: July 1, 2022

<u>Coverage Type</u>	<u>Current Rate</u>	<u>Renewal Rate</u>	<u>Change</u>
Single Coverage (employee, 1 Party)	\$4.65	\$4.78	2.80%
Family Coverage (employee and spouse, 2 Party)	\$11.56	\$11.90	2.94%
Family Coverage (employee and child(ren))	\$11.56	\$11.90	2.94%
Family Coverage (full family, 3+ Party)	\$11.56	\$11.90	2.94%

Provider costs and claims experience influence the renewal rates for your vision plan. Together with EyeMed Vision Care, our partner for administration of your vision plan, we are committed to controlling those costs while maintaining quality of care and outstanding customer service.

Your DeltaVision plan provides a great value for you and your employees, offering:

- Smart plan designs that promote cost-effective care and options that employees want most.
- A large, nationwide provider network that includes both private practitioners and major retail outlets.
- Outstanding customer service, including the longest customer service center hours in the industry.

Thank you for allowing Delta Dental to serve your vision benefits needs through our DeltaVision program. If we can be of further assistance please call us at 800-236-3713 or email sales@deltadentalwi.com.

Sincerely,

Jenny Wydeven
Account Manager

cc: Mary Basel
M3 INSURANCE SOLUTIONS
PO Box 8950
Madison WI 53708-8950

POLICY ENDORSEMENT NO. 40322 - 0 - 02082022

Attached to and forming a part of the Contract to Provide Vision Care Benefits between School District Of Manawa and Wyssta Insurance Company, Inc.

It is agreed and understood that Declarations, Section 4, Monthly Premium will be replaced with the following, effective July 1, 2022 and ending on June 30, 2026:

Single Coverage (employee, 1 Party)	\$4.78
Family Coverage (employee and spouse, 2 Party)	\$11.90
Family Coverage (employee and child(ren))	\$11.90
Family Coverage (full family, 3+ Party)	\$11.90

Manawa School District

Ancillary Benefits Package Comparison

Effective Date: 7/1/22

Life Carrier:		Standard	
		Current/Renewal	
Life Benefit			
Class 1 - Teachers & Admin Staff		2 X Salary to \$250,000	
Class 2 - All Other Eligible		1 X Salary to \$50,000	
AD&D Benefit			
Class 1 - Teachers & Admin Staff		2 X Salary to \$250,000	
Class 2 - All Other Eligible		1 X Salary to \$50,000	
Volume (Life & AD&D)		\$6,476,000	
Rate/\$1,000 of Benefit (Life)			
	\$0.090		\$0.090
Rate/\$1,000 of Benefit (AD&D)			
	\$0.020		\$0.020
Rate Guarantee		Until 7/1/2024	
Monthly Totals:	\$712.36		\$712.36
Annual Totals:	\$8,548.32		\$8,548.32
Long Term Disability Carrier:		Standard	
		Current/Renewal	
Monthly Benefit			
Class 1 & 2		60% to \$7,658	
Elimination Period		90 Days	
Duration		SSNRA	
Definition of Disability		AND	
Covered Payroll Amount		\$291,101	
Rate as % of Covered Payroll			
	\$0.300		\$0.324
Rate Guarantee		Until 7/1/2024	
Monthly Totals:	\$873.30		\$943.17
Annual Totals:	\$10,479.64		\$11,318.01
			8.00%
Benefit Package Total:		Current	Renewal
Monthly Totals:		\$1,585.66	\$1,655.53
Annual Totals:		\$19,027.96	\$19,866.33

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.

Manawa School District

Voluntary Short Term Disability Benefit Comparison

Effective Date: 7/1/2022

Short Term Disability Carrier:		Standard
		Current/Renewal
Weekly Benefit		
Class 1 & 2		60% to \$1,000
Elimination Period/Accident		
		14 Days
Elimination Period/Sickness		
		14 Days
Duration		
		90 Days
Rate Table		
Applicant Age		
	Less than 20	\$1.040
	20-24	\$1.040
	25-29	\$1.040
	30-34	\$0.850
	35-39	\$0.680
	40-44	\$0.610
	45-49	\$0.580
	50-54	\$0.690
	55-59	\$0.690
	60-64	\$0.690
	65-69	\$0.690
	70-99	\$0.690
Rate Guarantee		
		July 1, 2024

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.

Life Carrier:		Standard
		Current/Renewal
Employee		
Benefit Increments		\$10,000
Guarantee Issue		\$100,000
Maximum Benefit		\$500,000
Spouse		
Benefit Increments		\$5,000
Guarantee Issue		\$25,000
Maximum Benefit		\$250,000
Children		
Guarantee Issue		\$2,000-\$10,000
Maximum Benefit		\$10,000
Rate Table		
Applicant Age		Employee/Spouse
Less than 30		\$0.076
30-34		\$0.076
35-39		\$0.134
40-44		\$0.191
45-49		\$0.306
50-54		\$0.486
55-59		\$0.747
60-64		\$1.166
65-69		\$1.808
70-74		\$3.941
75 and over		\$14.950
AD&D Rate		Employee/Spouse
		\$0.020
Children Rate		
Life		\$.039 per \$1,000
AD&D		\$0.033
Conversion		
		Yes
Grandfathering		
		No
Rate Guarantee		
		July 1, 2024

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.



School District of Manawa

2022 Renewal Summary

Policy 163481

Thank you for choosing Standard Insurance Company (The Standard) as your employee benefits partner since September 1, 2017. We appreciate your business and the opportunity to renew our commitment. We strive to provide School District of Manawa and your employees outstanding value, expertise and personal service.

As always, our goal is to help you take care of your business and your employees. Our team remains committed to helping you achieve strategic goals for your benefits program, streamline administration and increase employee satisfaction. In short — better results with less noise. Thank you again for your continued business.

Our Approach to Renewals — Continued Partnership

The renewal rates for your Group Life, Disability insurance will be effective July 1, 2022.

For your renewal, we utilized manual rates to determine the appropriate rate for renewal. Our manual rates use the demographics of your employees to determine the appropriate rates. Factors such as gender, age, salary, occupation and plan design contribute to determining the manual rate.

Please consider this renewal package the next step in our ongoing conversation about how we can best meet your needs. We may be able to work together to help you get more value out of your benefits program or reduce overall costs. We'd be happy to re-evaluate your plan design and benefits usage and discuss your options.

Your Basic Life Renewal

We understand that handling a Life insurance claim takes a special touch. Our Life benefits analysts complete annual grief training. This program helps them empathize with beneficiaries and recognize when they need special attention. We strive to help you make a tough time easier. Our goal is to provide support with easy claim filing, timely decisions, and prompt payment of approved claims.

