

**Manitowoc Public School District**  
**Minutes of the Joint Personnel, Finance & Budget Committee Meeting**  
**Wednesday, July 6, 2022 at 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 Stacey called the meeting to order at 5:05 p.m.

**II. REVIEW OF HDHP WITH HSA OPTIONS - (Information/Discussion/Possible Action)**

Erdmann presented the three options as requested by the board for offering a HDHP with HSA benefit with LuAnn Boya from USI. The recommendation from the administration was to adopt the HDHP along with our Traditional PPO plan starting in 2023 with a HSA benefit of \$1,000 for employees that elect a single plan, and \$2,000 for employees that elect for the family plan.

Discussion surrounded if the district was maximizing and positioning themselves to experience the maximum savings. Erdmann and Boyea explained the benefits of being self-funded. We receive pharmacy rebates and work with a top third party administrator that affords us the best quality and highest provider discounts available. The committee requested that the district bid out the Third Party Administrator next year and it was shared by Boyea that next spring would be the time to go out to bid and that they would be happy to assist with that process.

The Health Savings Account was also discussed as an additional benefit for employees to manage current and future medical expenses. Erdmann shared that it will be an adjustment to the way the FSA works as only the money deposited into an account is available at the start of the year. USI has a plan set to go to provide education to the employees of the MPSD.

The committee also discussed the possibility of adding a Spousal Surcharge for employees that elect to enroll in a family plan and the spouse has health insurance available through their employer. As the district is looking to reduce its spend, the surcharge assists in offsetting the additional premium and claims costs experienced by having spouses on the plan that have other coverage available. This both allows us to operate in a more fiscally sound manner.

Motion was made by Soeldner and seconded by Willis to approve the HDHP with HSA Option #2 along with adding a spousal surcharge of \$75 for the 2023 Health Insurance Renewal for full board approval.

**III. ADJOURN**

Motion by Braunel, seconded by Spaulding to adjourn the meeting at 5:51pm.

Respectfully submitted,  
Angela M. Erdmann  
Acting Secretary  
July 8, 2022