

Minutes of the July 18, 2016 Board of Education Meeting

The meeting was Called to Order by President Johnson at **6:30 p.m.** in the Board Room – 800 Beech Street. Members of the Board present: J. Johnson, Hebert, Hollman, R. Johnson, Pohl and Rice.

**Move by** Hollman / Hebert to adjourn at 6:31 p.m. and reconvene in Closed Session Pursuant to the Provisions of 19.85(1)(c)(f), 118.22 and 118.125 Wis. Statutes , for the Purposes of: Discussing the Employment Status of Employees Over Which the Board Has Jurisdiction or Exercises Responsibility 1) Administrator Compensation. Motion carried by roll call vote – Pethke absent.

**Move by** R. Johnson / Hollman to adjourn at 6:57 p.m. and reconvene in open session. Motion carried by roll call vote – Pethke absent.

President Johnson called the meeting to order at 7:00 p.m. Pledge of Allegiance was recited.

Roll Call – members present: J. Johnson, Rice, Hollman, R. Johnson, Hebert and Pohl.

Verify Publication of Meeting – by Dr. Oppor

Presentation: M3 Presentation – Mary Basel, Health Insurance Consultant. 29.2% increase called for due to the claims. Met with finance committee last week and looked at options available thru WEA. How to get creative to keep a quality benefit for staff. Higher deductible plan which includes an HRA, keep the staff deductibles lower. A quasi self-funded plan \$200 / single deductible reduces the increase from 29.2% down to 7.9%. This new plan includes a \$25 copay plus the \$250 deductible. Office visits can be reduced to \$0 copay if using Amwell...face time with physician on the phone. Reduces emergency room and deductible for staff. Small change to the prescription drug program; today \$0 to value choice plan stays the same; generics from \$5 to \$10 brand name \$20 to \$30 etc. Finance Committee felt it's a doable plan with these changes. District will be meeting the deductibles for singles \$201 to \$2000 and families \$501 to \$4000 so budget needs to include those dollars. An HRA 3<sup>rd</sup> party administrator is hired to coordinate the deductible / HRA reimbursements.

President Johnson acknowledged Contributions to the District: Manawa Booster Club \$7174.95 to Manawa Athletic Complex, Premier Community Bank \$2,000 for 6<sup>th</sup> Grade Robotics, Cargill Company \$2,500 for Project Backpack and School Supplies, A. Sturm & Sons Foundation Inc. \$3,000 for Fine Arts Departments, Winemaker's Daughter, LLC., \$75 to Manawa FFA, Wis. Agriculture Education Foundation Inc. \$250 (Grant) to Manawa Ag Department, Dr. Reilly, D.D.S., \$1,000 to Manawa Athletic Complex, A. Sturm & Sons Foundation, Inc. \$10,000 to Manawa Athletic Complex.

Approved by Consent: Minutes of June 20, 2016 Board Meeting, Treasurer's Report/Approve Expenditures \$433,227.06 & Receipts \$47,789.31 (**on the website**) Donations from Manawa Booster Club \$7174.95 to Manawa Athletic Complex, Premier Community Bank \$2,000 for 6<sup>th</sup> Grade Robotics, Cargill Company \$2,500 of Project Backpack and School Supplies, A. Sturm & Sons Foundation Inc. \$3,000 for Fine Arts Departments, Winemaker's Daughter, LLC., \$75 to Manawa FFA, Wis. Agriculture Education Foundation Inc. \$250 (Grant) to Manawa Ag Department, Dr. Reilly, D.D.S., \$1,000 to Manawa Athletic Complex, A. Sturm & Sons Foundation, Inc. \$10,000 to Manawa Athletic Complex; Accept Resignations from Shannon Huettner, HS Teacher, Carl J. Roenz, HS English; Approve Athletic Coaches for Fall, Winter & Spring Sports for 2016-17, Approve Cheer-Pep Club Coach for 2016-17, Approve Volunteer Coaches for Athletics for 2016-2017, approve the Hire of Non-Athletic Coaches / Advisors for 2016-17, Approve the LW Jr./Sr. HS Student Handbook for 2016-17 (**on Website**), approve the MES Student Handbook for 2016-17 (**on Website**)

Any Item Removed from Consent Agenda - None

Public Comments - None

Correspondence: Card from the Herman Krueger Family for a memorial.