Census Demographics for Basic Life

Categories	Prior Calculation	Current Calculation	Change
Female Lives	71	63	-8
Male Lives	14	13	-1
Benefit Volume	\$6,994,000	\$6,476,000	-\$518,000
% Benefit Volume Age 50 +	44%	45%	1%

Based on our thorough analysis, we're offering the renewal rate[s] listed below.

Renewal Date	Current Rate *	Renewal Rate *	Monthly Premium Change **
July 1, 2022	\$0.090	\$0.090	\$0

* Rate mode is Per \$1000 of Benefit

** Final premium change will be determined based on your group's composition at billing time

Rate will be guaranteed for 2 years until July 1, 2024.

The Standard is committed to helping you provide employees and their beneficiaries with the support they need. Below is a reminder of the additional services and tools offered with your Life plan.

The Life Services Toolkit

For employees, online services include estate planning and state-specific will preparation, identity theft prevention, financial calculators, wellness resources and more. For beneficiaries, the Life Services Toolkit offers grief and loss support by phone, online and face-to-face. They can also take advantage of access to financial counselors, legal consultation and other support services. This service is offered through a vendor that is not affiliated with The Standard.

Travel Assistance

Travel Assistance can provide a sense of security for your employees and their eligible family members anytime they travel with minimal restrictions. Available 24 hours a day — with access online or through a single phone call — Travel Assistance offers a full range of trip planning and travel support, including emergency evacuation services and medical, legal, and translation service referrals. This service is offered through a vendor that is not affiliated with The Standard.

Your Additional Life Renewal

Your Additional Life insurance from The Standard allows you to expand the benefit options you offer your employees. Your Additional Life plan can offer choice, flexibility, convenience and greater peace of mind for employees.

Census Demographics for Additional Life

Categories	Prior Calculation	Current Calculation	Change
Female Lives	19	22	3
Male Lives	5	4	-1
Benefit Volume	\$1,000,000	\$1,110,000	\$110,000
% Benefit Volume Age 50 +	35%	24%	-11%

Based on our thorough analysis, we're offering the renewal rate[s] listed below.

Age Graded Rates for Additional Life:

Age Band	Current Rate *	Renewal Rate *	Volume	Monthly Premium Change **
0 – 24	\$0.076	\$0.076	\$0	\$0
25 – 29	\$0.076	\$0.076	\$10,000	\$0
30 – 34	\$0.095	\$0.095	\$90,000	\$0
35 – 39	\$0.134	\$0.134	\$100,000	\$0
40 – 44	\$0.191	\$0.191	\$310,000	\$0
45 – 49	\$0.306	\$0.306	\$330,000	\$0
50 – 54	\$0.486	\$0.486	\$80,000	\$0
55 – 59	\$0.747	\$0.747	\$120,000	\$0
60 – 64	\$1.166	\$1.166	\$70,000	\$0
65 – 69	\$1.808	\$1.808	\$0	\$0
70 – 74	\$3.941	\$3.941	\$0	\$0
75 and over	\$14.950	\$14.950	\$0	\$0
Total Monthly Premium Change:				\$0

* Rate mode is Per \$1000 of Benefit

Age Graded Rates for Spouse Life:

Age Band	Current Rate *	Renewal Rate *	Volume	Monthly Premium Change **
0 - 24	\$0.076	\$0.076	\$0	\$0
25 - 29	\$0.076	\$0.076	\$0	\$0
30 - 34	\$0.095	\$0.095	\$25,000	\$0
35 - 39	\$0.134	\$0.134	\$25,000	\$0
40 - 44	\$0.191	\$0.191	\$80,000	\$0
45 - 49	\$0.306	\$0.306	\$60,000	\$0
50 - 54	\$0.486	\$0.486	\$0	\$0
55 - 59	\$0.747	\$0.747	\$20,000	\$0
60 - 64	\$1.166	\$1.166	\$25,000	\$0
65 - 69	\$1.808	\$1.808	\$0	\$0
70 - 74	\$3.941	\$3.941	\$0	\$0
75 and over	\$14.950	\$14.950	\$0	\$0
Total Monthly Premium Change:				\$0

* Rate mode is Per \$1000, Elective

** Final premium change will be determined based on your group's composition at billing time

Rate will be guaranteed for 2 years until July 1, 2024.

Your Long Term Disability Renewal

The Standard's Long Term Disability insurance helps your employees protect a portion of their incomes. Our holistic approach can also support productivity by helping employees stay at or return to work.

This coverage includes a Reasonable Accommodation Expense Benefit, which reimburses employers for approved workplace modifications of up to \$25,000 that enable disabled employees to return to or remain at work. The Reasonable Accommodation Expense Benefit is separate from the LTD benefit payment.

Census Demographics for Long Term Disability

Categories	Prior Calculation	Current Calculation	Change
Female Lives	71	63	-8
Male Lives	14	13	-1
Benefit Volume	\$318,124	\$291,101	-\$27,023
% Benefit Volume Age 50 +	46%	47%	1%

Based on our thorough analysis, we're offering the renewal rate[s] listed below.

Renewal Date	Current Rate *	Renewal Rate *	Monthly Premium Change **
July 1, 2022	\$0.300	\$0.324	\$70

* Rate mode is Percent of Insured Earnings

** Final premium change will be determined based on your group's composition at billing time

Rate will be guaranteed for 2 years until July 1, 2024.

The Standard is committed to offering services that help employees feel successful at work and at home. To make sure you're aware of what's offered with your LTD plan, we've highlighted key services below.

Employee Assistance Program

The Employee Assistance Program (EAP) can help employees and managers resolve personal and workplace issues. The EAP provides 24/7 support from masters-degreed clinicians by phone, online, live chat, email and text. Employees and family members can receive referrals to support groups, a network counselor, community resources and face-to-face counseling sessions. EAP services can help with depression, family issues, life improvement, addictions, financial concerns, workplace conflicts and more. The EAP can also be connected to your health plan and other benefits you offer. This service is offered through a vendor not affiliated with The Standard.

Your Short Term Disability Renewal

Our approach to your Disability insurance focuses on creating a circle of support for your employees. We strive to make prompt claim decisions to help ensure employees with complex claims get the help they need to return to work.

Census Demographics for Short Term Disability

Categories	Prior Calculation	Current Calculation	Change
Female Lives	5	4	-1
Male Lives	2	2	0
Benefit Volume	\$4,038	\$2,485	\$-1,553
% Benefit Volume Age 50 +	49%	9%	-40%

Based on our thorough analysis, we're offering the renewal rate[s] listed below.

