

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 - May 5, 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>

***In the event there are technical issues, the meeting will only be held in person, as long as there is a quorum of the Committee present.*

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 4:39 pm.

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

Absent: Brian Dasher

Present Virtually: Trisha Detert , Heather Skutak and Several other guests

Guests Present: Glenda Oginski and Chad Krueger

- II. Approval of [April 7, 2021 Finance/Human Resources Committee Minutes](#)

MOTION by Kevin Blake to approve the April 7, 2021 Finances/Human Resources Committee Minutes. Second by Maria Volpe. Motion carried unanimously.

Moved Core Knowledge Language Arts Resource for All K-5 discussion to the beginning of the meeting. Item B under Finance.

- III. Human Resources

- A. Summer School Job Approval

All summer school positions and summer maintenance positions will be hourly with the exception of two administrators, the list of names will be in the personal report and brought to the next board meeting.

B. Guardian Voluntary Benefits Renewal

Please see the attached [topic summary sheet](#) from Eddie Then.

Eddie Then presented the topic summary sheet to make the committee aware of the renewal with The Guardian for voluntary benefits.

Eddie Then recommended a motion to forward to the full Board the approval of the renewal contract with the Guardian for voluntary benefits as presented.

MOTION by Maria Volpe to forward to the Full Board of Education the approval of the renewal contract with the Guardian for voluntary benefits as presented. Second by Brett Woller. Motion carried unanimously.

C. Health Insurance

Please see the attached [topic summary sheet](#) from Eddie Then.

Eddie then presented the topic summary. The Captive option fell through because our nine high cost claimants. Four lasered individuals would turn our 6 million premium into a 7 million premium. We will revisit the Captive option when the high cost claimants are reduced and the timing is right for the District. The full list of all bids is attached. Plan changes have been made to achieve lower renewal rates.

Eddie Then recommended a motion to forward to the full Board the approval of the Aspirus Health Plan presented as option #1 with a \$2,000/\$4,000 deductible and both a broad and narrow network option with 12% and 8.5% contribution rates respectively for all staff for the 2021-22 fiscal year

MOTION by Brett Woller to forward to the full Board of Education the approval of the Aspirus Health Plan presented as option #1 with a \$2,000/\$4,000 deductible and both a broad and narrow network option with 12% and 8.5% contribution rates respectively for all staff for the 2021-22 fiscal year. Second by Maria Volpe. Motion carried unanimously.

D. Support Staff Roster

The support staff roster will be presented in open session for approval for all support staff letters of assignment.

E. Background Checks

Edward Then addressed previous questions regarding background checks and the process. Everyone who works with students must get a background check every three years.

F. Face Covering Guideline Review

At the January 27, 2021 Regular Board Meeting, the Board motioned to have a review of the statewide face covering mandate at the May Regular Board Meeting.

Dr John Sample informed the committee that information including the principal survey, the Tomahawk district practice and Lincoln County Health Department recommendation regarding face coverings will be presented to the full board of education.

G. Central Office Early Hiring Request

Edward Then requested that the committee approve an early hire of the HR Coordinator and the Accounting Coordinator to provide manpower during the transition. The HR Secretary and the Tech System administrator have resigned and currently we have two administrators working remotely. The organizational chart and positions were approved for a 7/1/2021 start date. The committee agreed that HR should move forward and present any conditional offers at the board meeting.

H. Personnel Report - Standing Agenda Item

This will be added/updated the day of the Finance/HR Committee to be most current. Please see the attached most current [personnel report](#).

Edward Then presented the personnel report to the committee which included all the Esser funded positions, title 1, and social workers. HR Coordinator offers have been made. Edward Then sent out an email to the staff reiterating that the Esser funded positions are not specifically going to be eliminated when the funding ends, we will go through a systematic process when the reductions are to be made. Four of six general education positions and have been recalled.

IV. Finance

A. Review Preliminary 2021-2022 Projected Budget and Options

A topic summary sheet from Brian Dasher will be forwarded to as soon as it becomes available. Brian Dasher is not present and has not provided the

projected budget. Edward Then stated that there is a rough draft and he will be meeting with Brian Dasher on Friday morning. All building budgets have been reviewed and Dale Bergaman is in the process of making final adjustments to his budgets. Edward Then stated that the committee can expect to see a preliminary budget by June. Brett Woller and Jon Smith stated that with the extenuating circumstances we have at this time, perhaps outside resources and assistance should be pursued to keep integrity intact. Edward Then stated that he would like to be hands on with the budget to present a draft that reflects what we actually plan to spend.

Edward Then requested to return to Item A of Human Resources at 5:59pm. John Hagemester updated HR regarding BVAs influx in enrollment and the need to add teaching staff. Edward Then would like the committee's approval to post positions so that they are not pulled from our brick and mortar staff. The committee agreed that he should go ahead and post, hire and fill the needed positions.

B. Core Knowledge Language Arts Resource for All K-5

Please see the attached [topic summary sheet](#) from Glenda Oginski.

Glenda Oginski recommended a motion to forward to the full Board to approve the purchase of Core Knowledge Language Arts resource for grades K-5 in the amount of \$169,626.04 to be paid from the 2021-2022 budget.

Moved to the first item on the agenda.

Glenda Oginski presented the committee with the topic summary sheet. Photos are attached from a decision making meeting showing the process for selecting the best resource. Glenda shared that our teachers have worked very hard and we have 100 % positive feedback, learning through this process how to make selections more efficiently. The Quote reflects a \$30,000 discount. Glenda is requesting approval to purchase the Core Knowledge Language Arts Resource for all K-5 from next year's budget to be ordered on July 1. The district already has 2 sections from each grade level. All parts of the resource are included in the purchase.

MOTION by Maria Volpe to forward to the full Board of Education to approve the purchase of Core Knowledge Language Arts resource for grades K-5 in the amount of \$169,626.04 to be paid from the 2021-2022 budget. Second by Brett Woller. Motion carried unanimously.

C. Facility and Transportation Updates

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

Dr John Sample presented the committee with the topic summary sheet. This is informational only and is a standing agenda item. A video presentation for packing guidelines is included. There will be some remodeling costs all of which are coded for tracking purposes. The Petersons presented the district with a letter of retirement and Wendorf is in the process of acquiring Petersons equipment. Bidding will not be plausible because Wendorf will be the district's only vendor. We will need to work closely with our sole vendor and communicate with each other to be more efficient.

MOTION by Brett Woller to forward to the full board of education the approval of the consolidation and moving costs. Second by Maria Volpe. Motion carried unanimously.

MOTION by Maria Volpe to forward to the full board of education the recommendation to approve the \$1,789,000 3 year transportation contract with Wendorf Bus Service. Second by Brett Woller. Motion carried unanimously.

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, the Finance/HR Committee is up to date with their review.

MOTION by Brett Woller to table policy review. Second by Maria Volpe. Motion carried unanimously.

VI. Items for Next Meeting
Nothing at this time

VII. Adjournment

MOTION by Brett Woller to adjourn. Second by Maria Volpe. Motion carried unanimously. Meeting adjourned at 6:03 pm.