

Manitowoc Public School District
Manitowoc, Wisconsin

Board of Education Personnel Committee Meeting Minutes
February 4, 2015

The Manitowoc Public School District Personnel Committee met on Wednesday, February 4, 2015 at 4:00 p.m. Committee members Dave Nickels, Dave Longmeyer and Keith Shaw were present. Committee member Barb Herrmann was absent. Superintendent Marcia Flaherty, Business Director Ken Mischler and Human Resources Director Andrea Holschbach were present for Administration.

The meeting was called to order at 4:05 p.m.

1. DMIC Discussion re: Premium Discount for HRA Participation

Ken explained that we have 13% of our employees who take our insurance but do not participate in the HRA. The employees who do not participate in the HRA are currently paying 16% of the insurance premium versus 12% which is what the employees who do participate in the HRA pay. The DMIC discussed wanting to get closer to 100% of our employees participating in the HRA and feel that the way to do that is to increase the differential. Ken is recommending that employees pay 20% for health insurance and those that participate in the HRA would receive an 8% discount incentive and pay 12%. Those who do not participate in the HRA will pay the full 20% of the employee portion of the health insurance premium.

Just as a reminder to the Board--

It was decided at the 12/29/14 Personnel Committee meeting that potential changes to the insurance plans will continue to be discussed at DMIC meetings. Ken will present updates and proposed plan changes to the Personnel Committee. Recommended changes will then be forwarded from the Personnel Committee to the Board for action.

There was a motion by Keith Shaw and seconded by Dave Longmeyer to change employees who do not participate in the HRA from paying 16% to 20% effective July 1, 2015. The motion was approved with a 3-0 vote.

Ken shared that the DMIC has been discussing the development of an offsite clinic that could be used by our employees and their families. There is a possibility MPSD could collaborate with the city and the county in developing the clinic. Other school districts have experienced success with their clinics and cost savings.

Ken also shared the Easy Care clinic with the committee members. Easy Care is a Health Care Coalition initiative and our employees can go to Easy Care for minor ailments i.e. ear infections, sinus infections, etc. and it is no cost to the employee and Holy Family only charges the district \$60. This is much cheaper than the usual doctor's office visit. It is a big cost savings for MPSD.

2. Policy Updates

1630.01, 3430.01, 4430.01 Family and Medical Leave of Absence – these policies have been revised to reflect the changes to the FMLA “Designation Notice” requirement.

3217, 4217, 7217 Weapons – These policies have been revised with respect to the storage of firearms on school grounds in vehicles, permitting the policy to require that the firearm, even if it is possessed lawfully, that the school district may require that it not be visible. This policy is continually being reviewed as circumstances arise in the application of the policy by NEOLA clients.

3220 Staff Evaluation and Educator Effectiveness – this policy has been revised to include reference to the mandatory educator effectiveness program that must be in place for use this school year (14-15). The highlighted changes also include changing how often staff is evaluated. State law requires teachers to be evaluated their first year and every three years thereafter. MPSD current policy has us evaluating staff the first three years and then every three years thereafter. With the time consuming and thorough nature of the Educator Effectiveness system Administration is recommending evaluating staff the first two years and then every three years thereafter.

4340 Grievance Procedure –removed language referencing collective bargaining agreement. Also, the policy is modified to update the definition of termination.

There was a motion by Keith Shaw and seconded by Dave Longmeyer to accept the revisions to the policies as presented and to bring them for a first read at the February 10th Board meeting. The motion was approved with a 3-0 vote.

There was a motion by Keith Shaw and seconded by Dave Longmeyer to adjourn the meeting. The meeting was adjourned at 4:40 p.m.