Age Graded Rates for Short Term Disability:

Age Band	Current Rate *	Renewal Rate *	Volume	Monthly Premium Change **
0 – 24	\$1.040	\$1.040	\$0	\$0
25 – 29	\$1.040	\$1.040	\$942	\$0
30 – 34	\$0.850	\$0.850	\$0	\$0
35 – 39	\$0.680	\$0.680	\$520	\$0
40 – 44	\$0.610	\$0.610	\$0	\$0
45 – 49	\$0.580	\$0.580	\$810	\$0
50 – 54	\$0.690	\$0.690	\$0	\$0
55 – 59	\$0.690	\$0.690	\$0	\$0
60 – 64	\$0.690	\$0.690	\$213	\$0
65 – 69	\$0.690	\$0.690	\$0	\$0
70 and over	\$0.690	\$0.690	\$0	\$0
Total Monthly Premium Change:				\$0

* Rate mode is Per \$10.00 of Benefit

** Final premium change will be determined based on your group's composition at billing time

Rate will be guaranteed for 2 years until July 1, 2024.

The Standard is committed to helping you provide innovative benefits programs that support your employees' needs. We want to make sure you're aware of the services offered with your STD plan as outlined below.

Health Advocacy Select

When employees are receiving disability benefits, we can help them navigate the health care system with Health Advocacy Select, a service provided through a partnership with Health Advocate, a leading health assistance and support company. This highly personalized service offers employees a dedicated personal health advocate who can assist with a wide range of health care issues, from medical paperwork to scheduling appointments and getting second opinions.

Thank You and Next Steps

We appreciate the opportunity to continue our partnership with School District of Manawa.

A summary of our Renewal Offer is in the chart below. Thank you for allowing Standard Insurance Company the opportunity to support your insurance needs.

Product & Services *	Through 06/30/22	Effective 07/01/22
Basic Life	\$0.090 Per \$1000 of Benefit	\$0.090 Per \$1000 of Benefit
Travel Assistance	Included in Rates for Life	Included in Rates for Life
Basic AD&D	\$0.020 Per \$1000 of Benefit	\$0.020 Per \$1000 of Benefit
Additional Life	Rate Varies	Rate Varies, no change
Additional AD&D	\$0.029 Per \$1000 of Benefit	\$0.029 Per \$1000 of Benefit
Spouse Dependent Life	Rate Varies	Rate Varies, no change
Spouse Dependent AD&D	\$0.020 Per \$1000, Elective	\$0.020 Per \$1000, Elective
Child Dependent Life	\$0.039 Per \$1000, Elective	\$0.039 Per \$1000, Elective
Child Dependent AD&D	\$0.033 Per \$1000, Elective	\$0.033 Per \$1000, Elective
LTD	\$0.300 Percent of Insured Earnings	\$0.324 Percent of Insured Earnings
Employee Assistance Program	Included in Rates for LTD	Included in Rates for LTD
STD	Rate Varies	Rate Varies, no change
Health Advocacy Select	Included in rates for STD	Included in rates for STD

*The above shown rates are monthly.

You can count on us to help you retain and attract employees by providing the benefits and services they value – now and for years to come. We're always available to address any questions you have about this renewal or for any service needs. Please reach out to the Chicago group office at (847) 517--945 and we'll be happy to help.



School District of Manawa
Students Choosing to Excel, Realizing Their Strengths

To: Board of Education
From: Carmen O'Brien
cc: Dr. Melanie Oppor
Date: 4/7/2022
Re: Transportation Cost Increases

The current contract with Kobussen Buses, LTD was signed in 2017 and runs through June 30, 2024. Page 7 of the contract describes the fuel clause as well as how subsequent years are/have been priced.

Current rates

Daily Route Rate	\$293.46
Mid-day Daily Route Rate	\$73.18
Trips	$\$86.90 + ((\text{Hours}-2) * \$42.63)$ First 2 hours Rate after the first 2 hours Example: Basketball goes to Manitowoc, driver logs 7.25 hours $\$86.90 + (5.25 * \$42.63) = \$310.71$

The SDM has 9 daily and 2 mid-day routes. The fuel clause states that each \$0.10 per gallon change in the high or low base fuel rate will increase or decrease the daily rate per bus by \$1.00 per day.

Base Fuel Rate

	Low Base Rate	High Base Rate
Diesel	\$2.00	\$2.50
Propane	\$0.90	\$1.20
Gasoline	\$1.75	\$2.25

The fuel charge has been as follows for the past school year:

March	\$1,801
February	\$1,395
January	\$872
December	\$936
November	\$1,126
October	\$524
September	\$683





School District of Manawa
Students Choosing to Excel, Realizing Their Strengths

According to the contract, subsequent years pricing (p. 7) are based on the National Consumer Price Index for all urban areas published by the U.S. Bureau of Labor Statistics (data sheet is part of the packet). There is a not to exceed 5% and not to be less than 2% increase per year. There is a clause that states that if the CPI is higher than 5%, the parties will enter negotiations. Per the contract, Mr. Joe Kobussen is asking to negotiate the appropriate percent change for the next school year (email is part of the packet). The March CPI that Kobussen uses will not be available until around April 15th.

Since 2017-18, the daily route rate has increased from \$268.47 to \$293.46. All rates have increased by 9.3% increase over 5 years, this is an average of 1.86% each year.

School District of Manawa

800 Beech Street
Manawa, WI 54949

Phone: (920) 596-2525
Fax: (920) 596-5308

**Little Wolf High School
Manawa Middle School**

515 E. Fourth St
Manawa, WI 54949

Phone: (920) 596-2524
Fax: (920) 596-2655

Manawa Elementary

800 Beech Street
Manawa, WI 54949

Phone: (920) 596-2238
Fax: (920) 596-5339

ManawaSchools.org



/ ManawaSchools



/ ManawaSchools



Carmen O'Brien <cobrien@manawaschools.org>

annual increase

1 message

Joe Kobussen <Joe.Kobussen@kobussen.com>

Wed, Mar 23, 2022 at 3:02 PM

To: Carmen O'Brien <cobrien@manawaschools.org>, Melanie Oppor <moppor@manawaschools.org>

Melanie and Carmen,

Our post COVID world is full of challenges. Finding staff is one of those challenges that is very real and similar for both of us. The pandemic, inflation and supply chain issues have increased the cost of doing business dramatically. Here are some examples of the challenges facing the school bus industry.

- Cost of buses have risen by 19% over the past two years, (6% in 2020 and 13% during 2021). Manufacturers are predicting an additional 7-12% before the end of 2022. Kobussen needs to replace at least fifteen percent of buses per year to stay current.
- Driver wages have risen by 18.8% over the last two years. Kobussen is currently looking at an additional 5.3% increase for drivers during the 22/23 school year to remain competitive in the market.
- Administrative and mechanics (when we can find them) wages continue to increase. Currently up over 10%.
- Parts and supplies (again when we can get them) are up 14.3%, tires alone have increased 15.4%.
- Overall insurance costs have increased due to the need for cyber security and molestation coverages, as well as the increase in values of buses and the costs of repair.

