

**REGULAR MEETING - BOARD OF EDUCATION  
SCHOOL DISTRICT OF SOMERSET  
July 21, 2014**

President Brian Moulton Called the meeting to Order at 6:30 p.m.

Roll Call was taken. Present were Brian Moulton, Marie Colbeth, Michael Connor, Bob Gunther, Kelly Ott, Tom Walters and Tammie Wishard.

Wishard moved, with second by Connor, to approve the agenda as presented. Six voted yes, with one no vote from Walters.

Gunther moved, with second by Colbeth, to move to closed session in accordance with State Statute 19.85 (1) (c) for the purpose of discussing negotiations proposals for district employees. Upon roll call vote, all voted yes to move to closed session.

Discussion ensued on the topic of negotiation proposals for district employees.

Ott moved, with second by Colbeth, to come out of closed session.

**Announce any decisions coming out of closed session.** President Moulton shared that all employees will be receiving a 2% pay increase for 2014-2015. Colbeth stated she is glad staff will be getting increases and with this comes give and take. The district enrollment has not gone up and factors had to be looked at in order to give this increase to staff.

**Groups or Individuals Wishing to Be Heard:** Moulton read the rules for this portion of the meeting. Lorri Baillargeon came forward and spoke on behalf of the relationship with the board and the teacher's association. She stated she is disappointed that the board did not meet with the teacher association to discuss salary as listed in the employee handbook. Baillargeon stated she is hopeful that this is just an oversight. Colbeth added that she would like to learn more about this and there is still learning to take place on both sides.

**Positive Recognition:** The Board recognized Richard Thompson, High School Math/Science Instructor for his PLC and ACT Alignment. Mr. Thompson stated he would like to have the whole PLC group here to share in the positive recognition. He spoke of the path he and his team took to get to where they are now. He also shared how students could take the practice ACT test and how the data from the test could be used in the PLC's to help students and also benefit the other PLC teams. Ott shared that as a parent she had her children take the ACT on a yearly basis to gauge process. Melanie Germain thanked Mr. Thompson for providing this ACT testing and analysis to the students.

Ott moved, with second by, Connor to approve the agenda as presented.

**Consent Agenda:** moved, with second by to approve the Consent Agenda:

- A. Approve Minutes of the Regular Session of June 23, 2014
- B. Approve Minutes of the Executive Session of June 23, 2014
- C. Approve Minutes of the Special Session of July 7, 2014
- D. Approve Payment of June/July Board Bills
- E. Approve Resignation of Sara Turner as the Assistant High School Cross Country Coach
- F. Approve Resignation of Krisann Saalborn as Special Education Aide
- G. Approve Hiring Abby Christensen as Physical Education Teacher
- H. Approve Fall Coaching and Advising Assignments for 2014-2015
- I. Approve 2014-2015 Athletic and Activity Fees
- J. Approve Fees for Meals for 2014-2015
- K. Approve the District Provide Short Term Disability Insurance as an Option for Employees
- L. Approve the District Provide Long-Term Care Insurance as an Optional Benefit to Employees

M. Approve Open Enrollment out to McFarland  
Motion carried unanimously.

### **Discussion**

*Human Resources Committee:* Moulton asked Superintendent Rosburg to speak on the following topics:

- **Health Reimbursement Account (HRA):** The district provides HRA funds to 21 district employees in the administrative and supervisory support staff employee groups. Originally, the HRA was for reimbursements for health items not covered by health insurance coverage. The HRA is available as a full HRA or Limited HRA depending on whether an employee used a high-deductible health insurance plan. The HRA benefit was bargained with these two employee groups by the board during the time period in which both groups, of twelve month employees, received zero or point sometime wage increases. Newly hired administrator and supervisory support staff employees are not eligible for the OPEB benefit as it has been grandfathering away since 2006 for all new hires. In lieu of OPEB, administrators and supervisory support staff employees receive funds in an HRA account, as a retirement funded account. Of the 21 employees 13 SSS receive \$1000, two administrators receive \$2000, one administrator receives \$1000 and the three administrators hired after 2006 receive \$3000.
- **Meet and Confer Meetings:** Prior to the end of the school year Superintendent Rosburg held Meet and Confer meetings for all interested and available district employees. The purpose of these meetings was to share with employees the plan for providing benefits and wages for the 2014-2015 school year, to receive their feedback from individuals on this plan and to hear from individuals what other ideas they might have regarding benefits and wages for 2014-2015. Colbeth asked Rosburg if these meet and confer meetings were well attended. Attendance was good at all three meetings and there were opportunities for staff to get in touch with Rosburg on their own as well. Colbeth asked Baillargeon if the teacher association was in attendance. Baillargeon shared she was at all three but there were no board members in attendance. Baillargeon explained that some teachers pay the dues to be in this association and some do not. Ott then shared she was not invited to the meet and confer meetings. Gunther added that he was not aware that these meetings had taken place.
- **Grandfathering out the Spousal Opt Out:** Rosburg explained that this specific language had been in place in employee handbook in 2012. This benefit was not taken away from anyone. When the Employee Handbook was created three years ago, a survey was conducted with opt out user who were not spousal users. The data gathered showed that most all of the opt out users would take single or family district provided health insurance. The cost of removing the opt out for these 22 employees was determined to not be a cost effective solution at that time. Ott and Colbeth spoke of the use of the word grandfathering. Ott is questioning whether this should be offered, she does not want to take anything away from current employees, just needs to be addressed going forward with new staff. Superintendent Rosburg will put together a survey for staff that are impacted by this to gather their input.

