



**School District of Beloit**

## **BOARD OF EDUCATION PURPLE PACKET – May 20, 2016**

1. Events List for May 23 – May 28, 2016
2. Events List for May 30 – June 5, 2016
3. Events List for June 6 – June 11, 2016
4. Board Member Calendar for June, 2016
5. Notice of Meeting
  - Special Policy & Personnel Committee Meeting, Tuesday, May 24, 2016, 5:00 p.m., Superintendent's Office, Room 106
  - Special Board Meeting, Tuesday, May 24, 2016, 5:05 p.m., Superintendent's Office, Room 106
  - Board Business Meeting, Tuesday, May 24, 2016, 7:00 p.m., Board Room
  - Safety Committee Meeting, Thursday, May 26, 2016, 4:30 p.m., Todd Elementary School

### **NOTES/UNDER SEPARATE COVER**

- BMHS Senior Academic Scholarship Awards Program Booklet Class of 2016
- Financial Reports for March are now available online.
- Links to school newsletters can be found on the Board of Education website on the lower right hand side.

### **FUTURE BOARD MEETINGS**

Curriculum Committee Meeting, Tuesday, June 14, 2016 TBD, Room 210  
Special Board Meeting, Tuesday, June 14, 2016, TBD, Superintendent's Office, Room 106  
Policy & Personnel Committee Meeting, Tuesday, June 14, 2016, Times TBD, Superintendent's Office, Room 106  
Finance Committee Meeting, Tuesday, June 14, 2016, Time TBD, Superintendent's Office, Room 106  
Board Business Meeting, Tuesday, June 28, 2016, 7:00 p.m., Board Room

***SCHOOL EVENTS AND ACTIVITIES  
WEEK OF MAY 23, 2016***

***Monday, May 23***

**Aldrich** PTA Meeting, 6:00 pm

**BMHS** Boys and Girls Track Varsity Regionals at Janesville, 4:00 pm

Jazz Band at La Casa, 6:00 pm

**Todd** Incoming 4K and Kindergarten Orientation, 4:00-5:00 pm

***Tuesday, May 24***

**BMHS** Fr. Baseball vs. Middleton, 5:00 pm

JV/Varsity Baseball at Middleton, 5:00 pm

**Fruzen** Family Art Night, 5:30-7:00 pm

**Hackett** Incoming 4K and Kindergarten Orientation, 8:00-9:00 am

**Robinson** Incoming 4K and Kindergarten Orientation, 5:30-6:30 pm



***Wednesday, May 25***

**Farewell Open House** for Janelle Marotz, Asst. Supt, Knight Spot, 3:30-5:30 pm

**BMHS** Spring Choir Concert, 7:00 pm

***Thursday, May 26***

**Aldrich** Choir Concert

**BMHS** Fr. Baseball at La Follette, 5:00 pm

JV/Varsity Baseball vs. La Follette (SYSC), 5:00 pm

**Robinson** Noche Latina, 6:00-8:00 pm

***Friday, May 27***

**BMHS** Veterans Visits

Boys Varsity Golf Scramble at Krueger G.C., Noon

Varsity Women's Choir Concert, 7:00 pm

**Fruzen** Jim Caldwell Gymnasium Dedication, 5:30-7:00 pm

**Merrill** Donuts for Dads, 7:30 am

**RCAA** Peace Rally, 1:30 pm

***Saturday, May 28***

**BMHS** Concert Choir Concert, 6:00 pm



*SCHOOL EVENTS AND ACTIVITIES*  
*WEEK OF MAY 30, 2016*



*Monday, May 30*

**No School – Memorial Day**

*Tuesday, May 31*

**Aldrich** Band Awards, 7:00 pm

**BLA/RCAA** All School Picnic, 11:30am-12:10 pm

**BMHS** Varsity Regionals TBD

**Fruzen** Band Concert, 7:00 pm

*Wednesday, June 1*

**BMHS** Seniors Last Day of Classes

Senior Cruise, 4:00-9:00 pm

**Cunningham** Awards Night

**Merrill** School Picnic, 11:15 am

*Thursday, June 2*

**BMHS** Varsity Regionals TBD

**Fruzen** Grades 6-8 Awards Night, 6:00 pm

*Friday, June 3*

**Aldrich/Fruzen** Concert Choir, Band, Orchestra Performance, 9:00 am

**RCAA** Graduation, Beloit Rotary Center, 3:30 pm

**Robinson** Family Picnic, 11:00 am-2:30 pm

*Saturday, June 4*

**BMHS / BLA** Graduation, 10 am, Jacobson Field

Varsity Girls Soccer Hosts Regionals

*Sunday, June 5*

**Retirement Party**, 2-4 pm, Ironworks Hotel (program at 3 pm)



***SCHOOL EVENTS AND ACTIVITIES  
WEEK OF JUNE 6, 2016***

***Monday, June 6***

**BMHS** Varsity Girls Soccer Regionals TBD

**Merrill** Talent Show, 1:00-2:00 pm

***Tuesday, June 7***

**BMHS** Varsity Baseball Hosts Sectionals

**Converse** All School Family Picnic, 11:00 am-2:30 pm

**Cunningham** 8<sup>th</sup> Grade Celebration

**Gaston** 4K Graduation, 5:30 pm



***Wednesday, June 8***

**Last Day of School** (Early Exam Release for BMHS)

***Thursday, June 9***

**BMHS** Varsity Girls Soccer Regionals TBD

***Saturday, June 11***

**BMHS** Varsity Girls Soccer Regionals TBD



Board Availability Calendar

Jun 2016 (Central Time)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14 4pm - Board 7pm - Special Board	15	16	17	18
19	20	21	22	23	24	25
26	27	28 5pm - Special Board 7pm - Board of	29	30	1	2



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# NOTICE OF MEETING

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**SCHOOL DISTRICT OF БЕЛОIT  
BOARD OF EDUCATION  
POLICY & PERSONNEL COMMITTEE**

**Date:** Tuesday, May 24, 2016

**Time:** 5:00 p.m.

**Location:** KOLAK EDUCATION CENTER  
Room 106, Superintendent's Office  
1633 Keeler Avenue  
Beloit, WI 53511

**Committee Members:** Nora Gard, Chair; Lisa Anderson-Levy and Pam Charles

## **AGENDA**

1. Call to Order
2. Approval of Agenda
3. Personnel Recommendations – Exhibit A
4. Future Items for Discussion
5. Adjournment

It is anticipated that other Board members may attend this committee meeting.
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Posted: May 20, 2016



# School District of Beloit Policy & Personnel Committee Report

May 24, 2016

## *I. BASIC INFORMATION*

**Topic or Concern:** Employment actions - Exhibit A - May 24, 2016

**Which strategy in the Strategic Plan does this support?** Strategy 1 - Finance & Facilities, Strategy 2 - Marketing, Strategy 3 - Student Engagement, Strategy 4 - Assessment & Instruction, Strategy 5 - Technology, Strategy 6 - Family Engagement, Strategy 7 - Character

**Your Name and Title:** Dr. Pamela Wiese, Assistant Superintendent Human Resources

**Others assisting you in the presentation:** Dr. Thomas Johnson, Superintendent

**My report is for:** Action

## *II. TOPICAL INFORMATION*

**A. What is the purpose of presenting this to the Policy & Personnel Committee?**

Employment recommendations.

**B. What information must the Policy & Personnel Committee have to understand the topic/concern and provide any requested action?**

Information to support legal action as required by Wisconsin Statutes.

**C. If you are seeking Policy & Personnel Committee action, what is the rationale for your recommendation?**

Comply with legal requirements and Wisconsin Statutes

**D. What are your conclusions?**

Employment to meet needs of district to ensure quality education to all students within the district's budgetary guidelines.

**MOTION:** Approval of employment recommendations.

**I propose using** an existing budget

**Long Term Committed Funds?** Yes, indefinite

**BUDGET LOCATION:** all areas

**FISCAL IMPACT:** As indicated on report.

# Employment Recommendation Report page 1

5.24.16

May, 2016

Name	Location	Position	Effective Date	FTE	Notes	Salary
<b>EMPLOYEE TRANSFER OF ASSIGNMENT Employee group 2016-2017</b>						
<b>Administrators</b>						
Joseph Vrydaghs	Aldrich	Principal	7/1/2016	100%	+ \$5,000 commensurate with Intermediate Principal salaries	92,000
<b>NEW EMPLOYMENT</b>						
<b>Administrators</b>						
<b>Professional Educators</b>						
Tyree Gamble	Memorial	School Counselor	8/25/2016	100%	1-year needs emergency license	49,436 (2015-2016 rates)
Jaden Ganser	Gaston/Todd	School Psychologist	8/25/2016	100%		70,180 (2015-2016 rates)
<b>Other Professional Support</b>						
<b>Support Staff</b>						
<b>Rehired - was on one-year in 2015-2016</b>						
<b>Professional Educators</b>						
Linda Bailey	District	Special Ed Vision/Mobility	8/25/2016	100%	1-year needs emergency license	53,090 (2015-2016 rates)
Melissa Beetstra	Robinson	Grade 3 DLI	8/25/2016	100%	1-year needs emergency license	46,090 (2015-2016 rates)
Elvira P Garcia-Guillen	Hackett	Kindergarten DLI	8/25/2016	100%	1-year needs emergency license	35,406 (2015-2016 rates)
Samantha McNamara	Aldrich/Fruzen	School Counselor	8/25/2016	100%		47,812 (2015-2016 rates)
Brian Michels	Memorial	Tech Ed	8/25/2016	100%		36,218 (2015-2016 rates)
Laurie Ojeda	Hackett	Grade 2 DLI	8/25/2016	100%		37,436 (2015-2016 rates)
<b>Support</b>						
<b>LEAVE OF ABSENCE</b>						
<b>Professional Educators</b>						
Kara Barr	Memorial	French	2016-2017	100%	career exploration leave	
<b>Other Support</b>						
Kathy Slusser	Fruzen	Health Room Asst	2016-2017	100%	family leave	
<b>RETIREMENTS / RESIGNATIONS / LAYOFFS</b>						<b>Years of Service</b>
<b>Administrators</b>						
Peter Apple	Memorial	Asst. Principal	6/30/2016	100%	resignation	6 years
Stephanie Jacobs	Converse	Principal	10/5/2016	100%	early retirement agreement as email to BOE on 5/16/16	17 years
<b>Professional Educators</b>						
Tod Clarey	Memorial	Social Studies	6/10/2016	100%	retirement	31 years
Sheri Drolshagen	District	Advanced Learner - G/T	6/10/2016	100%	resignation	6 years
Lindsay Gagnon	Memorial	Art	6/10/2016	100%	resignation	1 years
Colleen LaBlanc	Memorial	Family& Consumer Ed	6/10/2016	100%	resignation	3 years

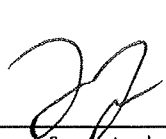


Employment Recommendation Report page 2

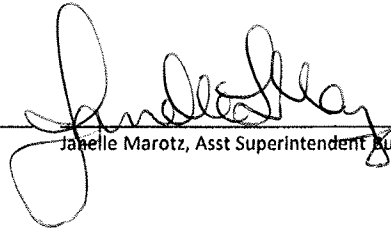
5.24.16

May, 2016

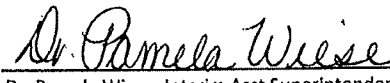
Name	Location	Position	Effective Date	FTE	Notes	Salary
<b>RETIREMENTS / RESIGNATIONS / LAYOFFS</b>						<b>Years of Service</b>
<b>Professional Educators</b>						
Kevin McInerney	Cunn/McNeel	Orchestra	6/10/2016	100%	resignation	3 years
Alissa Pryne	Memorial	Math	6/10/2016	100%	resignation	5 years
Natalia Ruano Santamaria	Todd	Grade 2 DLI	6/10/2016	100%	resignation	1 year
<b>Other Professional Support</b>						
<b>Support Staff</b>						



Dr. Thomas Johnson, Superintendent



Janelle Marotz, Asst Superintendent Business Svcs



Dr. Pamela Wiese, Interim Asst Superintendent HR



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# NOTICE OF MEETING

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**SCHOOL DISTRICT OF BELOIT  
BOARD OF EDUCATION  
SPECIAL BOARD MEETING**

**Date:** Tuesday, May 24, 2016  
**Time:** 5:05 p.m. OR Immediately Following the Policy/Personnel Meeting, Whichever is Later  
**Location:** KOLAK EDUCATION CENTER  
Room 106 Superintendent's Conference Room  
1633 Keeler Avenue  
Beloit, WI 53511

## **AGENDA**

1. Call to Order
2. Approval of Agenda
3. Review of Hearing Officer's Expulsion\* (10 minutes)  
\*A motion may be made and a vote taken to convene the Board of Education into Closed Session pursuant to Section 19.85 (1)(a) of the Wisconsin Statutes relative to deliberating concerning a case which may be the subject of any judicial or quasi-judicial trial or hearing.
4. The Board of Education may reconvene to Public Session in order to take any action, if necessary, on items discussed in closed session.
5. Cooperative Agreements (5 minutes)
  - a. Boys Hockey
  - b. Girls Hockey
  - c. Girls Soccer
6. Review of Preliminary Graduation List (5 minutes)
7. Closed Session Items (10 minutes)
  - a. Land/Property – Potential Sale of Royce\*\*  
\*\*A motion MAY be made and a vote taken to convene the Board of Education into Closed Session pursuant to Section 19.85 (1)(e) of the Wisconsin Statutes relative to deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified business, whenever competitive or bargaining reasons require a closed session.
8. The Board of Education may reconvene to Public Session in order to take any action, if necessary, on items discussed in closed session.
9. Benefits/Budget Session (75 minutes)
  - a. Insurance Consultant
  - b. 2016-17 Budget Planning
  - c. Employee Health Insurance
  - d. Salary Increases for 2016-17
  - e. Central Office Budgets
  - f. Facility Capital Projects
10. Adjournment

Posted: May 20, 2016



# School District of Beloit Board of Education Report

May 24, 2016

## *I. BASIC INFORMATION*

**Topic or Concern:** Cooperative Agreements

**Which strategy in the Strategic Plan does this support?** Strategy 3-Student Engagement

**Your Name and Title:** Charles Seils, Athletic Director

**Others assisting you in the presentation:** none

**My report is for:** Action

## *II. TOPICAL INFORMATION*

### **A. What is the purpose of presenting this to the Board of Education?**

We need to have the cooperative agreements approved and signed.

