



## Spectrum School Board Meeting Minutes

**Date:** May 10, 2017

**Scheduled Time:** 5:30 p.m.

**Attendance:**

Position	Name	Arrive	Depart
Chair	Dave Lucas	Present	
Vice Chair	Tom Sagstetter	Present	
Secretary	Kathy Reed	Present	
Treasurer	Paula Bernard	Absent	
Member	Kerry Jerred	Present	
Member	Scott Gangl	Present	
Member	Jessica Kemnitz	Present	
Ex-Officio	Vanessta Spark	Absent	
Financial Advisory	Nick Taintor, BKDA	Absent	
Staff	Dawn Sorenson	Present	
Incoming Executive Director	Dan DeBruyn	Present	

I. **Call To Order:** 5:30 p.m.

II. **Reading of Vision and Mission Statements**

III. **Conflict of Interest Check**

Chair Lucas called for conflict of interest acknowledgement. None were noted.

IV. **Board Agenda**

On a motion duly made and seconded, Reed/Sagstetter, the Spectrum High School Board of Directors unanimously approved the May 10, 2017 meeting agenda as presented.

V. **Consent Agenda**

- A. *Interim Financial Transactions* – None
- B. *Important Documents and Policies* --None

VI. **Employee Introduction & Recognition**

None

VII. **Public and Student Input**

None

VIII. **Old Business**

None

IX. **Ongoing Business**

None

**X. New Business**

**A. 2017-2018 Employee Benefits Proposal**

Mr. DeBruyn began by stating that the usual process would have been to run the proposal through the Finance Committee first before bringing it to the full Board for consideration of approval. However, due to the lateness in receiving the proposal from the broker, coupled with the student death and a death in his own family for which he needed to travel out of town, it wasn't possible to follow the usual process this year. In addition, depending upon the decision of the Board, in order to facilitate the changes noted in the proposal prior to employees leaving for the summer (the benefit start date is July 1, which follows the School's fiscal calendar), staff need a decision on the proposal prior to the regularly scheduled May Board meeting.

Mr. DeBruyn went on to share that he and Mr. Taintor agreed to budget an 11% increase in the FY18 budget (yet to be approved by the Board) for employee benefits two months ago, prior to the Board's decision on employee pay increases. The benefit proposal came in lower than originally thought, with only a 7% increase, which is excellent news. Mr. DeBruyn went on to explain in detail the proposal before the Board.

Mr. DeBruyn stated that the plan being proposed covers all employee benefits for the 2017-2018 school year. There would be no cost increase to employees who only elect insurance for themselves, and an approximate \$50/month increase to those employees who elect family coverage. If approved, there would be no actual increased cost for the employee as the school would absorb the 7% health insurance increase at a cost of approximately \$21,000 (\$387 x 52 employees). In addition, the School would once again provide long-term disability coverage for employees. This coverage was dropped last year in favor of offering only short-term disability. He went on to note that several employees have utilized the short-term disability coverage and a number of employees chose to purchase long-term disability insurance through the school.

The full proposal is as follows:

1. Accept the Health Partners 2017 Medical Renewal plan (7% increase).
2. Continue to pay for short-term disability as the school did this past year. Switch to Lincoln from UNUM for short-term disability, which is a cost savings of approximately \$4,799.26 to the School.
3. With the savings from the revised short-term disability rates (\$4,799.26) and Group Life and AD&D rates (\$720.00) equals \$5,519.26 and the School will once again offer long-term disability to its employees at a cost \$2,247.50 after the savings noted above.
4. Switch to Lincoln from UNUM for Group Life and AD&D in order to receive the slight cost savings of \$720.00.
5. Switch to Lincoln from Delta Dental for dental insurance in order to retain current rates.
6. Switch to Ameritas VSP from Meritan for vision insurance for a slight cost savings.
7. Pay for the Practical HR package through Kraus-Anderson for \$4,800, providing ongoing practical and legal guidance for HR at Spectrum. This cost will come from the funds becoming available in the personnel budget.

Finally, Mr. DeBruyn stated that the School is able to increase the level of benefits offered to include long-term disability, with all other benefits remaining the same, at no additional cost increase to our employees (unless choosing family coverage then, again, there will be a cost increase of approximately \$50 per month for family health coverage). All of the costs are within the current budget for FY18 that

will be proposed at the May Board meeting, which also includes the 3% salary increase for staff previously approved by the Board.

Discussion ensued regarding current rates of pay for teachers in comparison to surrounding districts and other charter schools, etc. Mr. DeBruyn shared that he would like to see the School doing a market analysis of salaries every other year for employees (teaching staff one year and all non-teaching staff the other) in an effort to offer as competitive pay while remaining within the schools short and long term budget projections. Mr. DeBruyn went on to state that the Board must keep in mind that whatever is offered in terms of pay and benefits must be able to be maintained once the School is no longer in a growth mode. It must be cognizant of the fact that once the School plateaus in enrollment, it will need to be creative in seeking external funding sources outside of state and federal aid as charter schools are unable to levy taxes and/or referendums for additional monies like traditional school districts.

Following an in-depth discussion, on a motion duly made and seconded, Sagstetter/Jerred, the Spectrum High School Board of Directors unanimously approved the 2017-2018 Employee Benefits Proposal as presented.

**XI. Charter School Updates & Training**

None

**XII. Board Goals 2016-2017 (approved by the Board on July 28, 2018)**

- A. By May 2017, the percentage of students enrolled on October 1 in grades 6-12 at Spectrum High School who earn an achievement level of Meets the Standards or Exceeds the Standards on all Math state accountability tests (MCA, MOD, MTAS) will increase from 62.7% to 64.7%. In process
- B. By January 2017, will assist the school in securing an event planner and a fall 2017 date, as well as form a committee to help plan and execute the 3<sup>rd</sup> Annual Spectrum High School Golf Extravaganza. Completed
- C. By January 2017, update the current process and procedure for holding school board elections with the consideration of moving to an on-line electronic voting procedure. Completed

**XIII. 2016-2017 Board Calendar and Next Meeting Agenda Input**

None

**XIV. Adjournment**

On a motion duly made and seconded, Sagstetter/Kemnitz, the Spectrum High School Board of Directors unanimously adjourned the meeting at 6:15 p.m.

