

School Board Minutes
214 7th Ave
Montpelier, ND 58472
Special Meeting
June 30th, 2015

Board Minutes Present: President Tony Roorda, Shane Kjellberg, Lynn Boom, Robert Froehlich, and Scott Harms. Absent: Julie Jansen and Kirk Rode.

Also Present: Superintendent Jerry Waagen, and Business Manager Amy Maurer.

Call to Order: President Roorda called the meeting to order at 6:10 pm.

Teacher Negotiations: A proposed agreement for the 2015-2016 school year was recommended by the negotiations committee. The primary changes were to increase the base from \$30,000 to \$34,000, add a column to the salary schedule for teachers with +32 continuing education credits, discontinue the 3% employer contribution toward the teacher's share of TFFR, increase the health insurance/life insurance benefit from \$5300.00 to \$6200 for health insurance and the employer will pay the life insurance, allow eligible employees who do not elect the health insurance to take ½ the insurance amount toward the district cafeteria plan/403b, increase the combination classroom pay from \$7500 per year to \$8000.00 per year, remove sick leave bank option from the agreement with a commitment by the board to create a sick leave bank policy in district policy, and change the earliest date for the district to issue contracts from May 1st to April 15th. After discussion, Froehlich made a motion, seconded by Boom to approve the negotiated agreement. A roll call vote was taken. Voting aye: Roorda, Kjellberg, Froehlich, Boom and Harms. (5). Nay: None (0). Motion carried.

Cafeteria Plan: The business manager recommended the following changes to the cafeteria plan: 1) Allow a cash option which is required to by IRS regulations in order to offer the teachers half of the health insurance as a benefit. 2) Change the employees that are eligible for cafeteria plan to only those employees who are eligible for the district health insurance in order to comply with the Affordable Care Act. Support staff will no longer be eligible. 3) Change the cafeteria plan dates for 2015-2016 to October 1st- August 31st and beginning with 2016-2017 change the cafeteria plan dates to September 1st- August 31st to allow payroll deductions to coordinate with the cafeteria plan dates. 4) Allow up to \$500 in medical spending flex money to be carried over from one plan year to the next plan year. After discussion, Harms made a motion, seconded by Kjellberg to approve all of the recommended cafeteria plan changes. A roll call vote was taken. Voting aye: Roorda, Kjellberg, Froehlich, Boom and Harms. (5). Nay: None (0). Motion carried.

Sick Bank Policy: The policy committee will meet on July 9th at 5:00 pm to discuss the development of a sick leave bank policy.

Counselor Contract: The counselor position is not negotiated as part of the teacher's negotiated agreement. After discussion, Boom made a motion, seconded by Froehlich, to offer Mrs. Schuetz a 60% FTE contract for \$23,040.00 and to pay her leaves and benefits the same as is outlined in the teacher's agreement for the 2015-2016 school year. A roll call vote was taken. Voting aye: Roorda, Kjellberg, Froehlich, Boom and Harms. (5). Nay: None (0). Motion carried.

Adjournment: The meeting adjourned at 6:35 pm.

July 14th, 2015

Tony Roorda, Board President

Amy Maurer, Business Manager

Approval Date