### **B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

We are requesting to continue our cooperative agreements in Girls Soccer, Girls Hockey, and Boys Hockey through the 2017-2018 school year.

### **C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

Having cooperative agreements in these sports is good for kids at this time. Girls Soccer will end after the 2017-2018 as we can support a full program on our own and the conference has voted to end its' support after the 2017-2018 school year. The girls hockey program would not exist without a cooperative agreement. The boys program would be in serious jeopardy as well as having freshman and sophomores comprise half of the team would be unsafe.

### **D. What are your conclusions?**

Having cooperative agreements is good for kids and the communities.

Without such agreements, the girls' hockey program would not exist, the boys programs will soon be in serious peril.

The girls' soccer program is on the most solid ground and will not be supported by the Big 8 conference after the 2017-2018 year.

**MOTION:** The Board of Education approves the cooperative agreements for Girls Soccer, Girls Hockey, and Boys Hockey through the 2017-2018 school year.

**I propose using** an existing budget

**Long Term Committed Funds?** Yes 2

**BUDGET LOCATION:** 99

**FISCAL IMPACT:** All costs for all programs are shared based upon pro-rata basis.

**AGREEMENT FOR INTERGOVERNMENTAL COOPERATION BETWEEN THE  
SCHOOL DISTRICT OF BELOIT, THE SCHOOL DISTRICT OF BELOIT TURNER,  
THE CLINTON COMMUNITY SCHOOL DISTRICT, PARKVIEW SCHOOLS  
DISTRICT, BRODHEAD SCHOOL DISTRICT, AND DELAVAN-DARIEN SCHOOL  
DISTRICT FOR ESTABLISHMENT OF A COOPERATIVE BOYS' HOCKEY  
PROGRAM**

This Agreement for Intergovernmental Cooperation ("Agreement") is entered into between the School District of Beloit, ("Beloit, the School District of Beloit Turner ("Turner"), the Clinton Community School District ("Clinton"), the Parkview School District ("Parkview), Brodhead School District ("Brodhead), and Delavan-Darien School District (Delavan-Darien), collectively "the participating school districts" or "the parties", all of which are public school districts in the State of Wisconsin and/or State of Illinois.

WHEREAS, pursuant to Wis. Stat. 66.0301 and Wis. Admin. Code PI 14.02, public school districts are authorized to enter into such an agreement for intergovernmental cooperation in connection with the receipt and furnishing of services; and

WHEREAS, the Wisconsin Interscholastic Athletics Association ("WIAA") has approved the establishment of a cooperative boys' hockey program ("Program") with the participating school districts;

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree to establish the Program as follows:

1. Fiscal Agent. Beloit will be the operator and fiscal agent of the Program. All receipts and expenditures will be recorded in Beloit's records. As fiscal agent, Beloit shall:
  - A. Establish and maintain records in accordance with the uniform financial accounting system prescribed by the Wisconsin Department of Public Instruction (DPI) under Wis. Stat. 115.28(13).
  - B. File all required financial reports with the DPI; and
  - C. Upon request of the DPI, file a copy of this Agreement and any plan of operation with the DPI.
2. Administration. Beloit shall be responsible for the administration of the Program. The necessary staff for the Program shall be contracted by Beloit, and Beloit shall be responsible for determining each employee's annual salary and benefits. Any individual employed for the Program, following appropriate criminal background checks and compliance verifications, shall be an employee of Beloit. As the employer, Beloit will address all personnel issues arising from the Program. When evaluating job applicants and employees for the Program, Beloit may consult with Turner, Clinton, Parkview, Brodhead, and Delavan-Darien; however, ultimate hiring, firing, discipline and other personnel decisions shall be made solely by Beloit, and Beloit shall hold Turner, Clinton, Parkview, Brodhead, and Delavan-Darien harmless for those decisions that it makes in its sole discretion.

3. Participants. High school students from Beloit, Turner, Clinton, Parkview, Brodhead, and Delavan-Darien will be eligible to participate in the Program. The Program shall allow every eligible student who “tries out” for the team **by Friday, November 18, 2016 (Friday, November 17, 2017)** to participate in the Program. The co-op is an option for all eligible student-athletes, but non-exclusive.
4. Transportation. Transportation to and from all home and away events will be the responsibility of the parents if not already provided by the individual school districts for their individual students. Transportation waivers must be on file at each individual school, as well as with Beloit, if parents elect to transport their own student-athlete(s) or allow them to drive themselves.
5. Budget. The budget for the Program shall be approved by the School Board of Beloit and shall include, but not necessarily be limited to, all of the applicable direct instructional costs, applicable support service, facility and some equipment costs. Beloit will add **4.71%** (adjusted annually by DPI) to the total budget for indirect costs.
6. Revenue. Beloit will provide workers for all “home” games. Expenses for workers will be included in the total Program costs. All gate receipts (revenue) shall be deposited by Beloit. This revenue will be deducted from the total Program cost.
7. Cost. The net costs of the Program shall be shared pro-rata based on the number of students participating in the Program. **For purposes of the pro-ration of costs for the 2016-2017 school year, we shall use the student count date of November 18, 2016 (November 17, 2017 for 2017-2018 season). All students (or the district the students attend) that are included in the count will be required to pay their pro-rata share regardless of whether or not they complete the hockey season.** Beloit will invoice Clinton, Turner, Parkview, Brodhead and Delavan-Darien for the costs for their students by February 28, 2017 and February 28, 2018. After all expenses for the Program have been paid, but no later than May 19, 2017 and May 18, 2018 respectively, Beloit will send a final invoice with any necessary adjustments. If the need should arise to issue a refund for Program costs, Beloit will issue said refunds on pro-rata basis. In turn, each school may invoice each participant’s family. Each resident school district shall also be responsible for distributing any refund to its students (families) as applicable.
8. Term and Termination. This Agreement shall take effect on the day following its adoption by all of the school boards of the participating school districts. This Agreement shall continue through June 30, 2018. Upon termination of this Agreement, the school districts will continue to pay their shares of the costs associated with the Program until all costs have been paid under this Agreement.

9. State Aid. For purposes of any state aid, pupil participation in the Program shall be counted by each participating pupil's school district of residence.
10. Insurance Coverage. The participating school districts (Beloit, Turner, Clinton, Parkview, Brodhead, and Delavan-Darien) shall maintain appropriate insurance coverage for their participation and for the students participating in the Program, consistent with the coverage maintained by the respective district when they have operated other athletic teams. In this regard, the participating school districts shall verify, in writing, and/or bind appropriate.
11. Breach. If any of the participating school districts breach any of the obligations set forth in this Agreement, the other school districts shall have the right to pursue all remedies available at law or in equity. Any failure to enforce a default or breach of this Agreement shall not be, nor be construed to be, a waiver of that default or obligation, nor shall it act as a modification of this Agreement.
12. Compliance. This Agreement is intended to comply with Wis. Admin. Code PI 14.02.
13. Notices. Any notice required or permitted pursuant to this Agreement shall be deemed given when delivered personally, sent by certified mail, sent by electronic means, postage prepared, return receipt requested, or delivered by a commercial overnight courier services, addressed to the parties as follows:

<b>Dr. Thomas Johnson</b> Superintendent School District of Beloit 1633 Keeler Avenue Beloit, WI 53511	<b>Dr. Dennis McCarthy</b> Superintendent School District of Beloit Turner 1237 Inman Parkway Beloit, WI 53511	<b>Milton Thompson</b> Interim District Administrator Clinton Community School District P.O. Box 566 Clinton, WI 53525	<b>Steve Lutzke</b> District Administrator Parkview School District 106 W Church St. Orfordville, WI 53576
<b>Leonard P. Lueck</b> Superintendent Brodhead School District 2501 W. 5 <sup>th</sup> Ave. Brodhead, WI 53520	<b>Robert Crist</b> Superintendent Delavan-Darien School District 324 Beloit St. Delavan, WI 53115		

14. Entire Agreement. The full agreement of the participating school districts is expressed herein and no verbal or written understandings or agreements shall alter, change or modify the terms of the Agreement unless in writing and signed by all parties as an amendment to this Agreement.
15. Dissolution or Modification of Agreement. This Agreement may be dissolved or modified at any time prior to the termination of this Agreement with the written consent of all the school boards for the participating school districts.

16. Severability. If any of the terms of this Agreement are determined by a court of competent jurisdiction to be invalid or inoperative, all remaining terms shall remain in full force and effect.
17. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Wisconsin.
18. No Third Party Beneficiaries. This Agreement is entered into solely for the benefit of the parties, and no benefits or rights are intended or created by this Agreement for the benefit of any third party, other than to the extent discussed herein.

19. Authorizations.

**SCHOOL DISTRICT OF BELOIT**

BELOIT enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**SCHOOL DISTRICT OF BELOIT TURNER**

TURNER enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**CLINTON COMMUNITY SCHOOL DISTRICT**

CLINTON enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**PARKVIEW SCHOOL DISTRICT**

PARKVIEW enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**SCHOOL DISTRICT OF BRODHEAD**

BRODHEAD enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date



**DEHAVAN-DARIEN SCHOOL DISTRICT**

DEHAVAN-DARIEN enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**AGREEMENT FOR INTERGOVERNMENTAL COOPERATION BETWEEN THE  
SCHOOL DISTRICT OF БЕLOIT, THE SCHOOL DISTRICT OF БЕLOIT TURNER,  
THE CLINTON COMMUNITY SCHOOL DISTRICT, PARKVIEW SCHOOLS  
DISTRICT, BRODHEAD SCHOOL DISTRICT, AND DELAVAN-DARIEN SCHOOL  
DISTRICT FOR ESTABLISHMENT OF A COOPERATIVE BOYS' HOCKEY  
PROGRAM**

This Agreement for Intergovernmental Cooperation ("Agreement") is entered into between the School District of Beloit, ("Beloit, the School District of Beloit Turner ("Turner"), the Clinton Community School District ("Clinton"), the Parkview School District ("Parkview), Brodhead School District ("Brodhead), and Delavan-Darien School District (Delavan-Darien), collectively "the participating school districts" or "the parties", all of which are public school districts in the State of Wisconsin and/or State of Illinois.

WHEREAS, pursuant to Wis. Stat. 66.0301 and Wis. Admin. Code PI 14.02, public school districts are authorized to enter into such an agreement for intergovernmental cooperation in connection with the receipt and furnishing of services; and

WHEREAS, the Wisconsin Interscholastic Athletics Association ("WIAA") has approved the establishment of a cooperative boys' hockey program ("Program") with the participating school districts;

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree to establish the Program as follows:

1. Fiscal Agent. Beloit will be the operator and fiscal agent of the Program. All receipts and expenditures will be recorded in Beloit's records. As fiscal agent, Beloit shall:
  - A. Establish and maintain records in accordance with the uniform financial accounting system prescribed by the Wisconsin Department of Public Instruction (DPI) under Wis. Stat. 115.28(13).
  - B. File all required financial reports with the DPI; and
  - C. Upon request of the DPI, file a copy of this Agreement and any plan of operation with the DPI.
2. Administration. Beloit shall be responsible for the administration of the Program. The necessary staff for the Program shall be contracted by Beloit, and Beloit shall be responsible for determining each employee's annual salary and benefits. Any individual employed for the Program, following appropriate criminal background checks and compliance verifications, shall be an employee of Beloit. As the employer, Beloit will address all personnel issues arising from the Program. When evaluating job applicants and employees for the Program, Beloit may consult with Turner, Clinton, Parkview, Brodhead, and Delavan-Darien; however, ultimate hiring, firing, discipline and other personnel decisions shall be made solely by Beloit, and Beloit shall hold Turner, Clinton, Parkview, Brodhead, and Delavan-Darien harmless for those decisions that it makes in its sole discretion.

