

JOHNSON CREEK SCHOOL DISTRICT
Personnel Committee Meeting Minutes
Thursday, March 19, 2020
5:45 p.m.
District Board Room

Committee Chair Mark Siewert called the meeting to order.

Members present: Duane Draeger, Ken Johnson, Mark Siewert, and President Rick Wensch

Also present: Superintendent Michael Garvey, Principal Neil O'Connell, Principal Melissa Enger, Pupil Services Director Stacy Pustina, and Jennifer Malueg

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

Motion by Draeger/Wensch to approve the agenda as posted. Motion carried.

Motion by Draeger/Wensch to recommend to the full Board to increase the base salary of the teacher salary schedule by \$1,000 and adjust the schedule to reflect that. Motion Carried.

The Committee discussed a request from Mr. Ramseier to reimburse him expenses for continued education. Mr. Ramseier would like to pursue an Administrative degree. The Committee recommends that, at this time, the District continue to support those who have been asked to add certifications but not others.

The Committee will discuss this again at a future meeting.

Dr. Garvey presented information on the District's benefits.

Dr. Garvey shared the trouble that he and Mrs. Moke have had with EBC and management of the HRA and Flex Benefits.

Motion by Wensch/Draeger to recommend to the full Board that the District move from EBC to Diversified Benefits to manage the Districts HRA and contract for premium only, eliminate the traditional Flex Benefits and not contract for COBRA administration Motion Carried.

Motion by Draeger/Wensch to recommend to the full Board that the District renew with Quartz Insurance without changes in benefits accepting the 6% rate increase for 2020-21 and an 8% cap for 2021-2022. Motion Carried.

Dr. Garvey shared the recommendations from the District insurance consultants to review some of the LTD benefits.

Motion by Wensch/Draeger to recommended to the full Board the District limit the mental health coverage to 24 months and to remove COLA (cost of living adjustments) since the policy pays at 90%. Motion Carried.

Dr. Garvey shared that the District is trending above the expected savings of switching to self insured. Therefore, he is recommending no changes to the assumed premium for dental.

Motion by Johnson/Draeger 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), Johnson (Y), Siewert (Y), and Wrench (Y)

Yes – 4

No – 0

Absent – 0

Motion Carried

The Committee returned to open session.

Mr. Siewert announced that the following actions took place in closed session.

- The Committee reviewed administrative recommendations regarding contract renewals.
- The Committee made recommendations to the Board which will increase support staff wages.
- The Committee made recommendations to the Board for contract renewals and nonrenewals of teachers.
- The Committee made salary recommendations to the Board concerning District Office staff, Administrators, Supervisors, and other individually contracted staff.

Dr. Garvey distributed the survey results from a survey Mr. O’Connell gave staff earlier in the year.

Motion by Draeger/Johnson to adjourn.

Respectively Submitted,

Michael P. Garvey, Ph.D.

Superintendent