

Johnson Creek Board of Education
Personnel Committee Meeting Minutes
Thursday, April 3, 2014
District Office
5:30 pm

Chair Rick Kaltenberg called the meeting to order.

Members Present: Rick Kaltenberg, June McCaffery, Duane Draeger, and Superintendent Michael Garvey

Also Present: Principal Cale Vogel, WASB Attorney Bob Butler, and teacher Al Schott

Dr. Garvey verified that the meeting was properly posted.

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

Attorney Butler presented the results of a review he has done on the post employment benefits language in our handbook. Although the language is currently compliant with state and federal law, new requirements under the Affordable Care Act and IRS rules may expose the retirees to unintended tax implications and the District to penalties under the ACA. He also presented some possible changes that could be made to the retirement language which would limit the exposure to both the retirees and the District. The Committee members, administrators and Mr. Schott asked clarification questions. The Committee will consider changes after they have additional time to review the materials.

Attorney Butler left the meeting

Dr. Garvey presented a comparison of the current employee benefits cost increases and recommended a change in providers for Dental (to Delta Dental), LTD and Life (to The Standard). With a change to Delta Dental, employees will have access to a voluntary (at employee expense) Vision plan. Dr. Garvey also recommended that the health plan stay with Dean but that there be a change in the drug benefit and emergency room co-pays. This will save the District over \$50,000 in 2014-15.

Motion by McCaffery/Draeger to accept proposals from Delta Dental and the Standard as presented, offer the voluntary vision plan, maintain Dean Health with the changes to the drug plan and ER co-pays as presented. Motion Carried.

Mr. Schott left the meeting.

At the March Personnel Meeting, the administrative team presented their recommendations for merit pay recipients. The Committee requested that the administrative team recommend the levels of merit pay. Dr. Garvey and Mr. Vogel presented the administrative team's recommendation of merit pay and the recommendations as to merit level.

Motion by Draeger/Kaltenberg to recommend merit pay to the following 20 teachers recognizing their exceptional work during the 2013-14 school year.

Krista Anton	\$1000
Paul Bredeson	\$1000
Melissa Christian	\$1000
Melissa Enger	\$1000
Merry Frank	\$500
McKenna Hemker	\$700
Sam Hernandez	\$700
Sam Hett	\$700
Krista Leonardi	\$1000
Brittanie Nelson	\$700
Danielle Pahmeier	\$1000
Brett Perucco	\$1000
Trent Probst	\$700
Megan Rojemann	\$1000
Lyndsay Scheibel	\$1000
Al Schott	\$1000
Stacy Tully	\$700
Tim Wagner	\$700
Paula Wolter	\$700
Lauren Zellmer	\$1000

Motion Carried.

Dr. Garvey asked the Committee how they wished to handle the base pay increases for the 2014-15 school year. The Committee requested that Dr. Garvey calculate the compensation exposure based on a variety of percentage increases. He will present that data at the next meeting.

Motion by McCaffery/Draeger to conduct a Closed Session pursuant to Wis. Stats. §19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction--Namely to review performance data of individual employees.

Kaltenberg (Y), Draeger (Y), McCaffery (Y)

Motion Carried 3-0.

The Committee returned to open session. Mr. Kaltenberg announced that the Committee met with the two administrators and that the Committee reviewed instructional staff performance data in closed session.

The Committee will make recommendations for contract renewal at the April Board meeting.

Motion by Draeger/ Kaltenberg to adjourn. Motion carried.

Submitted By:

Michael P. Garvey, Ph.D.
Superintendent