3. Participants. High school students from Beloit, Turner, Clinton, Parkview, Brodhead, and Delavan-Darien will be eligible to participate in the Program. The Program shall allow every eligible student who “tries out” for the team **by Friday, November 18, 2016 (Friday, November 17, 2017)** to participate in the Program. The co-op is an option for all eligible student-athletes, but non-exclusive.
4. Transportation. Transportation to and from all home and away events will be the responsibility of the parents if not already provided by the individual school districts for their individual students. Transportation waivers must be on file at each individual school, as well as with Beloit, if parents elect to transport their own student-athlete(s) or allow them to drive themselves.
5. Budget. The budget for the Program shall be approved by the School Board of Beloit and shall include, but not necessarily be limited to, all of the applicable direct instructional costs, applicable support service, facility and some equipment costs. Beloit will add 4.71% (adjusted annually by DPI) to the total budget for indirect costs.
6. Revenue. Beloit will provide workers for all “home” games. Expenses for workers will be included in the total Program costs. All gate receipts (revenue) shall be deposited by Beloit. This revenue will be deducted from the total Program cost.
7. Cost. The net costs of the Program shall be shared pro-rata based on the number of students participating in the Program. **For purposes of the pro-ration of costs for the 2016-2017 school year, we shall use the student count date of November 18, 2016 (November 17, 2017 for 2017-2018 season). All students (or the district the students attend) that are included in the count will be required to pay their pro-rata share regardless of whether or not they complete the hockey season.** Beloit will invoice Clinton, Turner, Parkview, Brodhead and Delavan-Darien for the costs for their students by February 28, 2017 and February 28, 2018. After all expenses for the Program have been paid, but no later than May 19, 2017 and May 18, 2018 respectively, Beloit will send a final invoice with any necessary adjustments. If the need should arise to issue a refund for Program costs, Beloit will issue said refunds on pro-rata basis. In turn, each school may invoice each participant’s family. Each resident school district shall also be responsible for distributing any refund to its students (families) as applicable.
8. Term and Termination. This Agreement shall take effect on the day following its adoption by all of the school boards of the participating school districts. This Agreement shall continue through June 30, 2018. Upon termination of this Agreement, the school districts will continue to pay their shares of the costs associated with the Program until all costs have been paid under this Agreement.

9. State Aid. For purposes of any state aid, pupil participation in the Program shall be counted by each participating pupil's school district of residence.
10. Insurance Coverage. The participating school districts (Beloit, Turner, Clinton, Parkview, Brodhead, and Delavan-Darien) shall maintain appropriate insurance coverage for their participation and for the students participating in the Program, consistent with the coverage maintained by the respective district when they have operated other athletic teams. In this regard, the participating school districts shall verify, in writing, and/or bind appropriate.
11. Breach. If any of the participating school districts breach any of the obligations set forth in this Agreement, the other school districts shall have the right to pursue all remedies available at law or in equity. Any failure to enforce a default or breach of this Agreement shall not be, nor be construed to be, a waiver of that default or obligation, nor shall it act as a modification of this Agreement.
12. Compliance. This Agreement is intended to comply with Wis. Admin. Code PI 14.02.
13. Notices. Any notice required or permitted pursuant to this Agreement shall be deemed given when delivered personally, sent by certified mail, sent by electronic means, postage prepared, return receipt requested, or delivered by a commercial overnight courier services, addressed to the parties as follows:

<b>Dr. Thomas Johnson</b> Superintendent School District of Beloit 1633 Keeler Avenue Beloit, WI 53511	<b>Dr. Dennis McCarthy</b> Superintendent School District of Beloit Turner 1237 Inman Parkway Beloit, WI 53511	<b>Milton Thompson</b> Interim District Administrator Clinton Community School District P.O. Box 566 Clinton, WI 53525	<b>Steve Lutzke</b> District Administrator Parkview School District 106 W Church St. Orfordville, WI 53576
<b>Leonard P. Lueck</b> Superintendent Brodhead School District 2501 W. 5 <sup>th</sup> Ave. Brodhead, WI 53520	<b>Robert Crist</b> Superintendent Delavan-Darien School District 324 Beloit St. Delavan, WI 53115		

14. Entire Agreement. The full agreement of the participating school districts is expressed herein and no verbal or written understandings or agreements shall alter, change or modify the terms of the Agreement unless in writing and signed by all parties as an amendment to this Agreement.
15. Dissolution or Modification of Agreement. This Agreement may be dissolved or modified at any time prior to the termination of this Agreement with the written consent of all the school boards for the participating school districts.

16. Severability. If any of the terms of this Agreement are determined by a court of competent jurisdiction to be invalid or inoperative, all remaining terms shall remain in full force and effect.
17. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Wisconsin.
18. No Third Party Beneficiaries. This Agreement is entered into solely for the benefit of the parties, and no benefits or rights are intended or created by this Agreement for the benefit of any third party, other than to the extent discussed herein.

19. Authorizations.

**SCHOOL DISTRICT OF BELOIT**

BELOIT enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**SCHOOL DISTRICT OF BELOIT TURNER**

TURNER enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**CLINTON COMMUNITY SCHOOL DISTRICT**

CLINTON enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**PARKVIEW SCHOOL DISTRICT**

PARKVIEW enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**SCHOOL DISTRICT OF BRODHEAD**

BRODHEAD enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**DELAVAN-DARIEN SCHOOL DISTRICT**

DELAVAN-DARIEN enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

by \_\_\_\_\_ by \_\_\_\_\_  
School Board President Date School Board Clerk Date

**AGREEMENT FOR INTERGOVERNMENTAL COOPERATION BETWEEN THE SCHOOL  
DISTRICT OF BELOIT and THE SCHOOL DISTRICT OF BELOIT TURNER, FOR  
ESTABLISHMENT OF A COOPERATIVE GIRLS' SOCCER PROGRAM**

This Agreement for Intergovernmental Cooperation ("Agreement") is entered into between the School District of Beloit ("Beloit") and the School District of Beloit Turner ("Turner"), (collectively "the participating school districts" or "the parties"), both of which are public school districts in the State of Wisconsin.

Whereas, pursuant to Wis. Stat. 66.0301 and Wis. Admin. Code PI 14.02, public school districts are authorized to enter into such an agreement for intergovernmental cooperation in connection with the receipt and furnishing of services; and

Whereas, the Wisconsin Interscholastic Athletics Association ("WIAA") has approved the establishment of a cooperative girls' soccer program ("Program") with the participating school districts;

Now, therefore, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree to establish the Program as follows:

1. Fiscal Agent. Beloit will be the operator and fiscal agent of the Program. All receipts and expenditures will be recorded in Beloit's records. As fiscal agent, Beloit shall:
  - a. Establish and maintain records in accordance with the uniform financial accounting system prescribed by the Wisconsin Department of Public Instruction (DPI) under Wis. Stat. 15.28(13).
  - b. File all required financial reports with the DPI; and
  - c. Upon request of the DPI, file a copy of this Agreement and any plan of operation with the DPI.
2. Administration. Beloit shall be responsible for the administration of the Program. The necessary staff for the Program shall be contracted by Beloit, and Beloit shall be responsible for determining each employee's annual salary and benefits. Any individual employed for the Program shall be an employee of Beloit. As the employer, Beloit will address all personnel issues arising from the Program. When evaluating job applicants and employees for the Program, Beloit may consult with Turner; however, ultimate hiring, firing, discipline and other personnel decisions shall be made solely by Beloit, and Beloit shall hold Turner harmless for those decisions that it makes in its sole discretion.
3. Participants. High school student from Beloit and Beloit Turner will be eligible to participate in the Program.
4. Cost. The net costs of the Program shall be shared with Beloit Turner paying \$6,300 per year (approximately 33% of total costs) and the School District of Beloit paying the balance of the cooperative program expenses.
5. Terms and Termination. This Agreement shall take effect on the day following its adoption by all of the school boards of the participating school districts. This



Agreement shall continue through June 30, 2018. Upon termination of this Agreement, the school districts will continue to pay their shares of the costs associated with the Program until all costs have been paid under this Agreement.

6. State Aid. For purposes of any state aid, pupil participation in the Program shall be counted by each participating pupil's school district of residence.
7. Insurance Coverage. The participating school districts shall maintain appropriate insurance coverage for their participation and for the students participating in the Program, consistent with the coverage maintained by the respective district when they have operated other athletic teams. In this regard, the participating school districts shall verify, in writing, and/or bind appropriate.
8. Breach. If any of the participating school districts breach any of the obligations set forth in this Agreement, the other school districts shall have the right to pursue all remedies available at law or in equity. Any failure to enforce a default or breach of the Agreement shall not be, nor be construed to be, a waiver of that default or obligation, shall it act as a modification of this Agreement.
9. Compliance. The Agreement is intended to comply with Wis. Admin. Code PI 14.02.
10. Notices. Any notice required or permitted pursuant to this Agreement shall be deemed given when delivered personally, sent by certified mail, postage prepared, return receipt requested, or delivered by a commercial overnight courier service, addressed to the parties as follows:

Dr. Thomas Johnson Superintendent School District of Beloit 1633 Keeler Avenue Beloit, WI 53511-4799	Dr. Dennis McCarthy Superintendent School District of Beloit Turner 1237 Inman Parkway Beloit, WI 53511-1723
------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------

11. Entire Agreement. The full Agreement of the participating school districts is expressed herein and no verbal or written understandings or agreements shall alter, change or modify the terms of the Agreement unless in writing and signed by all parties as an amendment to this Agreement.
12. Dissolution or Modification of the Agreement. This Agreement may be dissolved or modified at any time prior to the termination of the Agreement with the written consent of all the school boards for the participating school districts.
13. Severability. If any of the terms of this Agreement are determined by a court of competent jurisdiction to be invalid or inoperative, all remaining terms shall remain in full force and effect.

14. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Wisconsin.

15. No Third Party Beneficiaries. This Agreement is entered into solely for the benefit of the parties, and no benefits or rights are intended or created by this Agreement for the benefit of any third party, other than to the extent discussed herein.

16. Authorizations.

Beloit enters into this Agreement by authority of action by its Board of Education on the \_\_\_\_\_<sup>th</sup> day of \_\_\_\_\_, 2016.

**SCHOOL DISTRICT OF BELOIT**

by \_\_\_\_\_  
School Board President                      Date

by \_\_\_\_\_  
School Board Clerk                      Date

**SCHOOL DISTRICT OF BELOIT TURNER**

by \_\_\_\_\_  
School Board President                      Date

by \_\_\_\_\_  
School Board Clerk                      Date



# School District of Beloit Board of Education Report

May 24, 2016

## *I. BASIC INFORMATION*

**Topic or Concern:** Review of Preliminary Graduation List

**Which strategy in the Strategic Plan does this support?** Strategy 3 Student Engagement,  
Strategy 6 Family Engagement

**Your Name and Title:** Shannon Scharmer, Board President

**Others assisting you in the presentation:**

**My report is for:** Action

## *II. TOPICAL INFORMATION*

### **A. What is the purpose of presenting this to the Board of Education?**

To determine the order of diploma presentation/hand shaking at graduation.

### **B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

See the confidential preliminary graduation list provided under separate cover.

### **C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

Board members are able to choose which graduates by section of the alphabet they would like to shake hands and congratulate.

### **D. What are your conclusions?**

**MOTION:** No formal motion will be necessary. Board members will select which page or section of the alphabet they would like which will be noted for the final graduation list on graduation day following approval of the final graduation list at a special meeting just prior to the graduation ceremony.

**I propose using** N/A

**Long Term Committed Funds?** No

**BUDGET LOCATION:** Not applicable.

**FISCAL IMPACT:** Not applicable.

***I. BASIC INFORMATION***

**Topic or Concern:** Employee Health Insurance

**Which strategy in the Strategic Plan does this support?** Strategy 1 Finance/Facilities

**Your Name and Title:** Janelle Marotz, CPA, CSRM, SFO, Assistant Superintendent-Business Services

**Others assisting you in the presentation:** Jeff Klett, Benefits Consultant, TRICOR Insurance

**My report is for:** Information

***II. TOPICAL INFORMATION*****A. What is the purpose of presenting this to the Board of Education?**

Jeff Klett will review what a self-funded insurance plan means for our district and discuss self-funded insurance trends and risk financing options. Our self-funded plan is different from fully insured plans where the employer contracts an insurance company to cover the employees and dependents. In self-funded health care, the employer assumes the direct risk for payment of employee claims for benefits. In addition, the administration has been looking at other possible options of providing insurance options to employees. Attached is a summary of options that our employee groups have requested we consider and these options were reviewed with our employees at our insurance committee meeting.

**B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

The cost of a self-funded plan has fixed components similar to an insurance premium, e.g., administration fees, stop-loss premium, and variable costs (the claims expense). The administrative fees, stop-loss premiums, and any other set fees charged per employee are referred to as fixed costs and are billed monthly based on plan enrollment just like an insurance premium. The employer sponsoring a self-funded plan also pays the claims costs incurred by the covered persons enrolled in the plan, and this cost varies from month to month based on health care use by the covered persons. Stop-loss insurance reimbursements are made if the claims costs exceed the catastrophic claims levels in the policy. So the total cost of a self-funded plan is the fixed costs plus the claims expense less any stop-loss reimbursements. The district also pays a third party administrator (TPA) to monitor and manage our claims processing.

