



## Wisconsin Rapids Board of Education

510 Peach Street · Wisconsin Rapids, WI 54494 · (715) 424-6701

### MINUTES

October 18, 2016

John A. Krings, President  
John Benbow, Jr.  
Larry Davis  
Sandra K. Hett  
Mary E. Rayome  
Anne Lee  
Katie Medina

### SPECIAL BOARD OF EDUCATION MEETING

**LOCATION:** Thomas A. Lenk Educational Services Center, 510 Peach Street, Wisconsin Rapids, WI 54494  
*Conference Room A/B*

**TIME:** 5:45 p.m.

**PRESENT:** John Krings, Katie Medina, John Benbow, Sandra Hett, Mary Rayome, Larry Davis

**EXCUSED:** Anne Lee

**ADMINISTRATION PRESENT:** Colleen Dickmann, Daniel Weigand, Ryan Christianson

President John Krings called the meeting to order at 5:45 p.m.

Roll Call

#### District Health Insurance Carrier / Plan Modifications

Superintendent Dickmann reviewed the multiple meetings the Board has had to consider health insurance plan options and cost containment measures. The Board has met with a number of health insurance carriers to entertain their proposals developed to control costs while maintaining the maximum benefit for employees. WCA Group Health Trust, WEA Trust, and Security Health Plan all had an opportunity to present proposals to the Board.

After further review by the administration, a recommendation is being made to accept the proposal by WCA for a qualified plan which would also include moving to an employee Health Savings Accounts (HSA). The dollars that the District currently puts toward the HRA plan would instead be put into the employee's Health Savings Account. The amount would equate to \$1,500 for a single plan, and \$3,000 for a family plan. In the future, it may behoove the District to split out the contribution so that over the course of the plan's calendar year, the District pays into the HSA account for active employees only. For example, a \$3,000 amount for the family plan would involve placing \$2,000 into the employee's HSA each January, with the remaining \$1,000 placed into the employee's account upon their return after summer break. For the upcoming calendar year, the full amount will be deposited all at once.

The Board was reminded that any savings experienced in the past with unused HRA contributions was used to balance the budget. This would no longer be a possibility under the funded HSA plan.

The Board discussed the carrier proposals, plan modifications, and positive aspects as well as drawbacks to each plan. Daniel Weigand, Director of Business Services, shared information about how the financial end would work with regard to fees assessed by banks that could potentially handle the employee's HSA account. Mr. Weigand will explore additional HSA bank options and bring additional information back to the Board.

The Board expressed appreciation to the administration for their hard work and effort put into exploring all of the plans and bringing options and proposals back to the Board that maintains benefits for employees to the degree possible while still controlling costs.

**Motion by John Benbow, seconded by Larry Davis to approve of switching to WCA as the District's health insurance carrier effective January 1, 2017. Motion carried unanimously on a roll call vote.**

**Motion by Mary Rayome, seconded by John Benbow to approve of changing to a high deductible health plan with an HSA effective January 1, 2017, with WCA providing a 7.6% decrease of premium over the District's current health insurance plan, and with a renewal rate cap not to exceed 8% for the second year of the plan. Motion carried unanimously on a roll call vote.**

The Board reviewed how the insurance plan modifications would be communicated to employee groups. A number of meetings will be scheduled to provide multiple options for employees to attend and educate themselves about the shift to an HSA plan.

Superintendent Search Process

The Board considered options relative to the upcoming superintendent search process. While a number of other districts undergoing similar searches have been utilizing a search consultant service, the Board expressed an interest in performing the search without the assistance of an outside firm. Potential timelines for the search process were reviewed.

**Motion by Mary Rayome, seconded by Sandra Hett to approve of conducting the upcoming superintendent search process without the use of a consultant, with a targeted hiring completion date of April 21, 2017. Motion carried unanimously.**

President Krings adjourned the meeting at 6:36 p.m.



John A. Krings – President

Maurine Hodgson – Secretary

Larry Davis – Clerk