

# 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 - October 2, 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 called the meeting to order at 4:33pm

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

Guest present: Shannon Murray

### II. Approval of [September 4, 2019 Finance/Human Resources Committee Minutes](#)

Motion by Kevin Blake to approve the September 4th, 2019 Finance/Human Resources Committee Minutes, second by Maria Volpe. Motion carried unanimously.

### III. Summer Camp Expansion

Brian Dasher presented the Committee with enrollment counts from 2019 Summer School . Enrollment is down slightly due to the loss of 2 days resulting from the make-up days in the regular school year. This Summer School format was started in 2016 making it 3 years old. Summer School crosses fiscal years, so after review, Brian Dasher will return to the committee in November, with costs to determine our return on investment. Tabled to next month.

### IV. [Assistant Principal Review and Evaluation Plan](#)

Brian Dasher presented the committee with topics reviewed in regards to the AP additions at Kate Goodrich and the High School and the Academic return on investment. He identified the data that will be collected over the next three years to determine their impact. With the plan to report out on the end of each year to measure the impact the

new positions will have on student achievement, discipline and overall building management.

V. Compliance Officer Designation for Harassment Policies / Date for Future Discussion

To define and clarify the role of compliance officer, Edward Then will review and revise the policy and bring a rough draft back to the committee in November.

VI. FMLA - 12 Month Requirement Waiver / [Policy #4430.01](#)

Edward Then informed the committee that current practice was not in line with current policy regarding the requirement that employees have at least 12 months of employment in order to qualify for the leave provided for in the Family and Medical Leave Act. The committee felt that the current policy should be enforced and any proposal to change the policy should be brought forward formally at a future meeting.

During the discussion, Maria Volpe left the meeting at 5:58pm.

VII. Non-Renewal Process - Draft Review

Motion by Jon Smith to defer the non-renewal process discussion to the CTP meeting and forego discussion on the Finance/HR Committee, forwarding it to the Board. Brett Woller seconded the motion. Motion carried unanimously.

VIII. Smarter School Spending Framework

Will remain a standing agenda item.

IX. [Building/Department Budget Carryover Proposals](#)

Brett Woller motioned to forward the budget carryover proposals to the full Board for approval. Kevin Blake seconded the motion. Motion carried unanimously.

X. Teacher Substitute Compensation Plan

- A. [Area Teacher Substitute Pay Rates](#)
- B. [Sub Teacher Fill Rate History](#)

Brian Dasher recommended increasing the teacher substitute pay rate to \$110 per day. Brett Woller motioned to increase sub pay rate from \$100 to \$110 per day. Seconded by Kevin Blake. Motion carried unanimously.

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

This item was tabled to the November 6th Fiance/HR Meeting.

- [3121/4121](#) - Criminal History Check
- A. [3122/4122](#) - Nondiscrimination and Equal Employment Opportunity
- B. [3122.01/4122.01](#) - Alcohol and Drug-Free Workplace
- C. [3122.02/4122.02](#) - Nondiscrimination Based on Genetic Information of the Employee
- D. [6231](#) - Budget Implementation
- E. [6235](#) - Fund Balance
- F. [6236](#) - Balanced Budget

XII. Policy Review for Next Meeting

- A. [3123/4123](#) - Section 504/ADA Prohibition Against Disability Discrimination
- B. [3210/4210](#) - Staff Ethics
- C. [3120.08](#) - Employment of Personnel for Co-Curricular Activities
- D. [6320](#) - Purchasing and Bidding
- E. [6325](#) - Procurement - Federal Grants/Funds

XIII. Items for Next Meeting

- A. Personnel Report - Standing
- B. Smarter School Spending Update - Standing Item
- C. Exit interviews

XIV. Adjournment

Motion by Brett Woller to adjourn, Second byKevin Blake. Motion carried unanimously.  
Meeting adjourned at 6:19pm