The following are just a few reasons why self-funding is an advantage to the district:

**Increased Financial Control**

The district funds claims as they come due rather than funding them through advance premium payments, which means that we are not prepaying an insurance company.

**Lower Costs**

By funding claims directly, the district avoids the costs of claim reserves, retention to cover the insurance company's administrative costs, profit margin, risk charges, premium taxes, and a contingency margin, which are included in an insured premium on top of the costs of expected claims. Today, these reserves and retention charges can range from 10% to 30%.

### Greater Flexibility

Self-funding allows the district to design a health benefit plan to address specific employee needs, as well as desired objectives. Self-funded plans are also exempt from state insurance laws that typically mandate certain benefits for insured plans.

### Cost Management

Plan design flexibility and on-going analysis of plan expenses allow self-funded employers to make the plan design changes needed to manage costs. Self-funded plan designs can include strategies to monitor utilization, steer care to discounted provider arrangements, and assure appropriateness of care, all of which encourage wellness and provide incentives for wise utilization of care.

- C. If you are seeking Board of Education action, what is the rationale for your recommendation?**
- D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)**

The only way to know if our district can continue to benefit from self-funding is to analyze our existing plan design and recent claims experience.

From our paid claims analysis trends, it has been determined that a self-funded insurance plan is in the best interest of the District as it has strong trends of generating savings whereas a fully insured plan will result in fixed premium costs which are not dependent on claims.

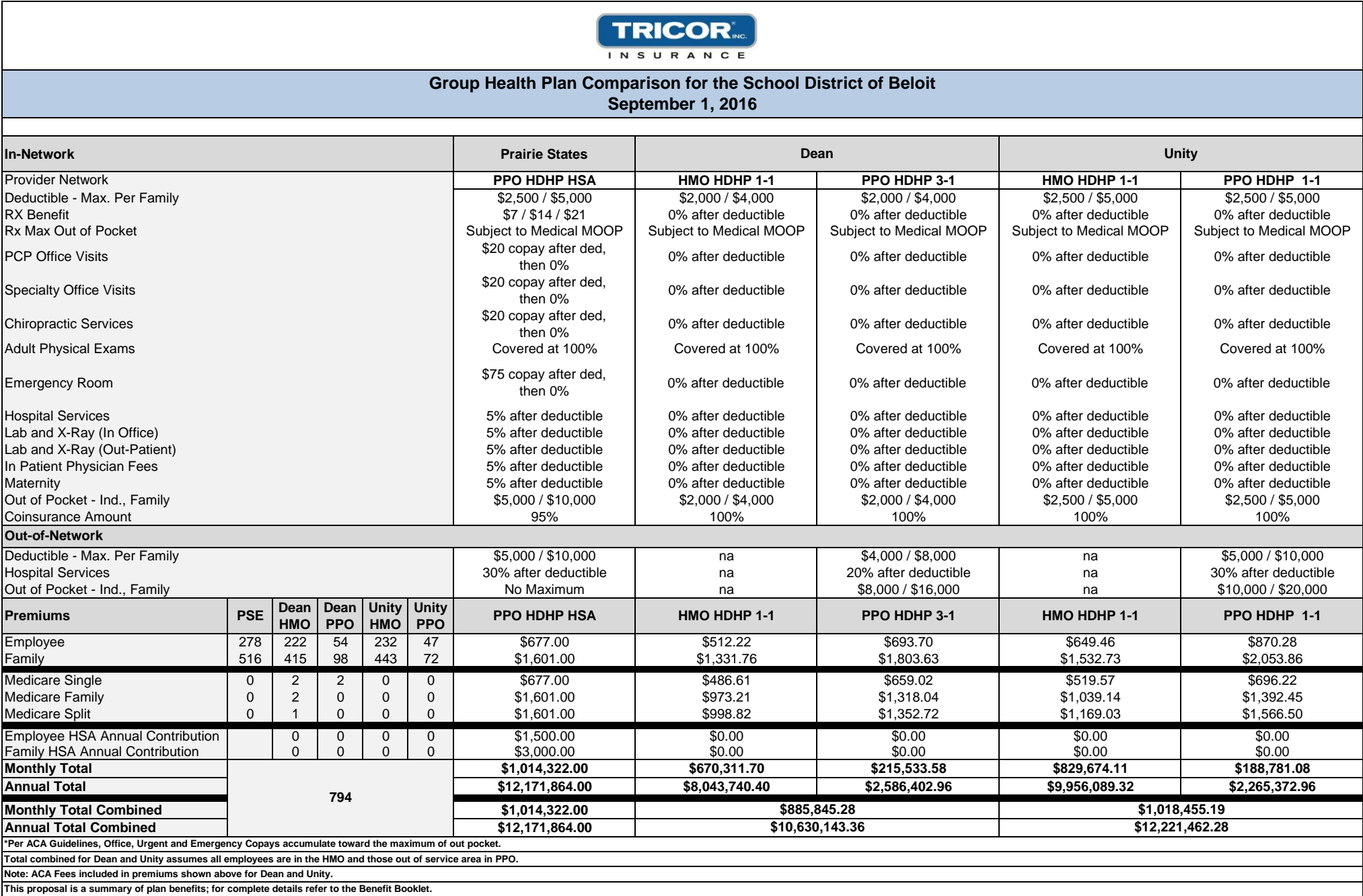
### **MOTION:**

**Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List:**

**Long Term Committed Funds?**

### **BUDGET LOCATION:**

### **FISCAL IMPACT:**





**Group Health Plan Comparison for the School District of Beloit  
September 1, 2016**

In-Network							Prairie States	Dean		Unity	
Provider Network							<b>PPO HDHP HSA</b>	<b>HMO HDHP 1-2</b>	<b>PPO HDHP 3-2</b>	<b>HMO 1-2</b>	<b>PPO 1-2</b>
Deductible - Max. Per Family							\$2,500 / \$5,000	\$2,500 / \$5,000	\$2,500 / \$5,000	\$2,500 / \$5,000	\$2,500 / \$5,000
RX Benefit							\$7 / \$14 / \$21	0% after deductible	0% after deductible	\$10 / \$35 / \$60 / \$100 \$5 Rx Outcomes Value Tier	\$10 / \$35 / \$60 / \$100 \$5 Rx Outcomes Value Tier
Rx Out of Pocket Maximum							Subject to Medical MOOP	Subject to Medical MOOP	Subject to Medical MOOP	\$2,000 / \$4,000	\$2,000 / \$4,000
PCP Office Visits							\$20 copay after ded, then 0%	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Specialty Office Visits							\$20 copay after ded, then 0%	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Chiropractic Services							\$20 copay after ded, then 0%	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Adult Physical Exams							Covered at 100%	Covered at 100%	Covered at 100%	Covered at 100%	Covered at 100%
Emergency Room							\$75 copay after ded, then 0%	0% after deductible	0% after deductible	\$75 copay	\$75 copay
Hospital Services							5% after deductible	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Lab and X-Ray (In Office)							5% after deductible	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Lab and X-Ray (Out-Patient)							5% after deductible	0% after deductible	0% after deductible	0% after deductible	0% after deductible
In Patient Physician Fees							5% after deductible	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Maternity							5% after deductible	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Out of Pocket - Ind., Family							\$5,000 / \$10,000	\$2,500 / \$5,000	\$2,500 / \$5,000	\$2,500 / \$5,000	\$2,500 / \$5,000
Coinsurance Amount							95%	100%	100%	100%	100%
Out-of-Network											
Deductible - Max. Per Family							\$5,000 / \$10,000	na	\$5,000 / \$10,000	na	\$5,000 / \$10,000
Hospital Services							30% after deductible	na	20% after deductible	na	30% after deductible
Out of Pocket - Ind., Family							No Maximum	na	\$10,000 / \$20,000	na	\$10,000 / \$20,000
Premiums	PSE	Dean HMO	Dean PPO	Unity HMO	Unity PPO		PPO HDHP HSA	HMO HDHP 1-2	PPO HDHP 3-2	HMO 1-2	PPO 1-2
Employee	278	222	54	232	47		\$677.00	\$488.81	\$659.32	\$672.53	\$901.20
Family	516	415	98	443	72		\$1,601.00	\$1,270.92	\$1,714.24	\$1,587.17	\$2,126.83
Medicare Single	0	2	2	0	0		\$677.00	\$464.37	\$626.36	\$538.02	\$720.96
Medicare Family	0	2	0	0	0		\$1,601.00	\$928.75	\$1,252.72	\$1,076.05	\$1,441.92
Medicare Split	0	1	0	0	0		\$1,601.00	\$953.19	\$1,285.68	\$1,210.55	\$1,622.16
Employee HSA Annual Contribution		0	0	0	0		\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00
Family HSA Annual Contribution		0	0	0	0		\$3,000.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Monthly Total</b>	<b>794</b>						<b>\$1,014,322.00</b>	<b>\$639,687.05</b>	<b>\$204,851.52</b>	<b>\$859,143.27</b>	<b>\$195,488.16</b>
<b>Annual Total</b>							<b>\$12,171,864.00</b>	<b>\$7,676,244.60</b>	<b>\$2,458,218.24</b>	<b>\$10,309,719.24</b>	<b>\$2,345,857.92</b>
<b>Monthly Total Combined</b>							<b>\$1,014,322.00</b>	<b>\$844,538.57</b>		<b>\$1,054,631.43</b>	
<b>Annual Total Combined</b>							<b>\$12,171,864.00</b>	<b>\$10,134,462.84</b>		<b>\$12,655,577.16</b>	

\*Per ACA Guidelines, Office, Urgent and Emergency Copays accumulate toward the maximum of out pocket.

Total combined for Dean and Unity assumes all employees are in the HMO and those out of service area in PPO.

Note: ACA Fees included in premiums shown above for Dean and Unity.

This proposal is a summary of plan benefits; for complete details refer to the Benefit Booklet.



**Group Health Plan Comparison for the School District of Beloit  
September 1, 2016**

In-Network							Prairie States	Dean			Unity	
							PPO HDHP HSA	HMO 1-3	PPO 3-3		HMO 1-3	PPO 1-3
Provider Network							\$2,500 / \$5,000	\$500 / \$1,000	\$500 / \$1,000		\$2,500 / \$5,000	\$2,500 / \$5,000
Deductible - Max. Per Family											\$10 / \$35 / \$60 / \$100 \$5 Rx Outcomes Value Tier	\$10 / \$35 / \$60 / \$100 \$5 Rx Outcomes Value Tier
RX Benefit							\$7 / \$14 / \$21	\$5 / \$15 / \$35	\$5 / \$15 / \$35			
Rx Out of Pocket Maximum							Subject to Medical MOOP	Subject to Medical MOOP	Subject to Medical MOOP		\$2,000 / \$4,000	\$2,000 / \$4,000
PCP Office Visits							\$20 copay after ded, then 0%	\$20 copay	\$20 copay		\$30 copay	\$30 copay
Specialty Office Visits							\$20 copay after ded, then 0%	\$20 copay	\$20 copay		\$60 copay	\$60 copay
Chiropractic Services							\$20 copay after ded, then 0%	\$20 copay	\$20 copay		\$30 copay	\$30 copay
Adult Physical Exams							Covered at 100%	Covered at 100%	Covered at 100%		Covered at 100%	Covered at 100%
Emergency Room							\$75 copay after ded, then 0%	\$125 copay, then 5% after ded	\$125 copay, then 5% after ded		\$100 copay	\$100 copay
Hospital Services							5% after deductible	5% after deductible	5% after deductible		20% after deductible	20% after deductible
Lab and X-Ray (In Office)							5% after deductible	5% after deductible	5% after deductible		20% after deductible	20% after deductible
Lab and X-Ray (Out-Patient)							5% after deductible	5% after deductible	5% after deductible		20% after deductible	20% after deductible
In Patient Physician Fees							5% after deductible	5% after deductible	5% after deductible		20% after deductible	20% after deductible
Maternity							5% after deductible	5% after deductible	5% after deductible		20% after deductible	20% after deductible
Out of Pocket - Ind., Family							\$5,000 / \$10,000	\$6,600 / \$13,200	\$6,600 / \$13,200		\$4,000 / \$8,000	\$4,000 / \$8,000
Coinsurance Amount							95%	95%	95%		80%	80%
Out-of-Network												
Deductible - Max. Per Family							\$5,000 / \$10,000	na	\$1,000 / \$2,000		na	\$4,000 / \$8,000
Hospital Services							30% after deductible	na	25% after deductible		na	40% after deductible
Out of Pocket - Ind., Family							No Maximum	na	\$13,200 / \$26,400		na	\$8,000 / \$16,000
Premiums	PSE	Dean HMO	Dean PPO	Unity HMO	Unity PPO		PPO HDHP HSA	HMO 1-3	PPO 3-3		HMO 1-3	PPO 1-3
Employee	278	222	54	232	47		\$677.00	\$644.62	\$887.53		\$635.64	\$851.76
Family	516	415	98	443	72		\$1,601.00	\$1,676.01	\$2,307.58		\$1,500.11	\$2,010.15
Medicare Single	0	2	2	0	0		\$677.00	\$612.39	\$843.15		\$508.51	\$681.41
Medicare Family	0	2	0	0	0		\$1,601.00	\$1,224.78	\$1,686.31		\$1,017.02	\$1,362.82
Medicare Split	0	1	0	0	0		\$1,601.00	\$1,257.01	\$1,730.69		\$1,144.15	\$1,533.17
Employee HSA Annual Contribution		0	0	0	0		\$1,500.00	\$0.00	\$0.00		\$0.00	\$0.00
Family HSA Annual Contribution		0	0	0	0		\$3,000.00	\$0.00	\$0.00		\$0.00	\$0.00
<b>Monthly Total</b>	794						<b>\$1,014,322.00</b>	<b>\$843,581.14</b>	<b>\$275,755.76</b>		<b>\$812,017.21</b>	<b>\$184,763.52</b>
<b>Annual Total</b>							<b>\$12,171,864.00</b>	<b>\$10,122,973.68</b>	<b>\$3,309,069.12</b>		<b>\$9,744,206.52</b>	<b>\$2,217,162.24</b>
<b>Monthly Total Combined</b>							<b>\$1,014,322.00</b>	<b>\$1,119,336.90</b>			<b>\$996,780.73</b>	
<b>Annual Total Combined</b>							<b>\$12,171,864.00</b>	<b>\$13,432,042.80</b>			<b>\$11,961,368.76</b>	

