

Manitowoc Public School District
Manitowoc, Wisconsin

Board of Education Personnel Committee Meeting Minutes
February 26, 2015

The Manitowoc Public School District Personnel Committee met on Thursday, February 26, 2015 at 4:00 p.m. Committee members Dave Nickels, Dave Longmeyer, Keith Shaw and Barbara Herrmann were present. Linda Gratz, Board president was also present. Superintendent Marcia Flaherty, Business Director Ken Mischler and Human Resources Director Andrea Holschbach were present for Administration.

The meeting was called to order at 4:00 p.m.

1. Prescription Co-Pays and Out of Pocket Prescription Maximums

Ken made a recommendation to increase prescription co-pays and to set an out of pocket prescription maximum.

Co-Pays

Generic drugs would remain at \$5

Preferred brand would increase from \$25 to \$30

Non-preferred brand would increase from \$50 to \$60

Specialty drugs would remain at 25% with a maximum of \$150/prescription

[See attached sheets for much more detail.](#)

Out of pocket prescription maximums

Currently there are no out of pocket prescription maximums. There is no cap on the amount an employee might have to pay.

Recommendation is to have a cap of \$4,600 single and \$9,200 family

[See attached sheets for more detail.](#)

The estimated cost savings is \$30,000 based on more people shifting to generic as well as to mail order since the employee can get 90 days of medication for the same cost as 60 days of medication.

There was a motion by Keith Shaw and seconded by Barbara Herrmann to bring the recommendation forward to the full Board at the March 10th meeting. The motion passed with a unanimous vote.

2. Review Superintendent Job Description, Superintendent Contract and Policy 1240 Evaluation of the Superintendent

There were some inconsistencies related to the evaluation date between these documents. There are also things in the Superintendent contract that were geared specifically to Marcia's situation based on her longevity with MPSD but may change with the next Superintendent. Those changes are highlighted in the attached Superintendent Contract template. Keith Shaw will also follow-up with Ray and Associates to get samples of other Superintendent Contracts. The contract will be discussed in further detail at the March 24th Board meeting. The group seemed to agree that some of the fine tuning of the contract may not be able to happen until the actual negotiations with the Superintendent candidate.

There was a motion by Barbara Herrmann and seconded by Dave Longmeyer to adjourn. There was a unanimous vote. The meeting was adjourned at 4:45 p.m.