

# 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 - April 3, 2019

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, Cindy Heinz, Dr. John Sample, Jon Smith and Brett Woller

Jon Smith called the meeting to order at 4:32pm

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

Guests: Cindy Abbiehl and John Preuss from M3

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

Motion by Kevin Blake to approve the March 6, 2019 Finance/Human Resources Committee Minutes, motion seconded by Jon Smith. Motion carried unanimously.

- III. FY20 Budget Development Update

- A. Health Insurance Renewal Strategy Update

John Preuss from M3 provided the committee current renewal status from Security Health Plan and changes to the loss ratio.

The committee discussed the premium increase and alternative plan options, including changes within the current Security Health Plan, obtaining bids with other carriers, and presenting Security Health Plan with a counter offer with a deadline for their final renewal numbers of Wednesday 4/10/19.

The committee discussed the possibility of the need to have a special board meeting to approve any potential change in carriers.

B. Principal Compensation Plan Proposal

Brian Dasher presented the Principal Compensation Plan Proposal to the committee. At this time there is still one position under review.

Motion by Brett Woller to forward the Principal Compensation Plan Proposal to the full board, motion seconded by Kevin Blake. Motion carried unanimously.

C. Superintendent's Compensation Plan Proposal

Brian Dasher presented the Superintendent's Compensation Plan Proposal to the committee. This will be discussed in closed session.

Motion by Kevin Blake to take the Superintendent's Compensation Plan Proposal to the full board, motion seconded by Brett Woller. Motion carried unanimously.

D. Salary Schedule Increase for Teachers and Support Staff

Brian Dasher presented the Salary Schedule Increase for Teachers and Support Staff.

Cindy Heinz recommended to the committee an increase of 1% plus step (1-4.5%) to the Teacher and Support Staff Salary Schedule along with a yearly review in order to remain competitive.

Motion by Brett Woller to take the Salary Schedule Increase for Teachers and Support Staff to the full board, motion seconded by Kevin Blake. Motion carried unanimously.

E. Other FY20 Budget Items

Brian Dasher presented the committee with the budget forecast. This is for information only. The budget would be ready for board approval in June.

IV. Employee Handbooks Update

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, insert in the emergency school closing and clarifying what the expectation is for support staff, removing the shift differential pay language for custodial staff because it is now built into the support staff compensation plan, and changing the funeral leave verbiage that staff can receive up to 3 days per year, needs to change to per incident based on relationship.

Motion by Brett Woller to approve the support staff and teacher handbook updates as presented, motion seconded by Kevin Blake. Motion carried unanimously.

V. E-Funds Point of Sale System Proposal

Brian Dasher presented information on E-Funds for Schools and its benefits, including less staff time, better controls and being able to accept credit/debit cards at events. The committee discussed the cost of the system.

Motion by Kevin Blake to advance the E-Funds Point of Sale System to the full board, motion seconded by Brett Woller. Motion carried unanimously.

VII. [BVA Staffing Adjustments for 2019-2020](#)

This item was tabled.

VIII. Items for Next Meeting

BVA Staffing Adjustments

Historical comparison on expenditures spent on academic vs. support

IX. Adjournment

Motion to adjourn by Brett Woller, motion seconded by Kevin Blake. Motion carried unanimously.

Meeting adjourned at 5:32pm

*IT IS ANTICIPATED THAT A QUORUM OF SCHOOL BOARD MEMBERS MAY BE PRESENT AT THIS COMMITTEE MEETING. HOWEVER, NO BOARD MEETING WILL BE CONVENED AND NO BOARD ACTION WILL BE TAKEN.*