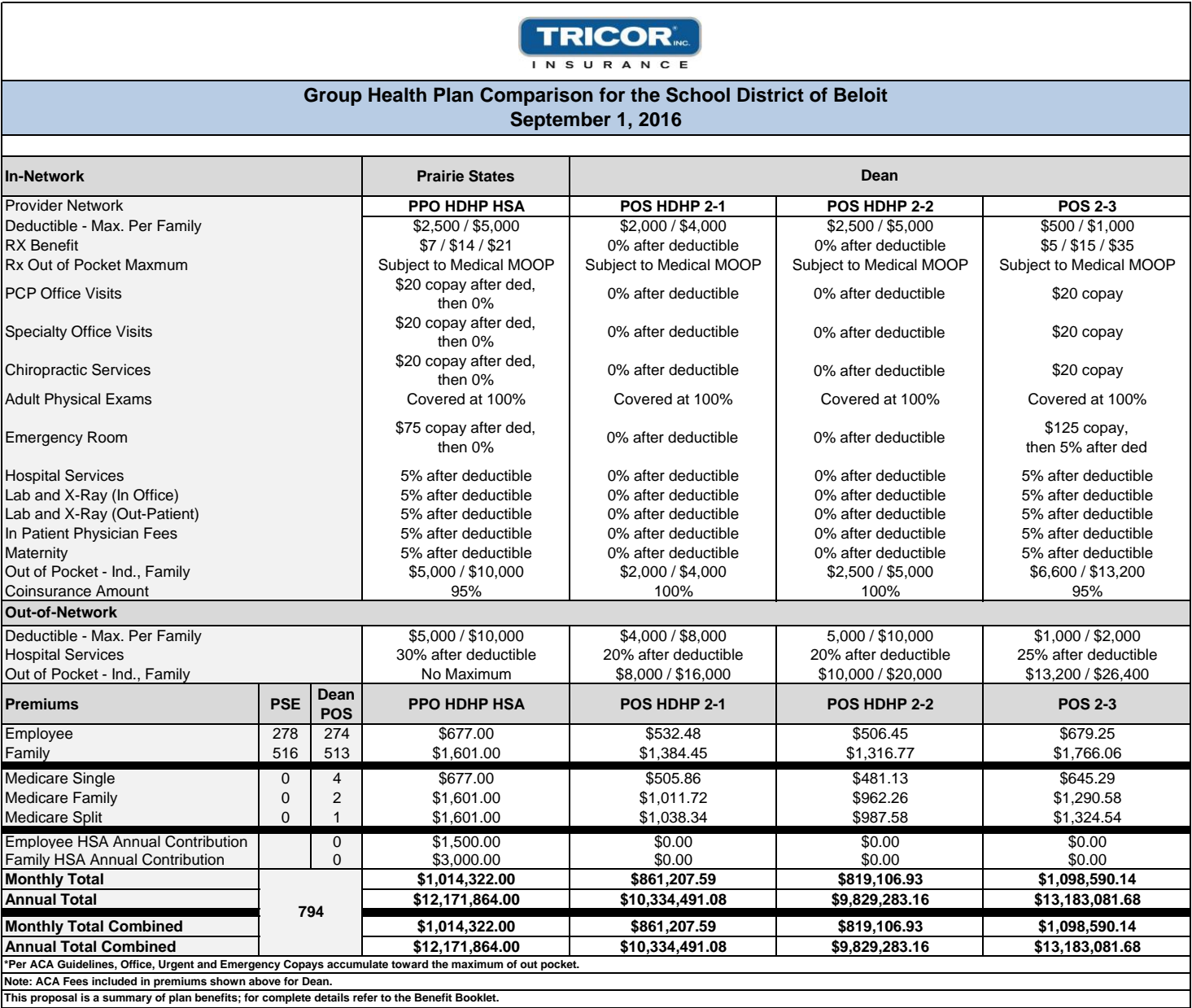
\*Per ACA Guidelines, Office, Urgent and Emergency Copays accumulate toward the maximum of out pocket.

Total combined for Dean and Unity assumes all employees are in the HMO and those out of service area in PPO.

Note: ACA Fees included in premiums shown above.

This proposal is a summary of plan benefits; for complete details refer to the Benefit Booklet.







***I. BASIC INFORMATION***

**Topic or Concern:** 2016-2017 Budget Planning

**Which strategy in the Strategic Plan does this support?** Strategy 1-Finance/Facilities

**Your Name and Title:** Janelle Marotz, CPA, SFO, CSRM, Assistant Superintendent of Business Services

**Others assisting you in the presentation:**

**My report is for:** Information

***II. TOPICAL INFORMATION***

**A. What is the purpose of presenting this to the Board of Education?**

At our finance committee meeting on May 10<sup>th</sup>, a preliminary budget overview was presented to the committee as requested.

**B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

For planning purposes, the preliminary budget presented on May 24<sup>th</sup> has been broken down into budget action items for the purpose of providing administration direction in balancing next year's budget.

**C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

**D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)**

Attached is a snapshot of our budget overview from May 10th, 2016 for a refresher of where we are at in our preliminary budget planning for 2016-2017.

**MOTION:**

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: \_\_\_\_\_

**BUDGET LOCATION:** District Wide

**FISCAL IMPACT:** See Attached

## **Preliminary Budget Planning from May 10, 2016 Budget Overview**

### **Budget Forecasting:**

We began this preliminary budget process with a projected 3.8 million short for next year (2016-2017)

We are projected to be 3.3 million short the following year (2017-18) if we make the permanent sustainable budget reductions in this budget proposal and have no substantial cost of living increases or significant changes in funding

### **Budget Reductions made in 2015-2016 looking towards 2016-2017:**

\$50,000	No salary increases for administration
\$201,610	Refinance savings in 1:1 program lease
\$65,559	Support staff
<b>\$317,169 Total</b>	

### **Health Insurance:**

\$1,481,722	Employee premium contribution (12%)
\$65,000	Eliminate HSA contribution to those that do not qualify
<b>\$1,546,722 Total</b>	

### **Other:**

\$106,000	Cenergistic energy education
\$201,610	Reduction in 1:1 equipment payment through refinancing
\$50,000	Remove move costs
<b>\$357,610 Total</b>	

### **Staffing Reductions (Attrition/Grant Funding):**

\$200,000	Estimated attrition savings
\$2,500,000	Class size flexibility
\$100,000	Library/Media
\$69,137	Support staff (Aldrich)
\$65,559	Support staff (Kolak)
<b>\$2,934,696 Total</b>	

**Total Potential Budget Reductions \$4,839,028**

### **Budget Increases**

Salary Increases (CPI .24%) and lane movement	\$510,000
Federal Program use of carryover	\$300,000
Virtual Program Expansion	\$100,000
Building and Grounds Coordinator	\$85,000
Summer School Expansion	\$50,000
Dual Language Immersion program expansion to 4 <sup>th</sup> grade	\$70,706
Restore Professional Development	<u>\$100,000</u>
<b>Total</b>	<b>\$1,215,706</b>

### **Budget Snapshot**

Cost Increases +1,215,706  
Cost Avoidance -4,839,028

**Net Reductions=\$3,623,322**

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<b>Net Impact</b>	<b>\$TBD based on potential budget reductions above</b>
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***I. BASIC INFORMATION***

**Topic or Concern:** Employee Health Insurance Options for 2016-2017

**Which strategy in the Strategic Plan does this support?** Strategy 1 Finance & Facilities

**Your Name and Title:** Janelle Marotz, CPA, SFO Executive Director of Business Services

**Others assisting you in the presentation:**

**My report is for:** Action

***II. TOPICAL INFORMATION***

**A. What is the purpose of presenting this to the Board of Education?**

Request the Board to approve or not approve health insurance benefit changes for all employee groups for the 2016-2017 budget year to balance the budget.

**B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

Board action will provide an option to assist with balancing the budget for 2016-2017.

Attached is a history of employee insurance contributions as requested from 2008-2016 as requested as well as potential employee insurance changes to consider for 2016-2017 budget reductions.

**C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

Health insurance contributions from all employee groups are a potential budget reduction mechanism to assist with balancing the 2016-2017 budget.

**D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)**

The District budget is comprised of primarily salary (47%) and benefits (26%) representing a total of 73% of the current budget so it is challenging to find over three million in budget reductions without considering reducing costs in the area of employee benefits.

**MOTION:** The Board of Education approves/does not approve employee insurance changes for all employee groups to offset our projected budget shortfall of \$3,800,000 for the 2016-2017 fiscal year.

**Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List:** \_\_\_\_\_

**Long Term Committed Funds?** Yes No If yes, # of years \_\_\_\_\_.

**BUDGET LOCATION:** 909

**FISCAL IMPACT:**

### Employee Health Insurance Contributions

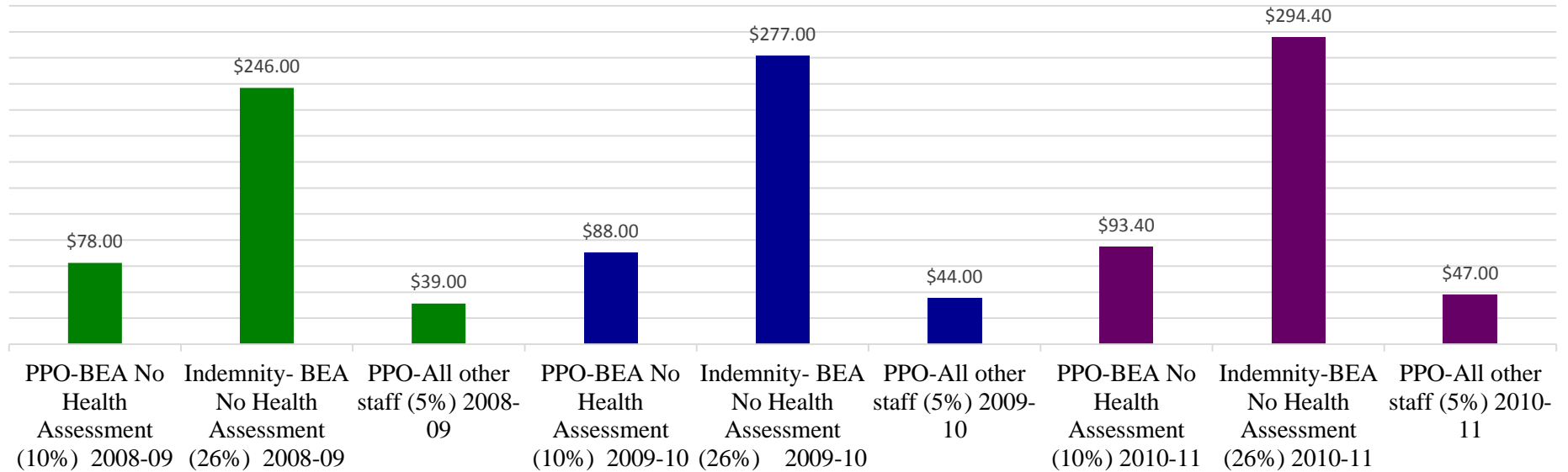
2011 Wisconsin Act 10 (also known as the Wisconsin Budget Repair Act, was signed into law March 2011

- Limits collective bargaining to wage negotiations
- Requires government workers to start contributing toward their health insurance and retirement savings

Attached is a history of employee insurance contributions as requested from 2008-2016 as requested as well as potential employee insurance changes listed below to consider for 2016-2017 budget reductions.

