

Personnel Committee Meeting

Friday, November 8, 2019

Meeting was called to order at 8am by Dick Nitsch

Members Present: Meredith Sauer, Lisa Johnston

Additional Members: HR Director Joyce Greenwood-Aerts; Superintendent Mark Holzman

HEALTH INSURANCE UPDATE:

Ms. Greenwood-Aerts shared that the HR Office in collaboration with Business Services continues to work through the transition from Anthem to UMR as our Third Party Administrator for health insurance. This change will go into effect January 1, 2020. All of the behind the scenes work to ensure a smooth transition is going well and we are meeting any deadlines to mitigate any issues with the change. Throughout the process, we continue to have regular conversations with ABRC, the district health insurance broker, and UMR. We were pleased with the attendance of 200+ employees (and some spouses) at the October 28 and 29 employee meetings. From an employee perspective, there are several positives to the change:

- The number of in-network providers is significantly expanding giving employees more options to meet their healthcare provider preferences
- With the change to UMR, employees will have the option of utilizing Teledoc (24/7 virtual access to a physician) at a nominal cost
- There are no plan design changes (deductibles, co-pays, out of pocket maximums, costs for prescriptions, etc will all remain the same)
- The district will continue to partner with Advocate Aurora and employees/spouses/dependents will have access to the Manty Health and Wellness Clinic at no additional cost for primary and preventative care options. We will also continue with the Manty Care Plus Program - a program for employees to help manage diabetes and other chronic health care conditions.
- The district will continue to offer EAP services through Aurora
- Effective 1/1/20, employees will see a slight increase in their monthly premium cost: (based on completion of annual Health Risk Appraisal)
 - Increase of \$6.71 / month for a single plan
 - Increase of \$18.21 / month for a family plan
- There will be no changes to the current Dental or Vision Insurance plans (for 1/1/20)
- In partnership with Advocate Aurora, the district will also be adding Physical Therapy Services to the Manty Health and Wellness Clinic effective 12/1/19 as a proactive / preventative approach for employees/spouses dealing with musculoskeletal issues (sprains, strains, muscle pain, etc).

2020-21 SCHOOL CALENDAR:

As a result of positive feedback from MPSD Staff, we have had discussions with Building Principals regarding utilizing the first day of school for the 2020-21 school year (Tuesday, September 1) as a 'student transition day'. Similar to the first day of school for the current (2019-20) school year, *all* staff would report on September 1, 2020 to help serve and support those students new to buildings. The rationale: provides an opportunity for students to adjust to their school environments, review building protocols, meet staff, etc. We may also include students in grade 1, grade 7 and grade 10. Although the logistics of the student transition day will need to be planned, there is overwhelming support from staff that there is value in a transition day. *All* MPSD students would then report on Wednesday, September 2 2020. Board action is not necessary to incorporate a student transition day considering it does not change the total number of staff and/or student days for the 2020-21 school year.

Continuing with a student transition day on the first day of school would not change the use of open houses at the elementary level or student orientation days at the middle and high school level.

POLICY 9130: PUBLIC REQUESTS, SUGGESTIONS OR COMPLAINTS

Policy 9130 was brought forward through the Personnel Committee to the October 8, 2019 board meeting for a First Read. The Board unanimously approved the first reading of Policy 9130. With that said, a suggestion was made by a Board member to consider an edit/amendment to the policy as it relates to:

- The make-up of the review committee under section: Guideline for Matters Regarding Instructional Materials (B) (1)

After discussion by the Personnel Committee members, Meredith Sauer made a motion, 2nd by Lisa Johnson for the policy to be edited/amended to read: One or more professional staff members including Director of Curriculum and Instruction and/or Director of Teaching, Learning and Assessment; 2 members of the community; 3 teachers, and a Principal.

POLICY 4112 BOARD STAFF COMMUNICATIONS (SUPPORT STAFF), AND POLICY 3112 BOARD STAFF COMMUNICATIONS (PROFESSIONAL STAFF)

Superintendent Holzman reminded the committee that at the September 30, 2019 Personnel Committee Meeting the district proposed the addition of these two policies. After discussion at that meeting, the committee requested some edits to the policies and to review similar policies from other districts. The committee requested that the policies (with the recommended edits) be brought back to a subsequent Personnel Committee meeting for consideration.

Based on committee feedback from the September 30 personnel committee meeting, Superintendent Holzman reviewed the revisions made to Policy 4112 and Policy 3112. Committee Chair, Dick Nitsch did share he has researched other surrounding districts and communicated similar policies exist in surrounding school districts. In addition, Superintendent Holzman reminded the committee of the following:

- The intent of the policy is not to deny staff communications to the Board, or deny a staff member the right to appeal to the Board on important matters through established procedures
- The policies refers to a protocol to follow when an employee has a concern related to their individual job performance and/or job duties and responsibilities. That being, following what is considered an appropriate 'chain of command': Principal, any of the Directors, the Superintendent, Board of Education (versus communicating first/directly with board members in these specific areas)

The committee discussed the revised proposed policies and continued to have some questions regarding the wording, it's intent and the necessity of such a policy. After discussion, the committee agreed that no action would be taken at this time as it relates to moving Policy 4112 and 3112 forward to the full board for consideration.

The meeting was adjourned at 9:10am on a motion by Meredith Sauer and 2nd by Lisa Johnston.