Right now, we are unsure where things are going or where we will end up. Per the section the section labeled Subsequent years pricing of the transportation contract, it states that there is a maximum increase of five percent, but should CPI increase above five percent we will negotiate the annual increase. The annual price is based upon CPI at the end of March, so we do not know what the CPI is yet, however at the end of February, the annual CPI was at 7.9% and trending upward.

We want to be up front and open regarding price escalation. Please contact me at your earliest convenience to discuss this further.

Thank you,

Joe Kobussen

920-766-0606 X 1124

W914 County Road CE

Kaukauna WI 54130



Members of:



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School District of Manawa Pupil Transportation Contract - Kobussen Buses Ltd.

Pursuant to the provisions and limitation of Section 121.51 et seq., of the Wisconsin Statutes, it is hereby agreed upon between the School District of Manawa Board of Education, herein called the DISTRICT, and Kobussen Buses Ltd., herein called the CONTRACTOR, as follows:

1. DEFINITIONS

CONTRACTOR - Kobussen Buses Ltd.

DISTRICT - School District of Manawa, its agents or assigns.

Extracurricular Transportation: This is defined as athletic or extracurricular transportation during and/or outside of regular school hours, any other request for extracurricular transportation made by the DISTRICT, and extracurricular trips outside of regular school hours.

Field Trips: This is defined as student trips where a majority of the trip occurs during and/or outside of regular school hours.

Route: A bus route shall be defined as a school bus transporting up to a maximum load capacity of pupils within the DISTRICT to/and from regular bus stops and school buildings where the pupils have been assigned to attend school. A bus route operates once per day and may be made up of many runs. Some of the routes also serve private/parochial schools.

Run: A run is considered each time a bus is empty and starts another run to pick up students within the same day. This does not include extra-curricular or field trips.

2. INTERPRETATION:

Interpretations of this contract will be made by the DISTRICT'S Director of Transportation and Superintendent of Schools.

3. **TERM:** This contract shall be for a term of seven (7) consecutive years (or school terms), commencing on the first day of July, 2017 and ending on the 30th day of June, 2024 (see contract extension, below). The parties reserve the right to negotiate extension of future contracts.

4. CONTRACT EXTENSION

This contract may be extended by mutual agreement between the DISTRICT and the CONTRACTOR.

5. GENERAL CONDITIONS:

A. The CONTRACTOR shall provide, furnish and be responsible for all costs, materials, labor and equipment necessary to transport all eligible public and private/parochial school pupils to and from their homes and their respective schools provided under this contract for the period of time indicated in this contract. Such cost, materials, labor and equipment include but are not limited to:

- All license fees
- All gasoline, compressed natural gas, diesel fuel, or any other type of fuel, oil, anti-freeze, brake fluid, transmission fluid, and any other such use and maintenance products
- All insurance premiums
- All garage maintenance costs
- All equipment maintenance costs
- The replacement cost of any and all vehicles and vehicle components
- All two-way communication equipment (required on all buses)
- All dispatch service operations, including personnel at a terminal/office located within the school district boundaries
- Salaries of drivers, office personnel and company executives, including overtime pay and fringe benefits
- All costs relating to the health examinations of drivers providing service under this agreement.
- All other costs that are attributed to the daily operation of school buses.

- Conducting criminal background checks on all new drivers and aides which are shared with the DISTRICT upon request to ensure that such personnel are not a danger to students or other passengers.
- Conducting drug and alcohol tests on all new drivers and aides, as well as reasonable suspicion and post-accident testing which test results are shared with the DISTRICT upon request. (See section 10)
- As determined by the DISTRICT, purchase, maintain digital storage, and install video systems to be used in all school buses. (See section 7 B)

The CONTRACTOR shall also make its buses available at all reasonable times to the DISTRICT for the purpose of transporting the DISTRICT'S pupils and teachers to other points and destinations for such special activity trips and extracurricular activities as may be requested and/or approved by the DISTRICT.

B. The CONTRACTOR assumes full responsibility and liability for compliance with any and all district policies, local, state, and federal laws and regulations applicable to the contractor and its employees including, but not limited to, compliance with the Occupational Safety and Health Act of 1970. The CONTRACTOR shall insure that all rules of the Wisconsin Department of Transportation and all Wisconsin Laws relating to transporting of students, drivers, vehicles, and insurance guarantees, and all Wisconsin Administrative Code regulations pertaining thereto are complied with.

C. Except as to matters on which action by the Board of Education is required by law, the DISTRICT shall be represented on matters relating to the transportation of pupils by the Superintendent of Schools, Director of Transportation (or their designee(s)), and all reports required are to be filed in the District office.

6. CANCELLATION:

A. In the event the CONTRACTOR shall default in the performance of the contract and such default shall continue without being cured or remedied to the satisfaction of the DISTRICT within three (3) calendar days after written notice itemizing the complaints of the DISTRICT has been mailed by certified or registered mail to the CONTRACTOR at its principal business office, the DISTRICT may, at its discretion, terminate the contract at a time to be specified by the DISTRICT in a separate written notice to be sent by the DISTRICT to the CONTRACTOR.

B. Upon cancellation, the DISTRICT may purchase all buses back from CONTRACTOR, that were sold to CONTRACTOR on June 29, 2017 at a depreciated rate. Depreciation shall be based upon a straight line 15 year depreciation schedule.

7. EQUIPMENT:

A. Number of Vehicles:

The CONTRACTOR shall furnish a sufficient number of buses to enable it to properly perform this contract. In addition, the CONTRACTOR shall provide a minimum of one standby bus (of the same type) for every seven vehicles (or major fraction thereof) contracted for regular bus routes. The CONTRACTOR, upon request shall provide a list of regular and standby buses by number, type, make, model, year, identification number, and seating capacity.

B. Contractor must maintain digital storage for a minimum of 10 days. Contractor must also manage these systems and randomly check a minimum of 15% of the routes per week during the school year.

C. Inspections: All vehicles used to transport students must pass all safety inspections required by federal and/or state governments. All defects or conditions discovered which require that vehicle be ordered "Out of Service" shall be corrected or removed to the satisfaction of the federal and/or state governmental agency before the vehicle is again used in the performance of this contract. CONTRACTOR shall exercise good faith in attempting to keep all buses in the highest standards of repair and maintenance. DISTRICT reserves the right to inspect, or to have inspected on its behalf, CONTRACTOR'S vehicles at any time; to be present during vehicle inspections, and to review driver records with the CONTRACTOR. CONTRACTOR hereby grants the DISTRICT the right to go on the contractor's premises to conduct inspections.