Category	Estimated Amount	Total Cost District
<b><u>Employee Insurance Potential Contributions</u></b>		
Zero district dollars to health savings contributions (\$3,000/\$1,500 current) -	<b>\$1,637,865</b>	
(Estimate) \$2,500 Family/\$1,000 Single Health Savings Contributions	<b>\$241,865</b>	
(Estimate) \$2,000 Family/\$500 Single Health Savings Contributions	<b>\$579,865</b>	
Employees pay 12% health insurance premiums -	<b>\$1,481,722</b> (per paycheck \$88.67)	
Employees pay 10% health insurance premiums -	<b>\$1,234,768</b> (per paycheck \$73.89)	
Employees pay 5% health insurance premiums -	<b>\$617,384</b> (per paycheck \$36.95)	
*Move to a fully funded insurance plan with an HMO as reviewed with our employee groups (refer to the attached handout with plan comparisons).		
*This option include the District to cover health insurance claims that are incurred but not yet reported and paid at the end of this self insurance plan year as well as includes annual projected increases of 6.9-12% for the following health insurance plan year.		
*Moving to a fully insured plan requires time to transition so we must take action immediately should this option be elected.		
<b>Grand Total</b>	<b>\$TBD (dependent on options above)</b>	

Single Health Insurance Premium (Per Pay) 2008 - 2011

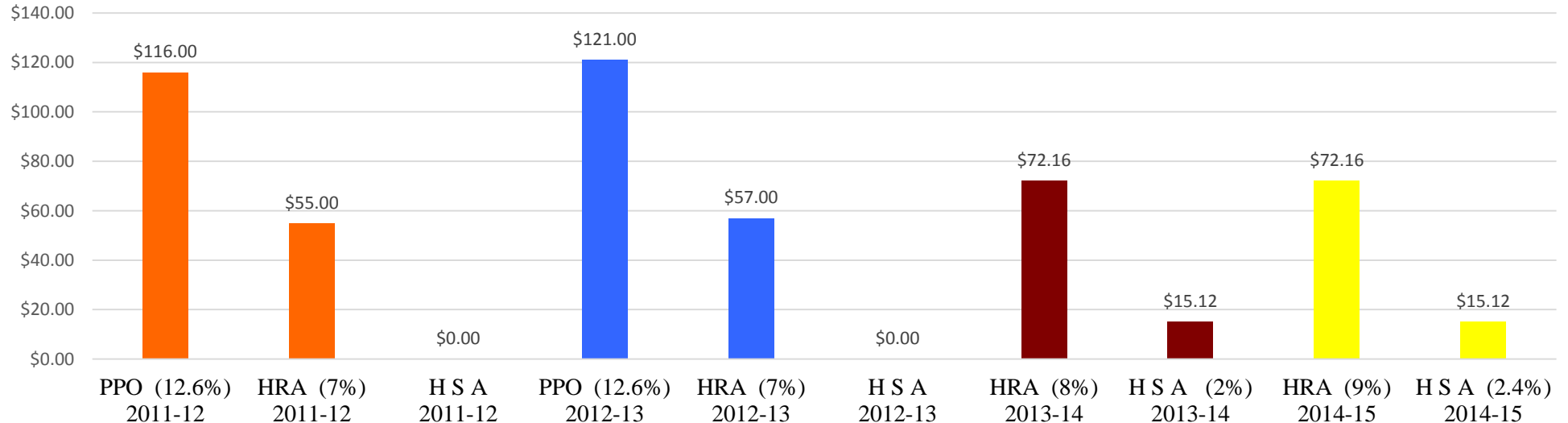


In 2008-2011, if a BEA employee completed a health assessment their health insurance rates were as follows:

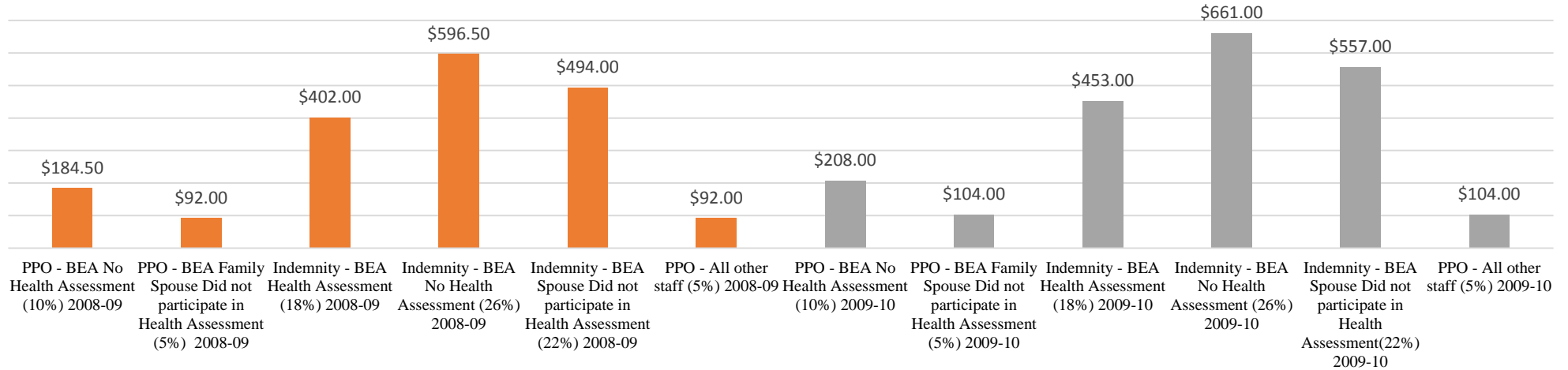
PPO Plan \$0.00

Indemnity Plan - \$168 (08-09) \$189 (09-10) \$201 (10-11)

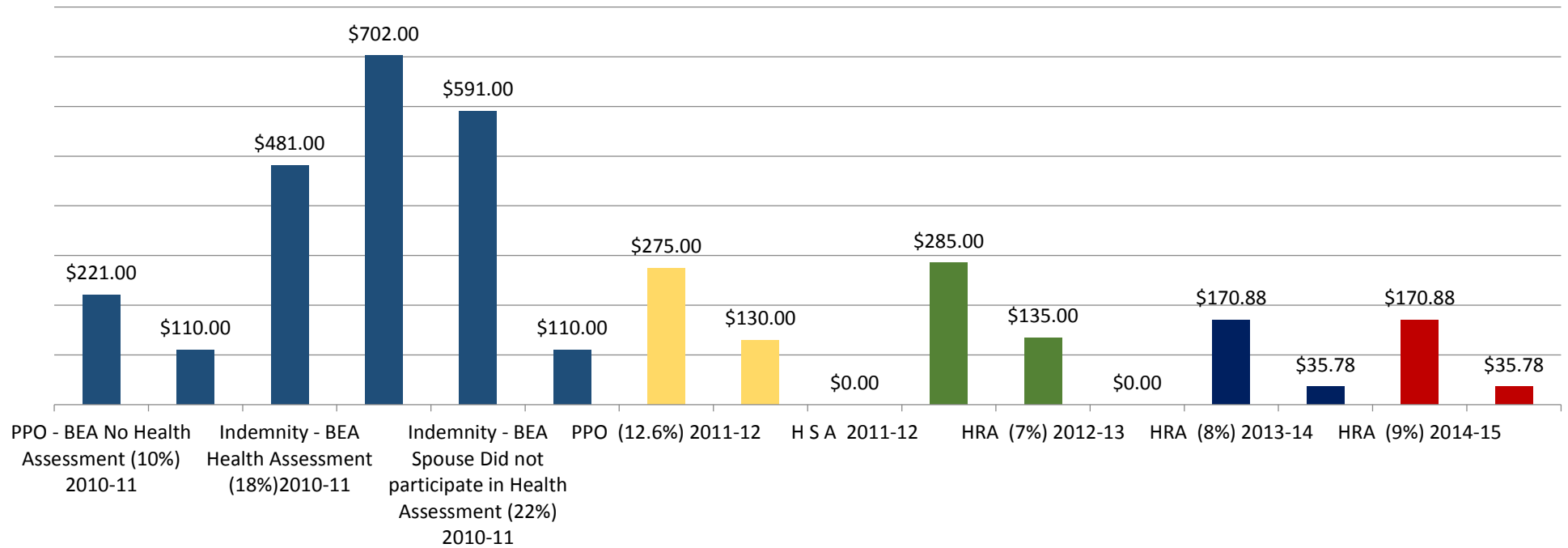
Single Health Insurance Premiums (Per Pay) 2011 - 2015

