



Wisconsin Rapids Board of Education

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

MINUTES

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

April 28, 2014

SPECIAL BOARD OF EDUCATION MEETING

Organizational Meeting

LOCATION: Thomas A. Lenk Educational Center, 510 Peach Street, Wisconsin Rapids, WI 54494

TIME: 6:00 p.m.

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

ADMINISTRATION PRESENT: Ryan Christianson, Dan Weigand

President John Krings called the meeting to order at 6:00 p.m.

Roll Call.

President Krings confirmed that the Oath of Office was administered by the Board Secretary to recently elected Board members Sandra Hett and John Krings.

Motion by John Benbow, seconded by Mary Rayome that Ryan Christianson, Director of Human Resources, be appointed temporary chairman of the Board of Education meeting. Motion carried unanimously.

Larry Davis nominated John Krings for the office of President of the Board of Education. There were no other nominations.

Motion by Larry Davis, seconded by Mary Rayome that nominations for President of the Board of Education be closed, and a unanimous ballot be cast for John Krings as President. Motion carried unanimously.

At this point, John Krings presided over the organizational meeting.

Anne Lee nominated Mary Rayome for the office of Vice President of the Board of Education. There were no other nominations.

Motion by John Benbow, seconded by Larry Davis that nominations for Vice President of the Board of Education be closed, and a unanimous ballot be cast for Mary Rayome as Vice President. Motion carried unanimously.

Katie Bielski-Medina nominated Larry Davis for the office of Clerk of the Board of Education. There were no other nominations.

Motion by John Benbow, seconded by Katie Bielski-Medina that nominations for Clerk of the Board of Education be closed, and a unanimous ballot be cast for Larry Davis as Clerk. Motion carried unanimously.

Larry Davis nominated Katie Bielski-Medina for the office of Treasurer of the Board of Education. There were no other nominations.

Motion by John Benbow, seconded by Larry Davis that nominations for Treasurer of the Board of Education be closed, and a unanimous ballot be cast for Katie Bielski-Medina as Treasurer. Motion carried unanimously.

Mary Rayome nominated Maurine Hodgson to be elected as Secretary of the Board of Education. There were no other nominations.

Motion by Larry Davis, seconded by John Benbow that nominations for Secretary be closed, and a unanimous ballot be cast for Maurine Hodgson as Secretary. Motion carried unanimously.

Motion by John Benbow, seconded by Larry Davis that the Board of Education continue to operate under the current operational policies, regulations, and by-laws as set forth by the Board of Education. Motion carried unanimously.

Motion by Mary Rayome, seconded by Larry Davis that the Board of Education approve the use of the Facsimile Signatures for use in signing School District checks or orders. Motion carried unanimously.

Motion by Anne Lee, seconded by Larry Davis that the Board of Education approve the Resolution Designating Public Depositories and Authorizing Withdrawal of School District monies. Motion carried unanimously.

Motion by Larry Davis, seconded by Anne Lee that the Board of Education authorize the administration to use the present Facsimile signature plate for School District checks appropriately drawn. Motion carried unanimously.

President John Krings recommended the following Board Committee appointments:

1. John Benbow, Jr. as Chair of the Business Services Committee, with Katie Medina and Larry Davis serving as members.
2. Sandra Hett as Chair of the Personnel Services Committee, with Anne Lee and Mary Rayome serving as members.
3. Anne Lee as Chair of the Educational Services Committee, with all seven Board members serving on this committee.

President John Krings recommended the following other appointments:

1. Anne Lee as the delegate for the CESA 5 annual meeting.
2. John Benbow as the WASB Delegate for the WASB Convention in Milwaukee in January 2015, with Larry Davis appointed as the Alternate Delegate.
3. Mary Rayome as the WASB Legislative Representative.
4. Anne Lee as the Council for Instructional Improvement representative.
5. John Krings as the Insurance Committee representative.
6. John Benbow as the Trade Class Project Committee representative.
7. Sandra Hett, John Krings, and Mary Rayome as the WRPS/WREA Wage Negotiation Committee representatives.
8. Katie Bielski-Medina as the Student Wellness Committee representative.

Motion by John Benbow, seconded by Larry Davis to approve the recommended appointments. Mr. Davis requested to continue attending the Wellness Committee meetings as an observer due to his high interest in topic of wellness. The Board expressed no issue with the request, and encouraged Mr. Davis to attend. Motion carried unanimously.

President Krings stated that Committee meeting times would remain the same as the prior year as follows:

Committee Meeting Times:

1. Personnel Services Committee at 6:00 p.m.
2. Business Services Committee at 6:00 p.m.
3. Educational Services Committee immediately following, but not before 6:15 p.m.

President Krings stated that the seating arrangement will remain as in the prior year: Vice President Mary Rayome seated on the President's right, followed by Anne Lee, Sandra Hett, and the Student Representative. Superintendent Colleen Dickmann will sit on the President's left, followed by John Benbow, Larry Davis, and Katie Medina.

