

**JOHNSON CREEK SCHOOL DISTRICT
Personnel Committee Meeting Minutes
Monday, March 4, 2019
District Board Room
5:30 p.m.**

Committee Chair Duane Draeger called the meeting to Order.

Members Present: Duane Draeger, Mark Siewert, Rick Wensch

Members Absent: June Kolaske

Also present: Carol O'Neil, Heidi Hartz, Ken Johnson, Principal Neil O'Connell, Principal Melissa Enger, Pupil Services Director Stacy Pustina, and Superintendent Michael Garvey

Dr. Garvey verified that the meeting was posted pursuant to § 19.84(1) Wis. Statutes.

Motion by Wensch/Siewert to approve the agenda moving item seven to before item five.
Motion carried.

Dr. Garvey presented information about health and dental insurance rates for 2019-20. He and District Business Office manager Mrs. Moke met with the insurance consultants from M3. The health insurance rates may see a 7% increase. M3 has requested a rate relief. The District saw a \$0 increase in 2018-19.

Dr. Garvey and Mrs. Moke are recommending that the District move to self insured dental with Delta administering the claims. The rate increase for 2019-20 is again \$0. M3 provided an estimate showing a projected \$10,000 savings for 2019-20 if the District self funds.

The Committee members endorsed the idea but before recommending it, requested information about the risk the District is assuming. Dr. Garvey will get their questions answered by M3.

The Committee discussed teacher pay schedule increases.

Motion by Wensch/Draeger to recommend to the Board to increase the teacher pay schedule by 3% of the base. Motion Carried.

The Committee reviewed employee handbook sections I – 14.02, II – 8.02, III – 11.01, IV – 7.01 concerning dental costs. The Committee directed Dr. Garvey to change the language to a dollar amount rather than the 12% of premium if the District becomes self insured.

The Committee reviewed employee handbook section II 2.05 concerning snow days and clarified that if a teacher is out on extended unpaid or paid leave (more than 3 days), they are not entitled to be paid for snows days during the leave unless using accumulated paid leave. Dr. Garvey will create the additional language for in the handbook.

The Committee reviewed section III 2.10 and 2-11 regarding support staff snow days and determined that the language is sufficient. A support staff member can use their accumulated or awarded leave in order to not interrupt income. In the event that paid leave days have been exhausted the employee would be allowed to use up to two sick days.

The Administrators presented the staffing needs for 2019-20. They requested the addition of a District ELL teacher. They also requested that the District fill the SPED position approved for the 2018-19 school year which was vacated early in the year.

Dr. Garvey also requested that one of the open maintenance positions, approved for the 2018-19 school years be posted for 2019-2020.

Motion by Siewert/Wrensch to recommend approval of the addition of an ELL teacher and filling of the SPED teacher position and requested that the maintenance position be discussed when support staff is discussed. Motion Carried.

The Committee also discussed offering child care to the bus drivers, while they are driving.

Motion by Wrensch/Siewert to move into closed session pursuant to Wis. Stats. § 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of individual employees.

Roll Call vote: Draeger (Y), Kolaske (Absent), Siewert (Y), and Wrensch (Y)

Yes – 3

No – 0

Absent – 1

Motion Carried

The Committee returned to open session.

Mr. Draeger reported that the Administrators and Committee members reviewed performance summaries of staff and discussed possible renewals/non-renewals. No action was taken.

The Committee was informed that Food Service Director Kassidy Lemminger had been offered a significant increase in salary to move to another District. The Committee authorized Dr. Garvey to negotiate a higher salary for 2019-20 and beyond with Ms. Lemminger. He will also negotiate a longer term contract, added duties, and an increase in liquated damages. If successful Dr. Garvey will present the new contract for consideration by the full Board.

Motion by Wrensch/Siewert to adjourn. Motion Carried.

Respectively submitted,

Michael P. Garvey, Ph.D.
Superintendent