The CONTRACTOR shall provide the DISTRICT with the most current copies of all inspection reports on all buses used upon request.

D. Extracurricular Trips: Vehicles shall also be provided for extracurricular trips. Notice of requirements for bus service for extracurricular activities shall be issued to the contractor only by the Director of Transportation or the Director of Athletics. (or their designees) (See section 7A) The DISTRICT reserves the right to engage other contractors, use their

own or lease equipment to provide for non-athletic extracurricular transportation needs; or athletic transportation needs when nine (9) or fewer participants are included. No extracurricular or special activity trip (exclusive of rescheduled athletic events) shall be scheduled later than twenty-four (24) hours in advance of the time the bus is to pick up the group.

E. State and Federal Laws: This contract is contingent on current state and federal laws, if the laws change significantly Kobussen Buses Ltd reserves the right to renegotiate the contract. Examples of these law changes might be: requiring seat belts on all buses, mandatory sick pay, mandatory health benefits, minimum wage increases.

8. ROUTING:

The CONTRACTOR shall provide transportation to all public and parochial school children of the School District as directed by the DISTRICT. The CONTRACTOR shall submit to the DISTRICT a written proposal by the first week of August for all regular education 5K-12 bus routes, and the second week in August for 4K routes. The CONTRACTOR shall submit to the DISTRICT a written proposal for all regular summer school routes by May 1. These will be set up according to DISTRICT standards for length of ride, walking distances, three per seat (elementary), buses filled to capacity whenever possible, and any other pertinent data. The final routes shall be subject to approval by the DISTRICT. The CONTRACTOR shall run and/or double run its buses upon schedules and routes which will be prepared jointly by the Business Services Manager of the DISTRICT and the CONTRACTOR prior to the start of each school year. The Business Services Manager (or his/her designee), acting on behalf of the School Board, shall have the right to establish, alter or eliminate any route and the CONTRACTOR shall comply with such adjustments within 48 hours of notification thereof. The parties hereto contemplate intra-district transportation between schools and extracurricular trips outside of the School District to be performed at the direction of the Business Services Manager of the DISTRICT by the CONTRACTOR.

The CONTRACTOR and school personnel shall have the discretion and control of the loading and unloading of all buses. Schedules and riding times shall be established to conform to DISTRICT policy. Buses shall be scheduled so that students arrive at their school of attendance not more than forty-five (45) minutes or less than five (5) minutes before the commencement of class time. All bus riders will be delivered to their discharge point within eighty (80) minutes after their dismissal. The bus will not pick up at individual homes in concentrated population areas. Bus stops will be determined by the DISTRICT and the Director of Transportation through collaboration with the CONTRACTOR. Kindergarten pupils may be transported with pupils of other grade levels on morning and after school runs.

9. DRIVERS, BUS AIDES, and DISPATCHERS:

For the performance of this contract, the CONTRACTOR shall provide qualified drivers who are trained and licensed in accordance with the laws of the State of Wisconsin and the United States.

The DISTRICT Director of Transportation and Superintendent of Schools may request in writing the removal of drivers, bus aides, or dispatchers found to be unsatisfactory. Those bus employees considered unsatisfactory include, but are not limited to, individuals who violate the provisions of Board of Education Policy.

All buses used in the performance of this contract shall be operated by drivers employed by the CONTRACTOR who:

A. Have a valid Wisconsin school bus license to operate such a vehicle and shall have possessed a valid driver's license for at least three consecutive (3) years.

B. Are acceptable to the DISTRICT as indicated above. The CONTRACTOR shall provide the DISTRICT with a driver record abstract upon request. Driver abstract records shall be updated at least twice each year (no later than September 1 and January 15.) unless CONTRACTOR has system set up with issuing agency to provide abstracts each time there is a change to the drivers record. If this program is in place CONTRACTOR would then need to update driver record abstracts once each year.

C. CONTRACTOR shall require of its bus drivers serving under this contract, as a condition of employment, to take a physical examination, including a chest x-ray or tuberculin test, and to submit the physical examination of the report to the DISTRICT when required. If the reaction to the tuberculin test is positive, a chest x-ray shall be required. Freedom from tuberculosis in a communicable form is a condition for bus drivers to serve as a driver under the terms and conditions of this agreement (See Section 121.52(3)(a), Wis. Stats.) A physical examination report may be submitted on forms prescribed by the federal authority regulating motor carriers or the State Department of Transportation. A copy of

the physical examination report for other purposes within one year of the date of this contract may be substituted for the examination, if the report contains substantially the same information required by the State Department of Transportation.

D. Bi-annual physical examinations given by a licensed physician will be required of each driver. Written evidence thereof will be delivered to the CONTRACTOR upon request.

E. Drivers shall have received behind-the-wheel school bus driving instructions. Regular drivers shall become familiar with their routes prior to actual operation with pupils in attendance.

F. All drivers and bus aides shall be instructed by the CONTRACTOR in definitive plans of action in emergency situations or breakdowns, as well as instructed in emergency bus evacuation drills. Every route shall perform a minimum of two (2) evacuation drills each year. This must be documented and documentation provided to the district upon request.

G. CONTRACTOR will hold a minimum of 6 monthly meetings where DISTRICT will provide staff to attend. CONTRACTOR and DISTRICT will work together to establish subjects to address during these meetings.

H. Individual drivers will be required to participate in DISTRICT-sponsored training to handle the emergency medical needs of specific students assigned to their bus. Once trained, the drivers will perform emergency medical procedures when required. (For example, drivers can be expected to administer an EpiPen injection to a student who has an allergy to bee stings).

H. CONTRACTOR shall require its bus drivers pass a criminal background check to the satisfaction of the DISTRICT.

10. DRUG AND ALCOHOL TESTING:

The CONTRACTOR will pay the cost of government mandated drug and alcohol testing for all the CONTRACTOR's employees and individuals being considered for employment for driving and maintaining buses under this contract and for reasonable suspicion testing or post-accident drug and alcohol tests of drivers who are driving or maintaining buses which transport students under this contract. The CONTRACTOR shall provide the results to the DISTRICT upon request.

11. BACKGROUND CHECKS:

The CONTRACTOR will pay the cost of criminal background checks for all the CONTRACTOR's employees and individuals being considered for employment for driving buses under this contract. The CONTRACTOR shall provide the results to the DISTRICT for approval for retention/hiring purposes.

