

A SPECIAL MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD OCTOBER 10, 2018

A special meeting of the Kenosha Unified School Board was held on Wednesday, October 10, 2018, at 5:30 P.M. in the Board Meeting Room at the Educational Support Center. The purpose of this meeting was for Views and Comments by the Public, Presentation/Discussion on Medical Insurance/Plan Design – Hays Companies, and Discussion/Possible Action on Updates to Wage Schedules for Hourly Employees.

The meeting was called to order at 5:34 P.M. with the following members present: Ms. Stevens, Mr. Garcia, Mr. Battle, Mr. Duncan, Mr. Kunich, Mrs. Modder, and Mr. Wade. Dr. Savaglio-Jarvis, Mr. Hamdan, and Mrs. Ruder were also present.

Mr. Wade, 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.

There were no views and/or comments by the public.

Mr. Chris Smessaert and Mr. Michael Neuberger from Hays Companies gave a PowerPoint presentation which covered the following topics: medical plan utilization: summary, medical plan utilization: premium vs. claims, medical/ex utilization - cost trends, medical/rx utilization - general conditions, medical/rx utilization - chronic disease, medical/rx utilization - condition markers, medical plan utilization: analytics, medical plan utilization: estimated cost impact, medical plan considerations: high-deductible health plans (HDHPS), other renewal considerations, compliance: cadillac tax analysis, RFP recommendations, proposed medical RFP timeline, next steps.

Mr. Smessaert and Mr. Neuberger answered questions from Board members.

There was consensus for Hay Companies to move forward with the next steps as outlined in the presentation.

Mr. Smessaert and Mr. Neuberger departed at 7:02 P.M.

Board members recessed at 7:02 P.M. and reconvened at 7:10 P.M.

Mrs. Tanya Ruder, Interim Chief Human Resources Officer, presented the Updates to Wage Schedules for Hourly Employees submitted by Mrs. Ruder; Mrs. Stacey Cameron-Weigand; and Dr. Savaglio-Jarvis, excerpts follow:

“On July 24, 2018, the Board of Education approved the following revised hourly wage schedules: Administrative Support Professional, Community and Student Support,

Educational Support Professional, Facilities, Food Service, Interpreter, Non-FTE and Seasonal Non-FTE.

The approved hourly wage schedules were drafted based on research comprised of market source data for positions substantially equal to current district hourly positions and some interviews with ESPs and Administrative Support Professionals. However, since the board approval of the hourly wage schedules, the Office of Human Resources has found a few minor areas that need to be updated.

Administration recommends that the Board of Education approve the 14 recommendations listed above and the corresponding amended/ revised hourly wage schedules as listed below and attached herein:

- Attachment 1 – Proposed Revised Kenosha Unified School District 2018-2019 Facilities Employee Hourly Wage Schedule;
- Attachment 2 – Proposed Revised Kenosha Unified School District 2018-2019 Non-FTE Hourly Wage Schedule; and
- Attachment 3 – Proposed Revised Kenosha Unified School District 2018-2019 Seasonal Non-FTE Hourly Wage Schedule.”

Mrs. Modder moved to approve the 14 recommendations listed in the report and the corresponding amended/ revised hourly wage schedules – 2018-2019 Facilities Employee, 2018-2019 Non-FTE, and 2018-2019 Season Non-FTE. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Kunich moved to adjourn the meeting. Ms. Stevens seconded the motion. Unanimously approved.

Meeting adjourned at 7:13 P.M.

Stacy Schroeder Busby
School Board Secretary