

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 - March 6, 2019

4:30 PM

BOARD ROOM

MAPS Central Administration Building

(1111 N. Sales Street, Merrill, Wisconsin)

Minutes

I. Call to Order and Roll Call –

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

Present: Kevin Blake, Brian Dasher, Cindy Heinz, Dr. John Sample, Jon Smith and Brett Woller

Late: Eric Geiss arrived at 4:37pm

II. Approval of [February 6, 2019 Finance/Human Resources Committee Minutes](#)

Motion by Kevin Blake to approve the February 6, 2019 Finance/Human Resources Committee Minutes, motion seconded by Brett Woller. Motion carried unanimously.

III. Review of the Employee Handbooks

Cindy Heinz provided the committee with potential changes to the Employee Handbooks. The committee discussed changing the name of the Christmas holiday under the 10 month section to Christmas Day, updating the PTO section for 10 month staff to allow them to take PTO for cancelled schools days that will not be made up, and removing the shift differential pay language for custodial staff because it is now built into the support staff compensation plan.

Eric Geiss arrived at 4:37pm

IV. [Budget Carry Over Policy](#)

Jon Smith provided the committee with a background for the need to develop a policy to carryover budget funds.

Brian Dasher provided the committee with the 2019-02-21 proposed budget carry over policy that is based on a policy that was borrowed from the Edgar School District. The committee reviewed the policy and made updates to fit the needs of the district.

Motion by Brett Woller to forward the Budget Carry Over Policy to the Policy Committee, motion seconded by Kevin Blake. Motion carried unanimously.

V. FY20 Budget Update

a. State Budget Update - if any

Brian Dasher provided the committee with the current status of the state budget. Governor Evers released his preliminary budget on February 28th, 2019. It does not look as if it is going to be passed at this time. Brian Dasher is going to proceed using the current budget for funding.

The committee discussed developing a two-year budget along with the benefits.

b. Health Insurance Update - if any

Brian Dasher informed the committee that the district loss ratio is lower than last year and the insurance renewal is expected in April. He also provided an explanation of the alternatives being discussed in the Employee Benefit Education Committee in case Security Health Plan comes back with an unfavorable renewal.

The committee discussed self-funding for health insurance, going out to bid, and having a health insurance captive hybrid. The committee discussed the need for a healthy fund balance before moving to a self-funded option for health insurance.

c. Staffing Costs - Base Wage CPI vs. Salary Schedule Increases For All Staff

Brian Dasher explained to the committee that the current CPI increase is 2.44% for those in a bargaining unit. Brian Dasher provided an overview of the district's salary schedules for teachers and support staff. He does not recommend making changes at this time.

VI. Discuss Potential Administrative Compensation Plan

Cindy Heinz explained the importance and advantages of creating an Administrative Compensation Plan along with the disadvantages of not currently having one in place. The committee reviewed the Potential Administrative Compensation Plan.

Brian Dasher presented the committee with the salary survey results completed by the Wausau School District. Brian Dasher presented the committee with an Administrative Salary Schedule based off of the survey results. He explained that the schedule mirrors the Teacher Compensation Plan as much as possible and that a Principal Compensation Plan will be forthcoming. Brian Dasher explained the structure and the methodology used

to place administrators on the schedule. Brian Dasher explained the overall impact on the budget this year and future years.

Motion by Eric Geiss to advance the Administrative Salary Schedule to the full Board for approval consideration, motion seconded by Kevin Blake. Motion carried unanimously.

VII. Items for Next Meeting

Employee Handbook updates
Principal Compensation Plan

VIII. Adjournment

Motion to adjourn by Eric Geiss, motion seconded by Brett Woller. Motion carried unanimously. Meeting adjourned at 5:28pm