12. STAFFING:

The CONTRACTOR shall provide a staff capable of administering the transportation program with minimal complaints. The CONTRACTOR shall address and attempt to resolve complaints before referring any complaints to the DISTRICT. A support staff must be appropriately trained and capable of insuring an efficient operation and prompt response to the DISTRICT. The CONTRACTOR, its staff, drivers or other employees shall not be deemed as agents, employees or officials of the DISTRICT, but rather as an independent contractor furnishing transportation services to the DISTRICT. Notwithstanding any law, rule or regulation, the DISTRICT shall not be considered a joint employer with the CONTRACTOR. In that regard, CONTRACTOR shall indemnify defend, and hold harmless, DISTRICT for liability of any claims or any type relative to such matter.

13. OPERATION:

Subject to such rules and regulations previously adopted by the DISTRICT and now in full force and effect or as may hereafter be duly adopted by the DISTRICT, the CONTRACTOR shall be responsible for exercising proper supervision over its operators and all passengers on its buses used in the performance of this contract. The CONTRACTOR shall provide spare buses to any point within the district within twenty (20) minutes from the time a bus becomes disabled, unless road or traffic conditions cause an undue delay. Failure to provide the specified service will result in the forfeiture of the daily rate for the disabled bus.

14 PUPIL DISCIPLINE:

The DISTRICT shall have written policies pertaining to discipline of pupils while being transported, and the CONTRACTOR shall recognize its responsibility to the DISTRICT for the maintenance of proper pupil discipline as an inherent factor to the safety of all persons aboard a school bus. The following guidelines shall be of assistance to drivers employed by the CONTRACTOR in determining procedures to be followed in maintaining acceptable pupil discipline:

- A. Bus drivers have a delegated responsibility for maintaining proper discipline on their buses.
- B. Pupil behavior problems which develop on buses will be referred to the CONTRACTOR or its delegated representative and the building principal for appropriate disciplinary action.
- C. The CONTRACTOR and building principal will counsel and work with pupils who have been referred by the driver.
- D. In general, the bus driver is not authorized to remove pupils from the bus, however, in serious circumstances when a pupil is endangering the safety of other riders, the student may be denied transportation privileges either at the bus stop or at school. If such action is taken, the driver must notify his/her supervisor at the first available opportunity and the supervisor shall notify the building principal immediately prior to such action.
- E. The building principal or his delegated representative may deny transportation to a pupil whose conduct endangers safety of others.
- F. The CONTRACTOR shall report all discipline problems to the District in a format that the District provides. The District agrees to follow through on each Bus Conduct Report in accordance with school board policy and applicable law on discipline.

15. PLAN FOR EMERGENCIES:

The CONTRACTOR shall develop an emergency plan for transporting pupils' home from school in the event of severe weather or mechanical failure in the schools' operating systems. The CONTRACTOR shall also periodically, at least two (2) times per year, advise and demonstrate for all bus riders the location and use of all emergency school bus exits. In the event of inclement weather, the DISTRICT shall determine district road conditions and advise the CONTRACTOR as to road safety prior to 5:30 a.m. on any given day in question. The Superintendent of Schools (or his/her designee) shall have the final authority to determine the transportation of pupils for any given time.

16. PAYMENTS TO THE CONTRACTOR:

The Contractor will submit an itemized invoice to the Business Services Manager for services rendered on a monthly basis. All invoices from the Contractor to the District must be thoroughly documented and are due on or before the 10th of each month for the previous month and payable by the District no later than the last day of the month. Payment shall be made pursuant to CONTRACT RATES on page seven (7) of this contract. DISTRICT will provide CONTRACTOR with a school calendar each year. School year shall not be less than 176 days per year. If school is held less than 176 days per year CONTRACTOR reserves the right to renegotiate contract rates.

17. INSURANCE:

The CONTRACTOR shall maintain general liability and auto liability insurance coverage in the amount of \$5,000,000 combined single limit for each accident. The DISTRICT shall be named as an additional insured party on the above policy. The CONTRACTOR shall maintain workers compensation coverage for all employees. All such insurance shall be obtained from an approved insurance carrier authorized to do business in the State of Wisconsin. Certificates of such insurance shall be filed at all times with the Director of Transportation during the period of this contract. Any policy cancellation by the Insurance Carrier shall be made only after a written advance notice of sixty (60) days to the DISTRICT. The DISTRICT may require increased liability insurance coverage and the CONTRACTOR shall provide such coverage. All costs for additional such coverage shall be passed through to the DISTRICT. Such insurance policy shall include coverage for the transportation of pupils, their parents or guardians, authorized chaperones, school district officials, faculty and employees and school doctor, dentists and nurse; (a) to and from school or school district and (b) in connection with any extra-curricular school activity authorized by or made in compliance with Section 121.54(7), Wis. Stats.

18. REPORTS:

The CONTRACTOR shall make such reports as may be required by the DISTRICT.

The CONTRACTOR shall file all reports required by the State Department of Public Instruction or other State Agency or by the DISTRICT, forms to be furnished by the Agency or DISTRICT.

19. INDEMNITY:

The CONTRACTOR shall defend, indemnify and hold harmless the DISTRICT and its employees from and against all suits, actions, legal procedures, claims and demands and against all damages, losses, costs, expenses, and attorney fees, in any manner caused by, arising from, incidental to, connected with, or growing out of, the performance of the contract. Notwithstanding any law, rule or regulation, the DISTRICT shall not be considered a joint employer with the CONTRACTOR. In that regard, CONTRACTOR shall indemnify defend, and hold harmless, DISTRICT for liability of any claims or any type relative to such matter.

20. AUTHORIZED PASSENGERS:

Only those pupils who are eligible for bus transportation or others with special authorizations determined by the DISTRICT shall be permitted to ride the buses provided by CONTRACTOR. Eligible pupils shall only ride the bus that transports them to and from their assigned school. For reasons of safety, the CONTRACTOR will assure the DISTRICT that no ineligible passengers ride the buses. School bus drivers are allowed to bring their own (preschool) children along on the bus providing there is space available. The driver and CONTRACTOR are responsible for these passengers.

21. EXCUSABLE NON-PERFORMANCE: The parties to the agreement shall be excused from performance hereunder during the time and to the extent that they are prevented from performing in the customary manner by act of God, fire, strike, or loss of transportation facilities by the Government, when satisfactory evidence thereof is presented to the other party, provided that it is satisfactorily established that the nonperformance is not due to the fault or neglect of the party not performing.

22. SUBLET/ASSIGN:

The CONTRACTOR may not sublet, assign, or transfer this contract in whole or in part to any other person, firm, or corporation without prior written authorization from the DISTRICT. If the DISTRICT grants prior authorization, assignee must assume all responsibilities and requirements of this written contract.