**Superintendent Information:** Rosburg stated enrollment numbers are not being presented at the meeting. There are not accurate numbers to report due to the transition to Infinite Campus as well as families moving in and out of district in the summer months. There will be committee meetings scheduled for August 4, 2014. The RFPs are due on Monday, July 28, 2014. The information will be shared and clarified so that at the special session on August 4, 2014 a decision can be made regarding IT Manager contracted services. Colbeth and Ott stated they would like to see a synopsis of this with input from the administrative team. Rosburg will send out the RFPs to the board after the opening of them on July 28. Colbeth spoke of seeing the enrollment numbers and how this impacts the budget. Rosburg provided an update on the roof work at the high school as well as other summer projects occurring on campus which included an IT update. Colbeth and Ott expressed concerns over the cost and that it may be time to look at other brands. Ott also asked for additional clarification on the Heartland contract as it stands now.

### **Board Report:**

Tom Walters provided a recap from the last CESA 11 meeting he attended. Walters spoke of the upcoming CESA meeting in August and all board members were invited to attend. He also provided a recap of the last meeting which took place remotely via Zoom.

**Community and School Involvement:** Superintendent Rosburg and Brian Moulton both took part in the Seibel golf tournament on July 21.

**Directors' and Principals' Reports:** Pupil Service Director, Shannon Donnelly spoke of the summer professional development and that it been extremely well attended. Rosburg then addressed the band inventory was included with the board documents. Walters asked how the budgeting works for the repair and replacement of band instruments works. Eichten explained the process and Rosburg added that the large investments would come out of the capital budget. Wishard asked if the upcoming Elizabeth Rossini presentation could be shared afterwards. Eichten and Donnelly will make sure the information gets passed along.

#### **Action**

**Human Resources Committee (2<sup>nd</sup> Reading):** Moulton moved with second by Connor to Approve the District Health Care Plan for 2014-2015. Ott stated she does not like where the numbers are but she does not see any other option at this point. Wishard agreed and shared that it is hard to keep seeing costs for everything go up but this is unfortunately what we are looking at now. Ott asked if the current cap we have in place is set. Rosburg explained that this cap is negotiated. Rosburg also explained the new trend, which is a captive, is being looked at. Ott wants this information to be sent to staff early on so they can get a better picture of this. Wishard asked for clarification as to whether this insurance plan is the same for all eligible staff, Rosburg stated that it is the same. Motion passed unanimously.

Moulton moved with Second by Wishard to Approve the District Dental Plan for 2014-2015. Gunther asked for clarification on the 90 -10 ratio of payment. Rosburg explained it is what to fit it into the budget and is another way to help balance the budget. Motion Passed, with Ott and Gunther voting no.

**Teaching and Learning Committee:** Ott moved, with Second by Colbeth to approve updated 2014-2017 Technology and Media Plan. Ott asked for clarification on who drafted the plan. Colbeth asked how often the IT Council meets. Ott's concern is that the plan is fine but the council does not meet often enough. Walters agreed that the IT Council should meet more often. Colbeth and Ott would like to have board members be a part of the IT council. Walters asked Moulton if the vote should be held off on until after August board meeting. Rosburg explained there is a DPI timeline on this. Names can be changed in the document as well as adding that board representation is recommended. Motion Passed Unanimously.

**Governance Committee:** Connor moved, with second by Wishard to approve NEOLA policies 6000, 7000 and 8000. Walters asked Rosburg if the district is currently without policy to which Rosburg explained that we are not. Motion Passed unanimously.

Ott moved, with second by Walters, to adjourn at 8:13 p.m. Motion carried unanimously.

Brian Moulton, Board President

Tammie Wishard, Board Clerk