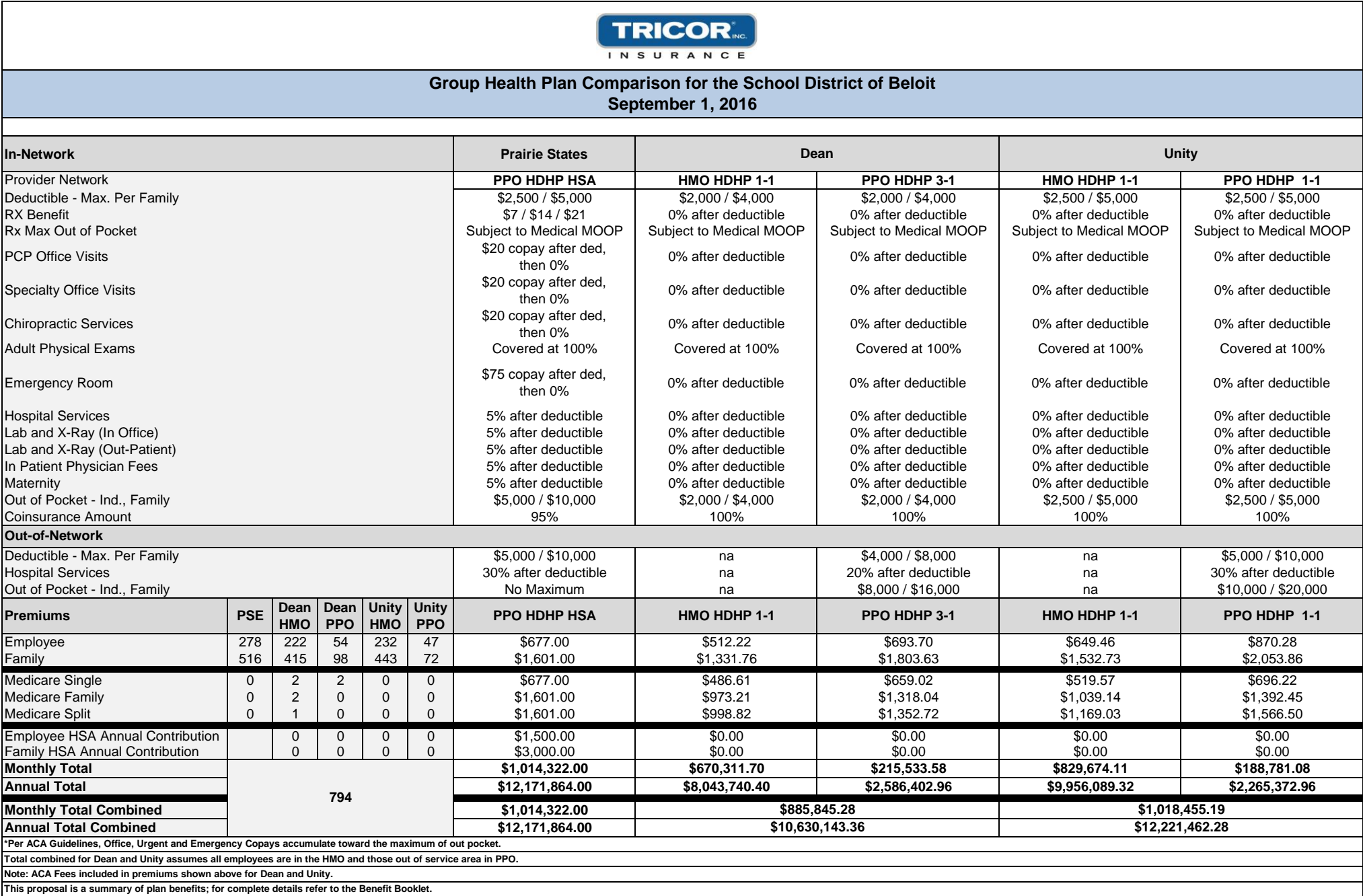


### Family Health Insurance Premiums (Per Pay) 2008 - 2010



### Family Health Insurance Premiums (Per Pay) 2010- 2015









**Group Health Plan Comparison for the School District of Beloit  
September 1, 2016**

In-Network							Prairie States	Dean		Unity	
Provider Network							<b>PPO HDHP HSA</b>	<b>HMO HDHP 1-2</b>	<b>PPO HDHP 3-2</b>	<b>HMO 1-2</b>	<b>PPO 1-2</b>
Deductible - Max. Per Family							\$2,500 / \$5,000	\$2,500 / \$5,000	\$2,500 / \$5,000	\$2,500 / \$5,000	\$2,500 / \$5,000
RX Benefit							\$7 / \$14 / \$21	0% after deductible	0% after deductible	\$10 / \$35 / \$60 / \$100 \$5 Rx Outcomes Value Tier	\$10 / \$35 / \$60 / \$100 \$5 Rx Outcomes Value Tier
Rx Out of Pocket Maximum							Subject to Medical MOOP	Subject to Medical MOOP	Subject to Medical MOOP	\$2,000 / \$4,000	\$2,000 / \$4,000
PCP Office Visits							\$20 copay after ded, then 0%	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Specialty Office Visits							\$20 copay after ded, then 0%	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Chiropractic Services							\$20 copay after ded, then 0%	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Adult Physical Exams							Covered at 100%	Covered at 100%	Covered at 100%	Covered at 100%	Covered at 100%
Emergency Room							\$75 copay after ded, then 0%	0% after deductible	0% after deductible	\$75 copay	\$75 copay
Hospital Services							5% after deductible	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Lab and X-Ray (In Office)							5% after deductible	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Lab and X-Ray (Out-Patient)							5% after deductible	0% after deductible	0% after deductible	0% after deductible	0% after deductible
In Patient Physician Fees							5% after deductible	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Maternity							5% after deductible	0% after deductible	0% after deductible	0% after deductible	0% after deductible
Out of Pocket - Ind., Family							\$5,000 / \$10,000	\$2,500 / \$5,000	\$2,500 / \$5,000	\$2,500 / \$5,000	\$2,500 / \$5,000
Coinsurance Amount							95%	100%	100%	100%	100%
Out-of-Network											
Deductible - Max. Per Family							\$5,000 / \$10,000	na	\$5,000 / \$10,000	na	\$5,000 / \$10,000
Hospital Services							30% after deductible	na	20% after deductible	na	30% after deductible
Out of Pocket - Ind., Family							No Maximum	na	\$10,000 / \$20,000	na	\$10,000 / \$20,000
Premiums	PSE	Dean HMO	Dean PPO	Unity HMO	Unity PPO		PPO HDHP HSA	HMO HDHP 1-2	PPO HDHP 3-2	HMO 1-2	PPO 1-2
Employee	278	222	54	232	47		\$677.00	\$488.81	\$659.32	\$672.53	\$901.20
Family	516	415	98	443	72		\$1,601.00	\$1,270.92	\$1,714.24	\$1,587.17	\$2,126.83
Medicare Single	0	2	2	0	0		\$677.00	\$464.37	\$626.36	\$538.02	\$720.96
Medicare Family	0	2	0	0	0		\$1,601.00	\$928.75	\$1,252.72	\$1,076.05	\$1,441.92
Medicare Split	0	1	0	0	0		\$1,601.00	\$953.19	\$1,285.68	\$1,210.55	\$1,622.16
Employee HSA Annual Contribution		0	0	0	0		\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00
Family HSA Annual Contribution		0	0	0	0		\$3,000.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Monthly Total</b>	<b>794</b>						<b>\$1,014,322.00</b>	<b>\$639,687.05</b>	<b>\$204,851.52</b>	<b>\$859,143.27</b>	<b>\$195,488.16</b>
<b>Annual Total</b>							<b>\$12,171,864.00</b>	<b>\$7,676,244.60</b>	<b>\$2,458,218.24</b>	<b>\$10,309,719.24</b>	<b>\$2,345,857.92</b>
<b>Monthly Total Combined</b>							<b>\$1,014,322.00</b>	<b>\$844,538.57</b>		<b>\$1,054,631.43</b>	
<b>Annual Total Combined</b>							<b>\$12,171,864.00</b>	<b>\$10,134,462.84</b>		<b>\$12,655,577.16</b>	

\*Per ACA Guidelines, Office, Urgent and Emergency Copays accumulate toward the maximum of out pocket.

Total combined for Dean and Unity assumes all employees are in the HMO and those out of service area in PPO.

Note: ACA Fees included in premiums shown above for Dean and Unity.

This proposal is a summary of plan benefits; for complete details refer to the Benefit Booklet.



**Group Health Plan Comparison for the School District of Beloit  
September 1, 2016**

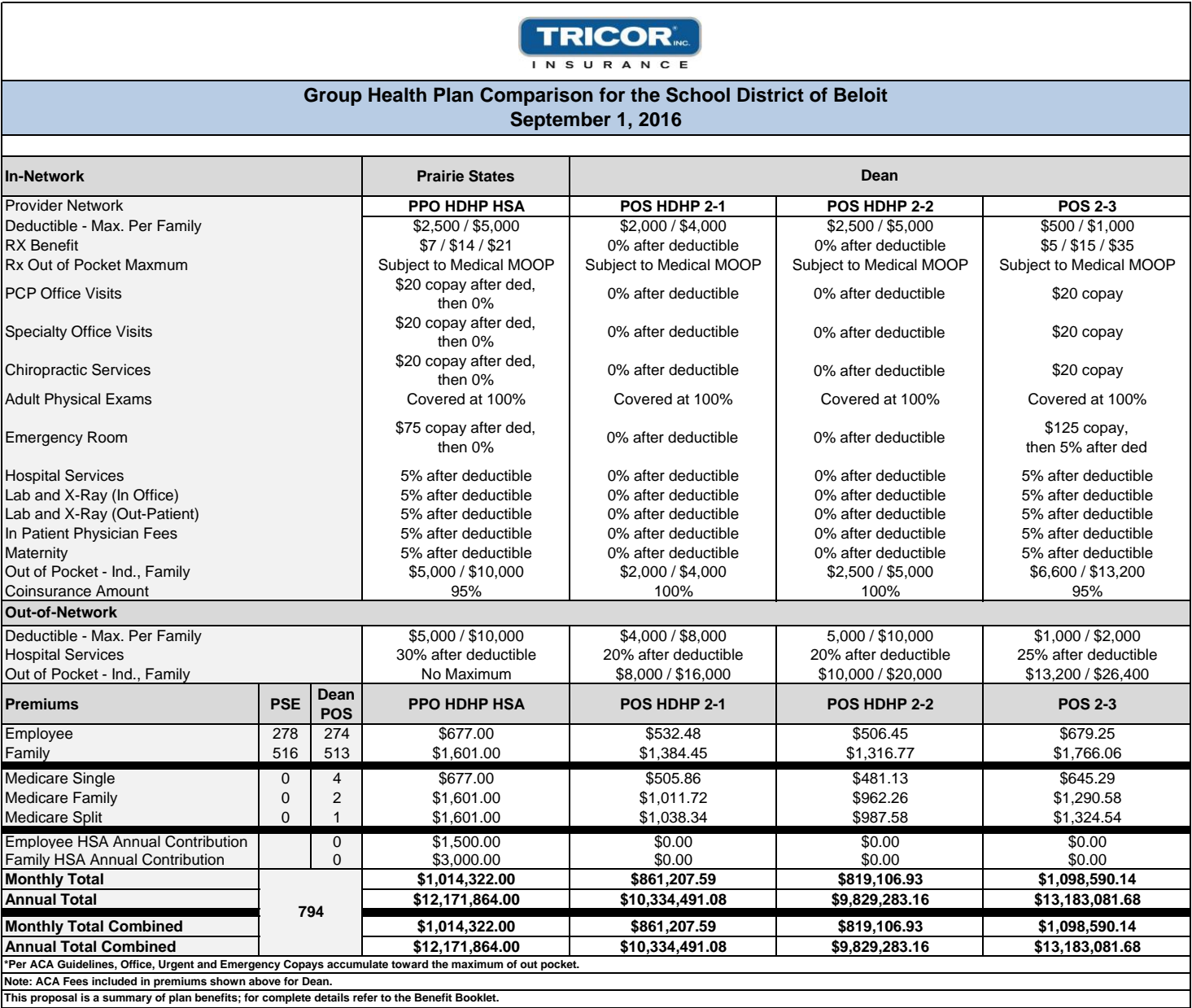
In-Network							Prairie States	Dean			Unity	
Provider Network							PPO HDHP HSA	HMO 1-3	PPO 3-3		HMO 1-3	PPO 1-3
Deductible - Max. Per Family							\$2,500 / \$5,000	\$500 / \$1,000	\$500 / \$1,000		\$2,500 / \$5,000	\$2,500 / \$5,000
RX Benefit							\$7 / \$14 / \$21	\$5 / \$15 / \$35	\$5 / \$15 / \$35		\$10 / \$35 / \$60 / \$100 \$5 Rx Outcomes Value Tier	\$10 / \$35 / \$60 / \$100 \$5 Rx Outcomes Value Tier
Rx Out of Pocket Maximum							Subject to Medical MOOP	Subject to Medical MOOP	Subject to Medical MOOP		\$2,000 / \$4,000	\$2,000 / \$4,000
PCP Office Visits							\$20 copay after ded, then 0%	\$20 copay	\$20 copay		\$30 copay	\$30 copay
Specialty Office Visits							\$20 copay after ded, then 0%	\$20 copay	\$20 copay		\$60 copay	\$60 copay
Chiropractic Services							\$20 copay after ded, then 0%	\$20 copay	\$20 copay		\$30 copay	\$30 copay
Adult Physical Exams							Covered at 100%	Covered at 100%	Covered at 100%		Covered at 100%	Covered at 100%
Emergency Room							\$75 copay after ded, then 0%	\$125 copay, then 5% after ded	\$125 copay, then 5% after ded		\$100 copay	\$100 copay
Hospital Services							5% after deductible	5% after deductible	5% after deductible		20% after deductible	20% after deductible
Lab and X-Ray (In Office)							5% after deductible	5% after deductible	5% after deductible		20% after deductible	20% after deductible
Lab and X-Ray (Out-Patient)							5% after deductible	5% after deductible	5% after deductible		20% after deductible	20% after deductible
In Patient Physician Fees							5% after deductible	5% after deductible	5% after deductible		20% after deductible	20% after deductible
Maternity							5% after deductible	5% after deductible	5% after deductible		20% after deductible	20% after deductible
Out of Pocket - Ind., Family							\$5,000 / \$10,000	\$6,600 / \$13,200	\$6,600 / \$13,200		\$4,000 / \$8,000	\$4,000 / \$8,000
Coinsurance Amount							95%	95%	95%		80%	80%
Out-of-Network												
Deductible - Max. Per Family							\$5,000 / \$10,000	na	\$1,000 / \$2,000		na	\$4,000 / \$8,000
Hospital Services							30% after deductible	na	25% after deductible		na	40% after deductible
Out of Pocket - Ind., Family							No Maximum	na	\$13,200 / \$26,400		na	\$8,000 / \$16,000
Premiums	PSE	Dean HMO	Dean PPO	Unity HMO	Unity PPO		PPO HDHP HSA	HMO 1-3	PPO 3-3		HMO 1-3	PPO 1-3
Employee	278	222	54	232	47		\$677.00	\$644.62	\$887.53		\$635.64	\$851.76
Family	516	415	98	443	72		\$1,601.00	\$1,676.01	\$2,307.58		\$1,500.11	\$2,010.15
Medicare Single	0	2	2	0	0		\$677.00	\$612.39	\$843.15		\$508.51	\$681.41
Medicare Family	0	2	0	0	0		\$1,601.00	\$1,224.78	\$1,686.31		\$1,017.02	\$1,362.82
Medicare Split	0	1	0	0	0		\$1,601.00	\$1,257.01	\$1,730.69		\$1,144.15	\$1,533.17
Employee HSA Annual Contribution		0	0	0	0		\$1,500.00	\$0.00	\$0.00		\$0.00	\$0.00
Family HSA Annual Contribution		0	0	0	0		\$3,000.00	\$0.00	\$0.00		\$0.00	\$0.00
<b>Monthly Total</b>	794						<b>\$1,014,322.00</b>	<b>\$843,581.14</b>	<b>\$275,755.76</b>		<b>\$812,017.21</b>	<b>\$184,763.52</b>
<b>Annual Total</b>							<b>\$12,171,864.00</b>	<b>\$10,122,973.68</b>	<b>\$3,309,069.12</b>		<b>\$9,744,206.52</b>	<b>\$2,217,162.24</b>
<b>Monthly Total Combined</b>							<b>\$1,014,322.00</b>	<b>\$1,119,336.90</b>			<b>\$996,780.73</b>	
<b>Annual Total Combined</b>							<b>\$12,171,864.00</b>	<b>\$13,432,042.80</b>			<b>\$11,961,368.76</b>	

\*Per ACA Guidelines, Office, Urgent and Emergency Copays accumulate toward the maximum of out pocket.

Total combined for Dean and Unity assumes all employees are in the HMO and those out of service area in PPO.

Note: ACA Fees included in premiums shown above.

This proposal is a summary of plan benefits; for complete details refer to the Benefit Booklet.





***I. BASIC INFORMATION***

**Topic or Concern:** Salary Increases for 2016-2017

**Which strategy in the Strategic Plan does this support?** Strategy 1 Finance & Facilities

**Your Name and Title:** Janelle Marotz, CPA, SFO Executive Director of Business Services

**Others assisting you in the presentation:**

**My report is for:** Action

***II. TOPICAL INFORMATION***

**A. What is the purpose of presenting this to the Board of Education?**

Request the Board to approve or not approve salary increases for all employee groups in its budget appropriation for the 2016-2017 budget year.

**B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

Board action will allow our employees to receive a salary increase next year.

A history of previously approved employee salary increases for professional educators have been provided as follows:

**Amount of Increase per year as follows**

2008-09 – Average 2,180 CPI (2.47)+ Lane Movement

2009-10 – Average 3,064 CPI (2.96)+ Lane Movement

2010-11 – Average 3,665 CPI (3.87) + lane movement

2011-12 – Average 1,664 lane movement

2012-13 – Average 1, 664 lane movement

2013-14 – Average 1,664 lane movement

2014-15 - \$812 – CPI (1.46) PD Criteria

2015-16 - \$812 – CPI (1.62) New lane matrix (worked with BEA)

**C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

Salary increases are recommended for all employee groups for 2016-2017.