Mr. Christianson and President Krings reminded Board members that each one is entitled to a District e-mail account, and explained that use of the e-mail account for various informational items may prove helpful to Board members. Board members were requested to be aware of e-mail use in relation to the public records law and Board policy.

Revisions to Professional Staff Employee Handbook Language

Mr. Christianson explained that a couple of updates are needed in the Professional Staff Employee Handbook due to WEA Trust providing health insurance to the District, and also because of the roll-out of the Affordable Care Act (ACA).

On page 36, suggested language revisions in paragraph four are “cosmetic” in nature, as follows:

“For those teachers who are eligible, the Board shall contribute an amount of money which is the lesser of 85% of the premium for active employees, or 85% of the ~~Health Maintenance Organization (HMO)~~ **group health insurance** premium during the last year of their employment towards either the annual single **or** family premium for health insurance.”

The District’s prior insurance carrier, Security Health, had an HMO and indemnity plan option for employees. WEA provides coverage in these areas as part of their plan. The HMO reference is no longer applicable, and should be removed from the Handbook.

Under the *Appendix A* section in the Handbook, a recommendation was made to change the wording under the “Minimum Hours for Any Board Contribution” paragraph as follows (for dental insurance, health insurance, and long term disability insurance):

“An employee whose individual contract has an assignment of ~~fifty percent (50%)~~ **eighty percent (80%)** of full-time equivalency or greater is eligible to participate in the District’s dental insurance. ~~Hours worked beyond those set forth in the individual contract shall not be used to determine insurance eligibility or insurance contributions. Such hours excluded may include, but not be limited by enumeration, the following: extended contracts, summer classes, co-curricular assignments, substitute assignments, etc.~~ Employees whose assignments are less than ~~fifty percent (50%)~~ **eighty percent (80%)** of a full-time equivalency are not eligible to participate in the District’s insurance and are not eligible for any District premium contribution.”

Due to the Affordable Care Act (ACA), employers must offer insurance benefits to employees working 30 hours or more per week. Professional staff who are contracted to work .80 Full Time Equivalency (FTE) or more would be eligible. Insurance has been available to employees working assignments of .50 FTE or more. The Board questioned how many employees would be losing the insurance benefit as a result of the change. Mr. Christianson stated that three employees in the teacher group would lose their benefit. Hourly employees are also being impacted due to changes in the support staff employee handbooks which were approved earlier in the year. Seven individuals in the support staff group are losing insurance coverage due to the change. All employees across the District must be treated equally in terms of coverage levels to prevent discrimination in the level of benefit provided.

Mr. Christianson explained that the insurance benefit plan design continues to undergo review as mentioned in the February, 2014 Board meeting. Recommendations being considered will likely come forward for Board consideration in May. Anticipated plan design changes will likely be in the area of employee deductible amounts.

The Board asked whether or not employees at businesses of like size are being impacted in the same way. Mr. Christianson stated that other employers are taking similar measures in order to be compliant with the ACA. The ACA applies to any employer employing 50 or more individuals. Comparable plans and benefits in other districts were discussed.

Dan Weigand, Director of Business Services, explained that another area needing consideration during the hiring process pertains to employees who are working less than .80 FTE. Should these employees pick up a coaching or co-curricular assignment that puts them over the .80 FTE mark, benefits may be required to be paid. The law doesn’t allow for outside assignments to be excluded – they must be considered now when determining employee benefit eligibility status.

Another area that will need to be monitored is substitute assignments. If retired employees are drawing a health benefit from the District, it is possible that they may not be able to be utilized to the degree that they have been in the past. School districts and other employers are awaiting further guidance from the Internal Revenue Service in this area to assess tolerance level of risk. If employees are used on an irregular, intermittent basis there likely will not be a problem. It is the long-term substitute assignments or re-hiring of retired employees for a partial contract, while they are drawing a health benefit that could prove to be problematic. The HRA solution mentioned in a prior meeting for retirees may not resolve the concern as originally anticipated.

Summer school assignments are another area being reviewed to ensure compliance with regulations of the ACA.


The Board questioned whether the use of a third party provider for subs might alleviate this concern. Mr. Christianson shared that sub quality and reliability of the subs are concerns he would have.

The administration will continue to gather information and bring recommendations forward as necessary with regard to insurance benefits. The proposed language changes for the Professional Staff Employee Handbook will bring the District in line with known ACA regulations.

Motion by John Benbow, seconded by Larry Davis to approve the recommended language changes to the Professional Staff Employee Handbook to become ACA compliant. Motion carried unanimously.

The agenda item concerning professional staff preliminary notices of non-renewal was tabled by the Board after Mr. Christianson explained that only one employee was affected, and that individual has chosen to accept a reduced contract for 2014-15.

John Krings adjourned the meeting at 6:46 p.m.



John Krings – President

Larry Davis – Clerk

Maurine Hodgson – Secretary