23. COMMUNICATION: CONTRACTOR must provide functional two-way communication in all buses to provide continuous communication with a base of operations when buses are in use for the daily operation. This is to include some form of backup plan or system.

24. BUS INVENTORY REPORT

CONTRACTOR will provide an updated bus inventory report upon request. (See section 7 A)

25. MODIFICATION:

The terms of this Contract represent the full and complete agreement between the parties. Should a state or federal law change have a substantial effect on any provision of this agreement, the parties agree to enter into negotiation in an attempt to reach an agreement concerning how such change in law affects the provisions of this agreement. Any adjustment made to a portion of the Contract through mutual agreement will not result in altering any other part or section of this Contract unless specifically and expressly stated. Compensation amounts noted in the contract rates will not be modified or renegotiated unless so allowed or requested by the DISTRICT. Any modifications made during the term of this Contract shall be made by mutual written agreement.

Contract Rates 2017/18

REGULAR EDUCATION BUS RATES	
Cost per bus per day (AM & PM route)	\$268.47

<u>Noon (4K) Routes/Amish BUS RATES</u>	
Cost per bus per day mid-day	\$66.95
Cost per bus per day Amish shuttle	\$39.00
<u>SPECIAL NEEDS BUS RATES</u>	
Cost per bus per day (AM & PM route)	\$268.47
Cost per bus per day (mid-day route)	\$66.95
<u>CURRICULAR, CO-CURRICULAR, & FIELD TRIP RATES</u>	
Base Charge per trip per bus	\$79.50
Cost per hour	\$39.00

Fuel Clause:

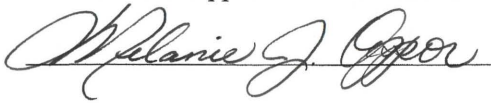
In the event the cost of gasoline and/or diesel motor fuel used to operate buses under this contract should go below a base rate of \$2.00 diesel or \$.90 propane or \$1.75 gasoline or above a base rate of \$2.50 diesel or \$1.20 propane or \$2.25 gasoline by \$.10, or more per gallon, the daily single bus rate shall be adjusted at the rate of \$1.00 per day, per bus for each \$.10 per gallon increase or decrease in said diesel and gasoline fuel. This adjustment shall not apply to the compensation for other than single runs, as hereinafter set forth. Any adjustments in rates shall be set forth in writing upon a rider to be attached to this contract. Extraordinary changes in costs will be negotiated and agreed upon by the Contractor and the District.

Subsequent years pricing:

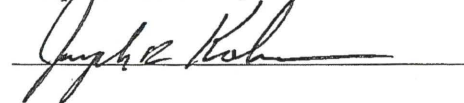
Prices for the subsequent years of the Contract will be adjusted up or down effective July 1 of the contract year, based on a National Consumer Price Index for all urban areas (U.S. Bureau of Labor Statistics). The change will be determined by multiplying the previous year's costs times the National Consumer Price Index (all urban consumers (current series) US City average and All items) percent change for the preceding twelve (12) months, commencing April 1 and ending March 31 of the year immediately preceding the contract year for which the change is to be implemented. Notwithstanding, the forgoing the adjustment per contract year shall not exceed five percent (5%) nor be less than two percent (2%). In the event the costing formula exceeds five percent (5%), the parties agree to enter into negotiations to determine the appropriate percentage change.

IN WITNESS WHEREOF, the parties hereto have executed this Contract on this 22nd day of June, 2017, by

SCHOOL DISTRICT OF MANAWA
Dr. Melanie J. Oppor District Administrator



KOBUSSEN BUSES, LTD.
Joseph E. Kobussen, President



CPI for All Urban Consumers (CPI-U) 12-Month Percent Change

Series Id: CUSR0000SA0
Seasonally Adjusted
Series Title: All items in U.S. city average, all urban consumers,
Area: U.S. city average
Item: All items
Base Period: 1982-84=100
Years: 2012 to 2022

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
2012	3.0	2.9	2.6	2.3	1.7	1.7	1.4	1.7	1.9	2.2	1.8
2013	1.7	2.0	1.5	1.1	1.4	1.7	1.9	1.5	1.1	0.9	1.2
2014	1.6	1.1	1.6	2.0	2.2	2.1	2.0	1.7	1.7	1.6	1.2
2015	-0.2	-0.1	0.0	-0.1	0.0	0.2	0.2	0.2	0.0	0.1	0.4
2016	1.2	0.8	0.9	1.2	1.1	1.1	0.9	1.1	1.5	1.7	1.7
2017	2.5	2.8	2.4	2.2	1.9	1.6	1.7	1.9	2.2	2.0	2.2
2018	2.1	2.2	2.3	2.4	2.8	2.8	2.9	2.7	2.4	2.5	2.2
2019	1.5	1.5	1.9	2.0	1.8	1.7	1.8	1.8	1.7	1.8	2.0
2020	2.5	2.3	1.5	0.4	0.2	0.7	1.0	1.3	1.4	1.2	1.1
2021	1.4	1.7	2.7	4.2	4.9	5.3	5.3	5.2	5.4	6.2	6.8
2022	7.5	7.9									

Dec	HALF1	HALF2
1.8		
1.5		
0.7		
0.6		
2.1		
2.1		
1.9		
2.3		
1.3		
7.1		

February 28, 2022

Monthly Financial Summary

	Revenues Month	Expenses Month	Revenues YTD	Expenses YTD	
Fund 10 - General	\$ (218,309.25)	\$ 534,584.35	\$ 3,791,972.40	\$ 4,213,744.80	
Fund 27 - Special Education	\$ 36,130.90	\$ 106,874.93	\$ 134,059.17	\$ 574,788.23	
Fund 50 - Food Service	\$ 37,968.83	\$ 16,229.60	\$ 180,432.48	\$ 203,566.91	
Fund 80 - Community Fund	\$ 50,045.00	\$ 4,332.08	\$ 51,020.00	\$ 24,596.45	
			Interest to Date		Project Exp to Date
Fund 49 - Referendum (2018)	\$ -	\$ 17.09	\$ 183,503.24	\$ 664,185.07	\$ 12,171,518.49
Demo Referendum Project	\$ -	\$ -	\$ -	\$ -	\$ 343,722.08
					\$ 21,277.92
Debt Payments (Fund 39)	\$ 1,109,259.65	\$ 638,075.56	\$ 1,109,282.95	\$ 816,142.56	

Accounts	Balance	Interest Rate
General Checking	\$ 2,524,960.05	0.068%
General Money Market	\$ 5,173.44	0.010%
ADM Investment Savings	\$ 150,383.82	0.090%
Fund 21 Account	\$ 124,433.61	0.040%
OPEB	\$ 300,866.34	
Fund 46 - Savings	\$ 250,269.85	

