

**Beaver Dam Unified School District
Board of Education Minutes**

Planning Committee Meeting

March 30, 2015

A meeting of the Planning Committee of the Beaver Dam Unified School District Board of Education was held on the above date at the Educational Service Center at 6:30 p.m. Board members present: Bev Beal-Loeck, Jim Jansen, Marge Jorgensen, John Kraus, Jr., Laura Lerwick, Lisa Panzer, Chad Prieve, Gary Spielman, and Joanne Tyjeski. Administration present: Bob Avery, Director of Business Services, Sharon Bliedernicht, Director of Human Resources, Mark DiStefano, High School Principal, and Steve Vessey, Superintendent.

Ms. Bliedernicht provided an update on benefits, staffing and layoffs in relation to the 2015-16 budget. Health and dental insurance renewals came in at 2.5%. The target is to reduce district costs by \$685,000. Dean provided some plan design changes to reduce costs and Unity (UW Health) provided very competitive quotes. Some options to get to the target involve a combination of changing carriers to Unity, increasing deductibles, increasing employee premium share, or decreasing HSA contributions. The Insurance Committee will make a recommendation in April. It will be brought to the Planning Committee in April and the full Board for action in May. As for staffing and layoffs, the goal is to reduce staffing by \$675,000. The district is looking at a reduction of 4.55 FTE in certified staff through attrition. In addition, the structure of the Information Technology department is being evaluated due to a recent resignation. With the retirement/resignation of some current full-time support staff, the plan is to replace three full-time positions with part-time positions and three positions will be eliminated. With the reduction in staffing based on attrition, as well replacement of staff with new hires for which there is a projected cost savings, it is expected the \$675,000 goal will be met.

Mr. Avery provided an update regarding the long-range life cycle plan key performance objective (KPO). Data has been gathered and evaluated and a five-year plan for the replacement of technology equipment has been prepared. The data is being used with the buildings and grounds project planning.

Mr. DiStefano presented a request from Wayland Academy to join the boys' hockey co-op in 2016-17. The deadline for applying to the WIAA is April 1. It is best to see how the co-op with Dodgeland goes before opening it up. The projected numbers for next year is sufficient for the teams and there is no need to add at this time. Traditionally, teams have only been co-oped when numbers are needed to maintain the program. Consensus among those present was that this was outside of the timeline to formally approve and to wait and see how the co-op with Dodgeland goes.

Ms. Bliedernicht summarized a legal opinion regarding the risk analysis of the district's authority to alter post employment benefit plans. The district is analyzing counsel's opinion.

Mr. Avery presented a proposal developed by the district's food service management partners at Taher to provide free meals during the summer to all children up to age 18. The reimbursement rate for this program exceeds what it is for the school year program. Taher is looking at the

supervision and other operational issues. The locations would be at Prairie View and Jefferson Elementary Schools and at the YMCA. The proposal will be presented to the Administrative Cabinet. The program will need endorsement from Administrative Cabinet to move forward.

The next Planning Committee meeting is scheduled for April 20th.

Minutes submitted by John Kraus, Jr., Committee Chair.