

Manitowoc Public School District
Minutes of the Joint Personnel, Finance & Budget Committee Meeting
Wednesday, June 15, 5:00 p.m.

Committee Members present from the Finance and Budget Committee were Collin Braunel, Chair, Kathy Willis, and Tony Vlastelica. Committee Members Present from Personnel were Stacey Soeldner, Chair, Kerry Trask, and Matthew Spaulding. Directors of Business Services Angela Erdmann and Director of Human Resources, Joyce Greenwood-Aerts and board member Matthew Phipps were also in attendance.

I. CALL MEETING TO ORDER

Committee Chair Braunel called the meeting to order at 5:09 p.m.

II. HDHP PRESENTATION - (Information/Discussion/Possible Action)

- LuAnn Bouya from USI, MPSD's broker for our health, dental, LTD/STD, and vision insurances, attended the meeting to discuss the opportunity to consider offering a High Deductible Health Plan (HDHP) option.
 - MPSD's USI is anticipating trend increases upwards of 10% in our current plan where HDHP are proven to trend lower around 3-5%.
 - MPSD's current budget is running at 108%, where the target for self-funded plans is 92%. Speciality medications along with an increased cost of care are contributing to the increased trend.
 - MPSD would like to offer a HDHP with an HSA. MPSD would provide some funding towards the HSA and employees would be able to also contribute to the HSA with pre-tax dollars.
 - Many other districts offer a HDHP option with a Traditional PPO and many districts offer just a HDHP at this point.
 - As a next step, the committee allowed Directors Erdmann and Greenwood-Aerts to design three options for a HDHP with an HSA incentive. The options would need to be created and shared with the joint committees to proceed with offering a HDHP for the 2023 calendar year.
 - In addition, the district is requesting additional information regarding the spend for insurance broker services to consider going out to bid for these services in the future. Discussion occurred regarding developing a process for going out to bid

III. PARAPROFESSIONAL WAGE ADJUSTMENT - (Information/Discussion/Possible Action)

- The Committees requested an update regarding the paraprofessional wage adjustment approved by the Board of Education in April.
- Erdmann explained that much of the confusion regarding the increase was that the approval was to increase the base starting wage 21% and the max up 5%, but this was not an increase on the individual composite wages. Prior base wages, a 5% increase and prior year steps were used to

determine the current year wage. If an employee was under the new minimum wage, their pay was increased to the new minimum.

- Greenwood-Aerts shared the concern that many had regarding starting wages of new employees in relation to veteran employees, mainly due to the fact that there have been extreme changes in the labor market. Currently, when new employees are hired, there is consideration for past work experience factored into the calculation of the starting wage, where this was not taken into consideration in the past when there were large numbers of applicants for a limited number of positions.
- Erdmann shared that in processing the increases, it was noted that base wages for veteran employees and new employees varied tremendously. Due to this range, the district is creating a new base for all paraprofessionals that at a minimum is brought up to the new base starting wage. Employees with prior year steps also have that factored into their new base. The new base does not include the hourly premiums for paraprofessionals that work with special education students (\$.50) or earned a PDA certification in the past (\$.25). The creation of a new base was only done with paraprofessionals, and not any other hourly employee groups at this time.
- All employees, regardless of group will receive a \$1,500 stipend bonus in the coming year in \$500 increments in November, February and May. This stipend bonus is in lieu of steps in order to aid the district in managing the high level of CPI increase and managing staff costs moving forward.
- Greenwood-Aerts and Erdmann held office hours to provide paraprofessionals the opportunity to come in and review the calculation of their wage.
- It was noted by the board that some had a chance to view the letter that paraprofessionals received and the outline of the increase and while it was clear, it was still challenging to understand as the process of increasing wages based on a historical base wage is complex.

IV. ADJOURN

Motion to adjourn by Spaulding, second by Willis at 6:42

Respectfully submitted,
Angela M. Erdmann
Acting Secretary
June 24, 2022