\$ (10,238.05) Change in Value from July 2021
\$250,000 invested in CD with ADM

Grants	Allocation	Carryover	Total	Claimed to Date	Outstanding Revenue
Fund 10					
ARP Homeless Children & Youth II	\$ 6,079.00	\$ -	\$ 6,079.00	\$ -	\$ 6,079.00
Carl Perkins (Tech. Ed)	\$ 6,468.00	\$ -	\$ 6,468.00	\$ -	\$ 6,468.00
ESSER II Fund	\$ 360,845.00	\$ -	\$ 360,845.00	\$ 276,077.66	\$ 84,767.34
ESSER III Fund	\$ 810,972.00	\$ -	\$ 810,972.00	\$ -	\$ 810,972.00
Title I - Public (Reading/Math)	\$ 98,831.74	\$ 12,455.91	\$ 111,287.65	\$ 9,767.39	\$ 101,520.26
Title I - Private (Reading/Math)	\$ 21,721.26	\$ 33,384.07	\$ 54,959.63	\$ -	\$ 54,959.63
Title II - Public (Professional Dev.)	\$ 21,419.27	\$ 17,677.69	\$ 39,096.96	\$ -	\$ 39,096.96
Title II - Private (Professional Dev.)	\$ 3,145.73	\$ 3,336.35	\$ 6,482.08	\$ -	\$ 6,482.08
Title IV - Public (Student Support & Enrichment)	\$ 8,745.04	\$ 9,406.56	\$ 18,151.60	\$ -	\$ 18,151.60
Title IV - Private (Student Support & Enrichment)	\$ 1,254.96	\$ -	\$ 1,254.96	\$ -	\$ 1,254.96
Fund 27					
Flow Through (SPED) - Public	\$ 180,042.28	\$ 39,594.90	\$ 219,637.18	\$ -	\$ 219,637.18
Flow Through (SPED) - Private	\$ 29,673.72	\$ -	\$ 29,673.72	\$ -	\$ 29,673.72
Preschool (Early Childhood) - Public	\$ 11,011.00	\$ 3,216.17	\$ 14,227.17	\$ -	\$ 14,227.17
Preschool (Early Childhood) - Private	\$ 847.00	\$ -	\$ 847.00	\$ -	\$ 847.00

Revenues	Budgeted	Collected to Date	Outstanding	2020-21
Property Taxes	\$ 2,372,375.00	\$ 1,243,273.38	\$ 1,129,101.62	\$ 2,660,335.00
Mobile Home Tax	\$ 1,200.00	\$ 1,365.06	\$ (165.06)	\$ 3,135.25
Athletic Event Admission	\$ 9,000.00	\$ 10,860.00	\$ (1,860.00)	\$ 4,845.50
Open Enrollment In	\$ 185,982.00	\$ -	\$ 185,982.00	\$ 126,073.00
Transportation Aid	\$ 20,000.00	\$ 12,045.00	\$ 7,955.00	\$ 23,718.00
Equalization Aid	\$ 4,785,653.00	\$ 1,914,261.00	\$ 2,871,392.00	\$ 4,451,438.00
Sparsity Aid	\$ 248,935.00	\$ 262,030.00	\$ (13,095.00)	\$ 272,553.00
Per Pupil Aid	\$ 492,688.00	\$ -	\$ 492,688.00	\$ 509,754.00
High-Cost Transportation Aid	\$ 30,000.00	\$ -	\$ 30,000.00	\$ 31,495.00

Fund 10 Expenses	2020-21 FY Activity	2021-22 Budget	2021-22 FYTD Activity	Percent Expended to Date	Unexpended Balance
Salaries	\$ 3,321,788.20	\$ 3,333,336.00	\$ 1,845,688.16	55.37%	\$ 1,487,647.84
Benefits	\$ 1,446,389.77	\$ 1,433,810.00	\$ 805,601.95	56.19%	\$ 628,208.05
Purchased Services	\$ 2,207,983.45	\$ 2,583,186.07	\$ 1,041,175.90	40.31%	\$ 1,542,010.17
Non-Capital Objects	\$ 410,798.90	\$ 230,713.64	\$ 302,601.52	131.16%	\$ (71,887.88)
Capital Objects	\$ 233,594.24	\$ 112,893.78	\$ 86,634.16	76.74%	\$ 26,259.62
Debt Retirement	\$ -	\$ -	\$ -		\$ -
Insurance & Judgments	\$ 132,447.10	\$ 112,750.00	\$ 107,596.75	95.43%	\$ 5,153.25
Transfers (i.e. to Fund 27)	\$ 559,363.85	\$ 637,271.00	\$ -	0.00%	\$ 637,271.00
Other (Dues & Fees)	\$ 27,389.93	\$ 261,569.51	\$ 24,446.36	9.35%	\$ 237,123.15
TOTAL	\$ 8,339,755.44	\$ 8,705,530.00	\$ 4,213,744.80	48.40%	\$ 4,491,785.20

Fund 50 - Revenues	Monthly Total	2021-22 FYTD	2020-21 FYTD
MES Sales	\$ 778.00	\$ 4,850.60	\$ 3,120.30
MMS Sales	\$ 3,246.65	\$ 15,882.90	\$ 6,924.05
LWHS Sales	\$ 3,860.70	\$ 21,884.05	\$ 11,994.20
Catering	\$ 193.87	\$ 1,598.91	\$ 2,744.45
Aid	\$ 29,889.61	\$ 136,216.02	\$ 94,863.14
Total	\$ 37,968.83	\$ 180,432.48	\$ 119,646.14
Fund 50- Expenses			
Salaries	\$ 10,753.45	\$ 74,275.19	\$ 65,239.73
Benefits	\$ 3,635.46	\$ 27,653.92	\$ 26,365.39
Purchased Services	\$ -	\$ -	\$ -
Repair/Maintenance	\$ 913.60	\$ 11,621.38	\$ 679.87
Operational Services	\$ -	\$ 935.41	\$ 557.94
Employee Travel	\$ -	\$ -	\$ -
Fuel - Vehicle	\$ 48.00	\$ 102.00	\$ 35.83
Commodity Charges	\$ 879.09	\$ 4,751.62	\$ 3,690.02
Central Supply	\$ -	\$ 9,756.08	\$ 9,922.64
Food	\$ -	\$ 74,454.76	\$ 51,505.59
Other Non-Capital Objects	\$ -	\$ 16.55	\$ -
Capital Equipment	\$ -	\$ -	\$ -
Total	\$ 16,229.60	\$ 203,566.91	\$ 157,997.01
	End June 2021	Rev-Exp FYTD	
Fund 50 Balance	\$ 118,273.00	\$ (23,134.43)	