Board Recognized the following for their support or representation of the School District: Cargill Gift of \$2,500 for Backpack Project and School Supplies, State Golf - Ryan Schuelke, State Bowling Division II Bowling Team State Champion Runner Up: Sydney Bailey, Carlene Beyer, Kelsey Jaeger, Samantha Struzynski, Shelby Schwersenska, Amanda Prill. Coaches: Matt Beyer and Wayne Krueger, Individual State Bowling Champion: Carlene Beyer, MS Individual State Bowling Champion, Makenna Jaeger, Track Relay Team Sam Welch, Daniel Teuscher, Ethan Hass, Trenton Saunders, Alternate Caleb Griesbach.

**District Administrator's Report** included: Power Point on District Long-Range Site Plans – Planning for a 21<sup>st</sup> Century Learning Space: issues of a long range site plan, what we need to be a highly effective school district in 5 years, 10 years, 15 years and beyond. Roof replacement plan, Handicap accessibility for students and community, MES playground drainage, HS HVAC system repairs \$11,500 of parts and equipment. MES window replacement, MES entryway and parking area, HS tile and asbestos abatement, Fitness Center, Solar Energy Project, MES On-site Childcare and possibly adding a Child Care program for HS Students for credit, District Wide after school program, Mentoring, flame retardant materials for stage curtains, HS stage / auditorium sound system, integrated fire clock alarm & intercom system at HS and at ES in the future, ES boiler replacement, VAV boxes and controls, ES carpet / flooring replacement, District Wide Surveillance & monitoring in areas not currently covered by surveillance; tuck-pointing outside of high school, MES water softening system, what to do with the former elementary school, re-crowning of FB Field, long range plan for replacement of district owned vehicles, athletic complex bleachers, Flexible Learning Spaces, ES parking lot has drainage and safety issues. Next steps: deciding course of action, issuing an RFP for Site Analysis, Community Engagement, Establishing Priorities. Objectives and Results. Financial Plan to go along with long term goals. Update on Roofing Project – sawdust coming into the cafeteria and the library making a mess; Crafts came in with poly and put it over the book cases to protect the equipment and books; 80% of tear off done and water guard installed. Last week they missed a day of work due to weather concerns which did not happen; flashings are going back on; some areas will have new pieces of flashing; delivery will be in the week of the 25<sup>th</sup>; take 10 days to complete the standing metal roof. Nexus Contract: went from our attorney to their attorney – our attorney should have it back again by Friday and to this board for the August board meeting. Update on Irrigation on Football Field – irrigation not functioning; Master Electric was able to get the system up and running – we are keeping an eye on it.

Legislative Update – Director Pohl: Sr. Luther **Olsen** stated that at UW-Oshkosh the number of students in education is down 75% and across the state down 25%. Real concern that there aren't an adequate number teachers coming out in the next few years due to increased stress, and lack of prestige of being a teacher.

**School Operations Reports** included in the board packet: ES and HS Principal: Highlights.

**Business Related Reports:**

Summary of Expenditures & Receipts – in the packet for the month of June. Closing out the school year – 2015-16. Auditors are in the last 2 days of this month and are preparing for them.

Updated Preliminary Budget for SY 2016-17: a moving target – keep updating information. \$600,000 down as energy efficiencies have yet to be paid lowers it to about \$200,000. Finding new revenues or cut back on expenditures. MAC Fundraiser Update – Mary Griffin provided the report – report of what they still owe on this fund. Auditor’s look at this very closely and review with Ms. Griffin. They are under \$20,000 remaining until they reach their goal. An additional \$11,000 was collected since the report was received.

### **Director’s Reports:**

Curriculum Director: District Summer Sponsored Workshops

Technology Support Specialist Highlights – Summer IT Updates handed out and added to the website.

Special Education Director Highlights – Ms. Brauer was in attendance – no comments or questions.

Board Comments: CESA #6 Delegate Assembly Report – Director Pohl attended the annual convention in early July. Former administrator at CESA 6 Joan Wade spoke regarding her new national position. Major changes at the federal level will need a strong public education voice. Ted Netzke is the new CESA #6 Director spoke. Elected 4 new members to the Board of Control.

