

Merrill Area Public Schools

MAPS Mission Statement: Merrill Area Public Schools, in partnership with the Merrill Community and our families, will empower students to be lifelong learners, responsible citizens, and productive community members.

Finance/Human Resources Committee Meeting

Wednesday - February 26, 2020

4:30 PM

BOARD ROOM

MAPS Central Administration Building

(1111 N. Sales Street, Merrill, Wisconsin)

MINUTES

- I. Call to Order and Roll Call – Kevin Blake, Brian Dasher, Dr. John Sample, Jon Smith, Eddie Then, Maria Volpe and Brett Woller

Jon Smith called the meeting to order at 4:30pm.

Present: Kevin Blake, Brian Dasher, Dr. John Sample, Jon Smith, Edward Then, Maria Volpe, Brett Woller and Recorder Suzanne Packer. Absent: None.

Guests: Dale Bergman, Glenda Oginski, various building-level administrators.

Others: Approximately 20 members of the staff and public.

- II. Public Comments to the Committee / General Subject Matter Discussion

NOTE: The Finance/HR Committee shall schedule fifteen minutes at the beginning of each regular meeting for members of the public to speak. Speakers will be allotted three minutes to address the Committee. If you have a large group, please designate one representative to speak. Committee members may ask clarifying questions during the comment section, but will typically postpone further discussion and/or action a meeting of the full Board.

During public comments, Holly Finnell (BVA Teacher) commented on the topic of the HSA Benefit.

- III. Approval of [February 5, 2020 Finance/Human Resources Committee Minutes](#)

MOTION by Maria Volpe to approve the February 5, 2020 Finance/Human Resources Committee Minutes, second by Brett Woller. Motion carried unanimously.

IV. FY21 Budget Update and Smarter School Spending Framework Update

Brian Dasher discussed pushing back the budget update until the April Committee Meeting due to the unforeseen future of Maple Grove.

Edward Then will finalize a staffing plan.

Brian Dasher anticipates little change in the budget forecast.

V. Consider Discontinuation of Employee Health Savings Account Contribution

Brian explained to the Committee that the Board originally approved a two-year HSA contribution, which is scheduled to cease 2019-2020. This is not a discontinuation of the Employee Health Savings Account, as it is more a consideration to continue. Brian Dasher also stated that financially, it will create some issues if the District decides to continue with the HSA. The District needs to also take into consideration the costs for Maple Grove, curriculum additions to improve reading, and health insurance rate renewals, which the District should receive in April 2020.

VI. Preliminary Discussion of Moving 5th Grade to PRMS and 8th Grade to MHS

Jon Smith opened the discussion of moving 5th grade to PRMS and 8th grade to MHS. Brian Dasher then provided a Grade Configuration Review from January, 2018. A large piece that needs to be considered is the unforeseen future of Maple Grove and Jefferson Elementary. If either location closes, the District will look at a reduction/relocation of staff, utility and operational costs, along with long term maintenance of the buildings. A long-range planning timeline will look at the potential of closing Jefferson in the fall of 2021. A decision should be made between now and November, 2020 to allow for planning to begin early enough for FY21. Brian Dasher also discussed the two-year enrollment trend model and the 3rd Friday Enrollment estimated to decline by approximately 83 students.

Jon Smith would like to take a look at the revenue v.s. the expenditures.

Dr. John Sample discussed the reconfiguration to plan for a Referendum in 2023, continuing with this model and presenting to all committees in April, ultimately providing a 6-year plan.

Heather Skutak shared her concerns with the potential closing of Jefferson and provided the Committee with options for Pre-K through 3.

Brian Dasher suggested a follow up on class sizes and configurations to be discussed during the April committee meeting.

VII. Personnel Report - Standing Agenda Item

Edward Then discussed with the Committee the highlights/uniqueness of two elementary principals taking over summer school and the decision to tie the pay/compensation to the number of days in the summer school schedule.

Dr. John Sample may call a special meeting in March to review the openings for the 2020-2021 school year.

Edward Then recommended to post openings prior to Board approval with the option to

close the applicant pool if the Board does not approve. Moving forward, any changes to the personnel report will be in color coordination.

VIII. Policy Review for Next Meeting

- A. [3230/4230](#) - Conflict of Interest
- B. [3231/4231](#) - Outside Activities of Staff
- C. [3242](#) - Professional Growth Requirements
- D. [6605](#) - Crowdfunding
- E. [6610](#) - Student Activity Fund
- F. [6670](#) - Trust and Agency Funds

All policy review tabled to the April meeting.

Policy review from the February 5, 2020 meeting:

- A. 3123/4123 - Section 504/ADA Prohibition Against Disability Discrimination (tabled from January 7, 2020 meeting)
- B. 3120.08 - Employment of Personnel for Co-Curricular Activities (tabled from January 7, 2020 meeting)
- C. 3213/4213 - Student Supervision and Welfare
- D. 3215/4215 - Use of Tobacco by Staff
- E. 3217/4217 - Weapons
- F. 3220/4220 - Staff Evaluation
- G. 6424 - Procurement Card Program
- H. 6440 - Cooperative Purchasing
- I. 6450 - Local Purchasing
- J. 6470 - Payment of Invoices

All Policy review tabled to the April meeting.

IX. Items for Next Meeting
Admin Contract Review

- X. Adjournment
MOTION by Maria Volpe to adjourn, second by Brett Woller. Motion carried unanimously.
Meeting adjourned at 5:44pm.