

A SPECIAL MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD JUNE 3, 2013

A special meeting of the Kenosha Unified School Board was held on Monday, June 3, 2013, at 5:00 P.M. in the Board Meeting Room at the Educational Support Center. The purpose of the meeting was for Discussion/Action on Administrative Appointments, Discussion/Action on Employee Benefits Recommendation, and an Inservice on School Board Roles/Responsibilities.

The meeting was called to order at 5:04 P.M. with the following members present: Mrs. Taube, Mr. Flood, Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman, Mr. Bryan, and Ms. Stevens. Dr. Hancock was also present.

Ms. Stevens, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District No. 1. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Mr. Edward Kupka, Interim Director of Human Resources, presented two Administrative Appointments.

Mr. Nuzzo moved to appoint Eitan Benzaquen as Principal of Hillcrest School effective July 1, 2013. Mrs. Coleman seconded the motion. Unanimously approved.

Mrs. Coleman moved to appoint Scott Plank as the Coordinator of Fine Arts effective July 1, 2013. Mr. Nuzzo seconded the motion. Unanimously approved.

Dr. Hancock presented an Administrative Appointment.

Mr. Nuzzo moved to appoint Edward Kupka as Director of Human Resources effective July 1, 2013. Mrs. Coleman seconded the motion. Unanimously approved.

Mrs. Glass, Executive Director of Business, presented the Employee Benefits Recommendation submitted by Mrs. Tina Schmitz, Chief Financial Officer; Mr. Edward Kupka, Director of Human Resources; Mrs. Glass, and Dr. Hancock, excerpts follow:

The Administration recommends that the Board of Education approve the following, effective July 1, 2013:

- WEA Trust Base Design Option 2 Health Plan, with an option to purchase up to Base Design Option 1, with an active employee contribution of 12% for all employee groups and a retiree premium contribution of 12% for all employee groups.
- WEA Trust Essential Dental PPO, with an employee contribution of 10%.
- Minnesota Life as the life insurance provider, an employer paid option at one (1) times employee salary.

- National Insurance Services as the Long Term Disability provider, a 100% employer paid option.
- Cancellation of Long Term Care policy for all active employees. Recommend a six month transition period for retirees and provide a District “paid up” policy for the 186 retirees currently covered by the plan.

During the May 21, 2013, regular Board meeting, the following motions were approved:

- Mr. Flood moved to approve Administration’s recommendation #1 as written and that the employee contribution group percentages and retiree premium contributions be placed on the June 3rd meeting agenda for possible discussion and/or action. Mrs. Coleman seconded the motion.

Roll call vote: Ayes: Mr. Flood, Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman, Ms. Snyder, and Ms. Stevens. Noes: Mrs. Taube. Motion passed.

- Mrs. Coleman requested that any questions pertaining to employee contribution group percentages and retiree premium contributions be forwarded to the Superintendent’s Office within 24 hours to ensure that all questions could be answered at the June 3, 2013 meeting.

Mrs. Snyder moved to approve WEA Trust Essential Dental PPO with an employee contribution of 10%. Mrs. Coleman seconded the motion. Unanimously approved.

- Mrs. Coleman moved to approve Minnesota Life as the life insurance provider, an employer paid option at one (1) times the employee salary. Mr. Nuzzo seconded the motion. Unanimously approved.
- Mrs. Taube moved to approve National Insurance Services as the Long Term Disability provider, a 100% employer paid option. Mr. Nuzzo seconded the motion. Unanimously approved.
- Mr. Nuzzo moved to approve the cancellation of the Long Term Care policy for all active employees, a recommendation of a six month transition period for retirees, and that the District provide a “paid up” policy for the 186 retirees currently covered by the plan. Mrs. Coleman seconded the motion. Motion carried. Mrs. Taube and Mrs. Snyder abstained.

On Thursday, May 23, 2013, Mrs. Taube submitted the following questions pertaining to employee group percentages. There were no questions about retiree premium contributions.

- Current FY 2013 employee contribution by percentage for each employee group.
- What are the maximum percentage limits to employee contributions under Obama Care and will the proposed KUSD 12% implementation comply?

- Breakdown of savings to KUSD for restructuring the WEA Health plan, dropping LTC, reducing LTD coverage and switching carries for other employee coverage by group category and total dollars?"

Mr. Flood moved to reconsider all employee health contributions for active employee groups, which does not include retirees. Ms. Stevens passed the gavel to Mrs. Taube in order to second the motion.

Roll call vote: Ayes: Mrs. Taube, Mr. Flood, Mr. Bryan, and Ms. Stevens. Noes: Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman. Motion passed.

Mrs. Taube moved that employee health care contributions be as follows: employees making \$40,000 or less pay 4%, employees making \$40,001 - \$79,999 pay 8%, employees making \$80,000 - \$120,000 pay 12%, and employees making over \$120,000 pay 15%. Mr. Flood seconded the motion.

Mr. Flood moved to amend Mrs. Taube's motion to vote on the salary groupings separately. The amendment failed due to lack of a second.

Roll Call vote on Mrs. Taube's motion: Ayes: Mrs. Taube, Mr. Flood, and Ms. Stevens. Noes: Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman. Mr. Bryan abstained. Motion failed.

Mr. Flood moved to decrease employee health care contributions for Educational Assistants, Interpreters, and Secretaries to 8%. Mr. Nuzzo seconded the motion and later withdrew his second. Mr. Bryan then seconded the motion. Mr. Flood withdrew his motion.

Mr. Nuzzo moved that employee health care contributions be 8% for Educational Assistants and 12% for all other employee groups. Motion failed due to lack of a second.

The Board took a recess at 7:03 P.M. and reconvened at 7:11 P.M.

Mrs. Taube moved to defer this item until next Tuesday in order for Administration to bring back employee contribution scenarios based on various salaries. Mr. Flood seconded the motion.

Roll Call vote: Ayes: Mrs. Taube, Mr. Flood, and Ms. Stevens. Noes: Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman. Mr. Bryan abstained. Motion failed.

Mrs. Coleman moved that employee health care contributions be 10% for Educational Assistants and Miscellaneous employees and 12% for all other employee groups. Motion failed due to lack of a second.

Mr. Nuzzo moved that employee health care contributions be 6% for Educational Assistants and Miscellaneous employees, 10% for Secretaries and Interpreters, and 12% for all other employee groups. Mr. Flood seconded the motion.

Roll Call vote: Ayes: Mrs. Taube, Mr. Flood, Mr. Nuzzo, Mrs. Snyder, Mrs. Coleman, and Ms. Stevens. Noes: None. Mr. Bryan abstained. Motion passed unanimously.

Mrs. Snyder moved to adjourn the meeting. Mrs. Coleman seconded. Unanimously approved.

Meeting adjourned at 7:35 P.M.

Stacy Schroeder Busby
School Board Secretary