**Highlights of Board of Education Meeting**

*April 30, 2013*

**PUBLIC COMMENT**

There was no public comment.

**EXECUTIVE SESSION**

In compliance with State Statute 610.021 (closed meetings and closed records), the Board went into executive session for the following purposes:

1. Lease, purchase, or sale of real estate (610.021)(2).
2. Hiring, firing, disciplining, or promoting particular employees (610.021)(3).
3. Individually identifiable personnel records, performance ratings or records pertaining to employees (610.021)(13).

**UNFINISHED BUSINESS**

1. **REVISIT CAREER LADDER FUNDING**

At the March Special Board meeting this item was listed for inclusion at this Board meeting. As of this time Superintendent Hadfield does not have updated information from the county regarding local funding for next year. Also, the State of Missouri does not have an approved budget for next year. Therefore, Dr. Hadfield did not have a recommendation regarding Career Ladder funding at this time. Normally this decision has been made in the summer after the state has an approved budget and the District has updated numbers from the county. Information was provided from last week’s salary committee meeting.

1. **SCHOOL BOARD AMBASSADOR PROGRAM**

The idea of a School Board Ambassador Program was proposed at a previous Board meeting in order to encourage Board involvement in our schools. After research and discussion it was decided it would be more beneficial for Board members to attempt to attend more regularly scheduled building activities rather than make special arrangements. Upcoming building activities lists will be organized and shared with Board members.

**NEW BUSINESS**

1. **CONSIDERATION OF 2013-2014 CLASSIFIED STAFF SALARY AND BENEFIT PACKAGE**

Budgetary issues were reviewed and Dr. Hadfield made a recommendation to establish classified staff benefits and a pay package for 2013-2014.

* 3.4% increase on the regular hourly wage.
* Continue funding regarding the sick leave reimbursement policy.
* Continue medical and life insurance benefits provided by the District.

The Board approved the 2013-2014 classified staff benefits and pay package with a 3.4% increase in salaries as recommended.

**APPROVAL OF BILLS**

Bills along with an addendum were approved as presented.

**EXECUTIVE SESSION**

In compliance with State Statute 610.021 (closed meetings and closed records), the Board went back into Executive Session for the following purposes:

1. Hiring, firing, disciplining, or promoting particular employees (610.021)(3).
2. Individually identifiable personnel records, performance ratings or records pertaining to employees (610.021)(13).

**UNFINISHED BUSINESS (Continued)**

1. **DISTRICT INSURANCE ANALYSIS**

Gordon Kinne of MedPay, and David Von Gunten and Mike McGrath of McGrath Insurance were in-District and presented information related to the District’s health insurance program. A no-increase renewal was presented. Superintendent Hadfield proposed that rates remain the same as the current year.

Rates recommended as follows:

* Employee Rate (District-Paid) $450
* Spouse (Employee Cost) $420
* Add One Child (Employee Cost) $185
* Add Two or More Children (Employee Cost) $255
* Add Family (Employee Cost) $605 or $675

 Spouse + One Child or Spouse + Two or More Children

Co-pays:

* General Physician Office Visit $30
* Specialist Physician Office Visit $40
* Urgent Care Visit $30
* Preventive Care $0

The deductible is $1,000 and co-insurance is $1,500.

Mr. Kinne reviewed the no-cost rewards program, a possible rebate after next school year. The Board consensus was to keep the specific deductible at $90,000.

The Board set rates, co-pays, deductible, and co-insurance as recommended.