

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 3, 2021

4:30 PM

BOARD ROOM

MAPS Central Administration Building

(1111 N. Sales Street, Merrill, Wisconsin)

and

Meeting Conducted Remotely

*If a member of the public wants to participate in this meeting virtually, please contact Brian Dasher at brian.dasher@mapsedu.org, or use this link to join: <https://meet.google.com/szz-azeo-etm?hs=122&authuser=0>

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 4:30 pm.

Present : Kevin Blake, Brian Dasher, Dr. John Sample, Jon Smith, Eddie Then, Maria Volpe and Brett Woller

Present Virtually: Several guests

Guests Present: Dale Bergman

- II. Approval of [January 6, 2021 Finance/Human Resources Committee Minutes](#)

MOTION by Maria Volpe to approve the January 6, 2021 Finance/Human Resources Committee Minutes, second by Brett Woller . Motion carried unanimously.

- III. Human Resources

- A. Benefit Education Committee Data & Next Steps - Health Insurance

Please see the attached [presentation](#) from Eddie Then. Please review slide #27 (Quote Options & Packages) in particular. This is for discussion at this time because there are no bids to approve.

Edward Then discussed the Benefit Education Committee Survey results with the HR/Finance committee. He received over 300 survey responses from district employees and was very satisfied with the input. M3 shared the most

recent loss ratio data with us, the District is Currently running at 120% for the 12-mo. Lookback. There are 9 high cost claimants, 8 of which are active, that are driving the loss ratio. Slide #27 of the presentation lists the different things that we are going out to bid for in a fully funded, self funded and captive scenario. This should yield about 15 options for the district to explore. As well as considering the addition of a narrow network while keeping a broad network to accommodate our BVA employees. Maria Volpe suggested adding a wellness program to obtain a discount on premium. Eddie Then stated that the current wellness program that we have with WEA is Vitality. Brian Dasher stated that in the past Security Health funded a Wellness program that included a health-risk assessment, biometric screening, and coaching, and that a wellness program would make more of a difference if the district went to a self-funded model. Edward Then stated that if the district went self-funded we would look at removing or reducing the Cash in Lieu benefit to encourage those employees to come on the plan. A 9% increase for health insurance premium is budgeted and Board approved, but with the current loss ratio and we could face a 20% premium increase. Eddie Then stated that the goal is to get Bids to bring to the committee at the April meeting. Jon Smith requested that surrounding district data be collected also.

B. Personnel Report - Standing Agenda Item

Please see the most current [Personnel Report](#).

Edward Then presented the attached personnel report, stating that the last of the Temporary Education SPED Aide positions have been filled and there have been a few internal position shifts.

IV. Finance

A. Strategic Planning - Review Preliminary Budget Documentation, Assumptions, Forecast and Options

Informational only.

Brian Dasher presented the committee with updated dollar amounts for Staff position eliminations with the closure of Jefferson. A \$209,109 surplus is forecasted which reflects position eliminations including the Director of Technology, building principal moves, and removing utility and maintenance costs since the district is keeping the Jefferson building. The forecasted surplus does not consider moving costs. Dale Bergman hopes to have the moving plan and forecasted costs associated with it by the end of March. Brian is still waiting on the governor to approve the budget and to forecast what comes out of the joint finance committee. The budget is assuming a renewed referendum. Jon Smith stated that the committee will have discussions regarding anything above a 9% health insurance renewal.

B. CESA 9 2021-2022 Shared Services Contract

Please see the attached [shared services agreement](#) from CESA 9 for next

Year.

Dr. John Sample stated that the CESA 9 2021-2022 Shared Services Contract will go to the CTP committee meeting for Glenda Oginski's review and revisions. Karen Baker may have a few line increases that would come out of the Flow through budget. In March the contract will come back to the HR/Finance Committee meeting with a recommendation to go to the full Board Of Education.

C. District Consolidation Update

Dr John Sample stated that we have been diligently working on the consolidation staffing plan. Administrative rolls have been decided and the teacher rolls will be finalized by the April committee meeting. Preliminary Non Renewal notices are due April 30th, with the Final notice due May 15th. Eddie Then stated that last year we had approximately 30 resignations and retirements from teachers and the remaining were support staff. Retiring teachers have until March 1 to give the district notice of their decision. The building principals will give input regarding the 5 teaching staff reductions. Jon Smith stated to be able to truthfully vote on the 5 reductions they should be brought to the board with clear rationale as to whether the specific reductions are performance or economic based. Performance based can be subject to grievances.

D. **Consideration of Renewing Transportation Contracts with our Current Vendors**

Please see the attached [topic summary sheet](#) from Dale Bergman.

Informational only.

Dale Bergman presented the committee with the attached topic summary. He did comparisons of different vendors in the surrounding areas. Dale feels that we are getting a value from our current transportation contracts and that we should continue to work with our current local vendors. Dale has asked our vendors to review the current contracts which end on June 30th, 2021 and give us a proposal for a 3 - 5 year term to include suggestions to provide savings by combining services, a reduction in requirements, or combining routes. He will be getting proposals back by the April Board meeting. Brian Dasher stated that the Statutory minimum liability limit that bus contractors have to carry is very low and our risk management consultant advised the district to require a 10 million dollar umbrella be carried by the bussing companies. The district covered that cost increase. If the district went back to the 5 million dollar umbrella the cost would be reduced. Jon Smith stated that the contractors are welcome to present their proposals to the HR/Finance Committee at the April meeting. Dale Bergman will invite them to do so.

V. Standing Agenda Item For Policy Review by Finance/HR Committee

Please see the attached [main index](#) for Committee review of policies. At this time on the agenda, the Committee will review the following policies:

A. [8330.01](#) - Unauthorized Acquisition of Staff Personal Information

Technical corrections getting rid “of Education” The Link is incorrect it should be 8320.01

Eddie Then has reviewed the policy and it requires no revisions

[8680](#) - Bus Services Contracts

Dr John Sample stated this policy outlines the purpose of the contract per regulation, therefore requires no revision. Jon Smith stated that the committee will review the upcoming bus service proposals to confirm that the contracts mirror our district policy.

VI. Items for Next Meeting

Staff Background Check renewals

CESA 9 2021-2022 Shared Services Contract

VII. Adjournment

MOTION by Maria Volpe to adjourn, second by Brett Woller. Motion carried unanimously. Meeting adjourned at 5:58 pm.