### **Committee Reports:**

Buildings & Grounds Committee (C. Hollman) included Elevator/Lift (HS) & Alternatives, Solar Energy Proposal, Nexus Solutions Contract Update, Shingle Storm Damage - Ansay and Associates, Status of MES Roof Project, Long-Range Plan - Capital Projects and EE, Public Listening Sessions, MES Chiller (\$3,000 in repairs, MES Recirculating Pump for Hot Water – Leaking, Fume Hood Installation, MES Drain Field/Playground Drainage (Wood chips from Rob Ferg, Mid-State Tree Service), Schulfur’s Irrigation on FB Field – Update, Football Field Crown, Lindsay Field Contract, Exterior Bleachers.

Policy & Human Resource Committee (C. – Hebert) included: NEOLA Policy Updates (Volume 25, No. 1) – Mr. Steve Lavalley, Handbook Revisions, LWHS Student Handbook Revisions, MES Student Handbook Revisions, Draft Support Staff Handbook 2016-17, Policy 5430 Class Rank / Laude Update, Liaison Officer Agreement with City of Manawa.

Finance Committee (J. Johnson) included Budget Revision, Employee Insurance, Federal Entitlements, Liaison Officer Agreement with City of Manawa, Administrative Guidelines Re: Accessing Legal Services, Nurse’s Compensation for 2016-17, Athletic Field Prep, Long Range Analysis / Request for Proposals, M3 Contract Review, Health Insurance Rates and Plan Structure for 2016-17.

### **Unfinished Business:**

**Move by R. Johnson / Hebert to approve Section 6000 NEOLA Policies - Finances (on Website) Motion carried - Pethke absent.**

**Move by R. Johnson / Rice to approve Neola Policy 8451 Pediculosis (Head Lice). Motion carried - Pethke absent.**

**Move by** R. Johnson / Rice to approve Neola Policy 8390 Animals on District Property. Motion carried - Pethke absent.

**Move by** R. Johnson / Rice to approve Bidding Athletic Event Field Prep. Motion carried - Pethke absent.

**Move by** Hollman / Rice to approve Issuing an RFP for Long Range Site Analysis only. Motion carried - Pethke absent.

**New Business:**

**Move by** Hollman / R. Johnson to approve the proposed Employee Health Insurance Plan for the 2016-17 School Year. Helene Pohl / R. Johnson introduce an amendment that a wellness committee of staff and support staff look at ways to minimize insurance increases for next year. Amended Motion carried – Pethke absent.

**Vote on the fully amended motion:**

**Move by** Pohl / R. Johnson to approve the proposed Employee Health Insurance Plan for the 2016-17 school year and hear from the Wellness Committee along with staff and support staff within three (3) months regarding recommendations to minimize health insurance increases for 2017-18. Motion carried – Pethke absent.

**Move by** Hollman / Rice to Approve the Increase for Delta Dental Rate for 2016-17 School Year as Presented. Motion carried - Pethke absent.

**Move by** Rice / Pohl to approve Option 3 for CPR and 1<sup>st</sup> Aid Certification Compensation of \$25 as a Certification Stipend. Motion carried - Pethke absent.

**Move by** Rice / Hollman to approve moving August BOE Meeting from August 15 to August 22, 2016. Motion carried - Pethke absent.

**Move by** Rice / Hollman to table until the August board meeting an Administrator Wage & Benefit Increase for 2016-2017. Motion carried - Pethke absent.

**Move by** Rice / Hebert to table to the August meeting a Director / Specialist Wage & Benefit Increase for 2016-2017. Motion carried - Pethke absent.

**Move by** Rice /Hollman to approve the Coach Evaluation Rubric. Motion carried - Pethke absent.

**Move by** Rice / Pohl Athletic Activities Director Evaluation Rubric. Motion carried - Pethke absent.

1<sup>st</sup> Reading NEOLA Policy Updates (Volume 25, No. 1) **(on Website) on the 0000, 3000, 4000 and 5000 series.**

**Next Meeting Dates:**

July 20, 2016 – Buildings & Grounds – 5:00 p.m. – MES Board Room

August 1, 2016 – Curriculum Committee. Meeting – 4:15 p.m. – MES Board Room

August 1, 2016 – Policy & Human Resources Committee Meeting – 5:30 pm. – MES Board Room

August 3, 2016 – Finance Committee Meeting – 5:30 p.m. – MES Board Room

**August 22, 2016 – Regular Board of Education Meeting**

- i. 6:30 p.m. Retiree and New Staff Reception – MES Board Rm
- ii. 7:00 pm Open Session – MES Board Room

Adjourn – Move by Hebert / Hollman to adjourn at 8:25 pm. Motion carried - Pethke absent.