**D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)**

The District has a history of providing salary increases for its employees despite ongoing reductions.

**MOTION:** The Board of Education approves/does not approve in an amount of \$503,826.36 for salary increases for all employee groups to offset our projected budget shortfall of \$3,800,000 for the 2016-2017 fiscal year.

Please indicate if you are using an Existing Budget, requesting Fund Balance Monies or placement on the Budget Priority List: \_\_\_\_\_

Long Term Committed Funds? Yes No If yes, # of years \_\_\_\_\_.

**BUDGET LOCATION:** 909

**FISCAL IMPACT:** Salary increases and related benefits for a projected cost for the budget year 2016-2017 in the amount of \$503,826.06.

### Salary Increases for all employee groups

2011 Wisconsin Act 10 (also known as the Wisconsin Budget Repair Act, was signed into law March 2011

- Limits collective bargaining to wage negotiations
- Requires government workers to start contributing toward their health insurance and retirement savings

Consumer Price Increase (CPI) for 2016-2017 is .24. The average annual increases per employee for all groups would be as follows with this board action:

Administrators \$228.74 (this is using all current employees and their current salaries in the group)

Admin Support Non-Exempt -\$108.19

Admin Support Exempt - \$157.00

Instructional Support Hourly \$61.77

Instructional Support Salaried \$155.00

Paras at average of .03 cents per hour average total dollar increase \$ 40.64

Security Guards at average of .05 cents per hour average total dollar increase \$74.75

Secretaries at .04 cents per hour average total dollar increase \$78.32

Professional educators \$133 plus average salary lane movement of \$433 if applicable

Projected budget increases in cost are below which use base wage increase plus allowing employees movement by one cell in each matrix - for bargaining groups

<u>Category</u>	<u>Estimated Amount</u>	<u>Total Cost District</u>
<b><u>Salary increases projected costs</u></b>		
Administrator	7,777.00	
Professional Educator + \$406 cell difference	396,395	
Admin Support .04/hour	3,705.70	
Instructional Support .04/hour	2,724.57	
Secretary + .14/hour cell difference	9,532.93	
Para + .14/hour cell difference	19,019.14	
Security Officer +.15/hour cell difference	1,831.53	
<b>TOTAL PROJECTED BASE WAGE INCREASE</b>	<b>\$440,985.87</b>	
<b>WRS (6.6%)</b>	<b>\$29,105.07</b>	
<b>FICA (7.65%)</b>	<b>\$33,735.42</b>	
	<b>Grand Total</b>	<b>\$503,826.36</b>



***I. BASIC INFORMATION***

**Topic or Concern:** Central Office Department Budget Reductions for 2016-2017

**Which strategy in the Strategic Plan does this support?** Strategy 1 Finance & Facilities

**Your Name and Title:** Janelle Marotz, CPA, SFO Executive Director of Business Services

**Others assisting you in the presentation:**

**My report is for:** Action

***II. TOPICAL INFORMATION***

**A. What is the purpose of presenting this to the Board of Education?**

Request the Board to approve or not approve central office budget reductions in its budget appropriation for the 2016-2017 budget year.

**B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

Board action will assist our budget balancing for the 2016-2017 budget year.

**C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

A reduction in central office budgets for 2016-2017 is a potential budget reduction option. Please refer to the attachment for the impact this action will have on department operations.

**D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)**

Attached are the details of this potential budget reduction option.

**MOTION:** The Board of Education approves/does not approve in an amount of \$ for central office department budgets to offset our projected budget shortfall of \$3,800,000 for the 2016-2017 fiscal year.

**Long Term Committed Funds?** Yes No If yes, # of years \_\_\_\_\_.

**BUDGET LOCATION:** Varies

**FISCAL IMPACT:** Projected Savings with a 5% department budget reduction **\$200,420**  
Projected Savings with a 10% department budget reduction **\$400,842**  
(Please keep in mind that these departments already do a zero based budget for the purpose of justifying and requesting each year's budget allocation)

**Reduction from Central Office Department Budgets - 5% and 10%**

Potential reduction from Central Office Department Budgets - 5% and 10%

- Curriculum - **\$71,394/\$142,787**
- Technology - **\$87,528/\$175,056**
- Special Education - **\$5,127/\$10,255**
- Pupil Services - **\$4,786/\$9,572**
- Business Department - **\$1,205/\$2,410**
- Human Resources and Equity Recruitment - **\$9,222/\$18,445**
- Superintendent - **\$21,158/\$42,317**

Projected Savings with a 5% department budget reduction **\$200,420**

Projected Savings with a 10% department budget reduction **\$400,842**

(Please keep in mind that these departments already do a zero based budget for justification)

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<b>Grand Total</b>	<b>\$TBD based on potential budget reductions above</b>
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**Department of Business Services**  
**Potential Items for Budget Reductions 2016-2017**  
**Department Impact**

Positions/Program/Supplies	Cost Savings/Reductions	Instructional or Program Impact
Professional Development	\$1,205 to 2,410	Reduce professional development opportunities for business services employees
	Total: \$2,410	





# School District of Beloit Board of Education Report

May 24, 2016

## *I. BASIC INFORMATION*

**Topic or Concern:** Potential Items for Budget Reductions 2016-2017

**Which strategy in the Strategic Plan does this support?** Strategy 1-Finance & Facilities

**Your Name and Title:** Anthony Bonds, Assistant Superintendent for Curriculum,  
Instruction and Technology

**Others assisting you in the presentation:** Executive Team

**My report is for:** Action

## *II. TOPICAL INFORMATION*

### **A. What is the purpose of presenting this to the Board of Education?**

Request the Board to approve or not approve items for reductions in its budget appropriation for the 2016-2017 budget year.

### **B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

Board action will assist our budget balancing for the 2016-2017 budget year.

### **C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

Reductions in various areas will allow the district to balance the 2016-2017 budget. Please refer to the attachment for the fiscal and instructional impact.

### **D. What are your conclusions?**

Attached are the details of potential budget reductions.

**MOTION:** The Board of Education approves/does not approve some or all of the listed items to offset our projected budget shortfall of \$3,800,000 for the 2016-2017 fiscal year.

**I propose using** N/A

**Long Term Committed Funds?** No

**BUDGET LOCATION:** Varies

**FISCAL IMPACT:** The attachment details the fiscal impact.

## Potential Items for Budget Reductions 2016-2017

### Instructional Impact

Positions/Program/Supplies	Cost Savings/Reductions	Instructional or Program Impact
Eliminate In-School Suspension Room Support Positions at BMHS and the Intermediate Schools	\$260,477 5 positions	Students who receive an in-school suspension will have to be supported in other ways.  If we want to maintain In-School Suspension Rooms, we could reassign support staff and/or assign teachers to supervise students as a duty.
Eliminate all 4K Para Positions	\$564,846 13 positions	4K class size target of 18 students is currently still in place. The classroom teacher will have 18 students in each room with no direct support.
Reduce ½ of 4K Para Positions	\$282,423 6.5 positions	4K classrooms will share paras 50% of the time. Each para will be shared between two classes.
Eliminate Teacher Interns at Elementary Schools	\$45,213 6 positions	Additional academic support for 1 or 2 classrooms per building will be eliminated.
Reduce K-3 Teaching Positions by increasing the class size target from 18 to 22 students	\$1,500,000 15 positions	Class sizes of 22 students in single classrooms and 36 students (18 to 1) in double classrooms. Instructional impact is undetermined. Teachers will have more students to support and manage.
Reduce 4-8 Teaching Positions by increasing the class size target from 25 to 28 students	\$700,000 7 positions	Class sizes of 28 students. Instructional impact is undetermined. Teachers will have more students to support and manage.
Reduce Library Media Staff	\$100,000 1 district wide position	This will require a reconfiguration of duties and responsibilities for the remaining librarian and library media support staff at each school.
Support Staff	\$69,137-Aldrich \$65,559- KEC	This will require some shifting of duties and responsibilities with remaining staff.

## Opportunities for Revenue Generation

	Additional Fund Potential	Instructional or Program Impact
Increase Student Enrollment	<p>\$9,605-per resident student</p> <p>\$6,639-per open enrollment student</p>	Increased enrollment results in increased funding for programs and operations.
Virtual School Expansion	<p>\$9,605-per resident student</p> <p>62 Students currently enrolled as of January.</p>	It will provide additional revenue for district-wide programs and operations. However, there will be some initial startup costs projected at \$100,000.
Summer School Expansion	<p>In 2015, 1,297 students participated in summer school, providing \$600,201 for general operations.</p> <p>When it comes to funding only 63 of the 1,297 students are counted, per the summer school formula.</p>	<p>We are currently revamping summer school to increase participation.</p> <p>There will be some upfront costs to increase the program. However, the costs will be recouped from increased participation. In the end, we will receive more funding through increased participation.</p>
Seek Grants	Total grants received this year is \$1,274,135	Pursuing grants can provide additional resources for programming.



# School District of Beloit Board of Education Report

May 24, 2016

## *I. BASIC INFORMATION*

**Topic or Concern:** Department of Administration, Operations and Equity Potential Items for Budget Reductions 2016--2017

**Which strategy in the Strategic Plan does this support?** Strategy 2 - Marketing, Strategy 3 - Student Engagement, Strategy 6 - Family Engagement, Strategy 7 - Character

**Your Name and Title:** Darrell L. Williams, Ph.D., Assistant Superintendent for Administration, Operations and Equity

**Others assisting you in the presentation:** NA

**My report is for:** Action

## *II. TOPICAL INFORMATION*

### **A. What is the purpose of presenting this to the Board of Education?**

To inform the Board of the Department of Administration, Operations and Equity Potential Items for Budget Reductions 2016--2017.

### **B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

The Board should be aware of the impact of potential budget reductions.

### **C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

Reductions in various areas will allow the district to balance the 2016-2017 budget. Please refer to the attachment for the fiscal and instructional impact.

### **D. What are your conclusions?**

**MOTION:** The Board of Education approves/does not approve some or all of the listed items to offset our projected budget shortfall of \$3,800,000 for the 2016-2017 fiscal year.

**I propose using** N/A

**Long Term Committed Funds?** No

**BUDGET LOCATION:** Assistant Superintendent

**FISCAL IMPACT:** Dependent upon items selected for reduction.

**Department of Administration, Operations and Equity**  
**Potential Items for Budget Reductions 2016-2017**  
**Instructional Impact**

Positions/Program/Supplies	Cost Savings/Reductions	Instructional or Program Impact
Reduce African American/Latino Tutoring/Mentoring Program	2,000	The African American/Latino Tutoring/Mentoring Program length will be decreased
Reduce Employee Travel	2,000	This will limit recruitment efforts and staff incentive to travel for professional development opportunities
Reduce New Hire Orientation	1,000	We will reduce costs and expenses associated with hosted this event
Reduce Student/Staff Recognition Program	2,000	This will limit resources for our Student/Staff Recognition Program
Consultants for Professional Development	5,000	This will limit our ability to bring in experts to provide high quality professional development
Student Incentives	1,000	This will limit our ability to provide student incentives
Equity, Recruitment and Retention	4,000	Our ability to recruit and retain staff will be impacted
Advertisement	1,000	This will limit our ability to advertise on a larger scale which will impact recruitment
	Total: 18,000	




# School District of Beloit Board of Education Report

May 24, 2016

## *I. BASIC INFORMATION*

**Topic or Concern:** Potential Budget Reductions for Special Education/Student Services

**Which strategy in the Strategic Plan does this support?** Strategy 1-Finance/Facilities

**Your Name and Title:** Emily Pelz, Exec. Dir. Student Services

**Others assisting you in the presentation:** Janelle Marotz

**My report is for:** Action

## *II. TOPICAL INFORMATION*

### **A. What is the purpose of presenting this to the Board of Education?**

To receive guidance on what items could potentially be cut from our department budgets to aid in balancing the district budget.

### **B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

See attached list of potential budget reductions for the special education and student services departments.

### **C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

To receive guidance on what items could potentially be cut from our department budgets to aid in balancing the district budget.

### **D. What are your conclusions?**

NA

**MOTION:** The Board of Education approves/does not approve some or all of the listed items to offset our projected budget shortfall of \$3,800,000 for the 2016-2017 fiscal year.

**I propose using** N/A

**Long Term Committed Funds?** No

**BUDGET LOCATION:** Special Education/Student Services

**FISCAL IMPACT:** Dependent upon items chosen for reduction

**Special Education Department**  
**Potential Items for Budget Reductions 2016-2017**  
**Instructional Impact**

Positions/Program/Supplies	Cost Savings/Reductions	Instructional or Program Impact
Legal Fees	\$4,000	No major impact
Dues and Fees	\$500	No major impact
Office Machine Maintenance	\$500	Shift to Flow Through
Capital Equipment	\$3,000	No major impact
Non-Capital Equipment	\$2,000	No major impact
General Supplies	\$500	Shift to Flow Through

**Pupil Services Department**  
**Potential Items for Budget Reductions 2016-2017**  
**Instructional Impact**

Positions/Program/Supplies	Cost Savings/Reductions	Instructional or Program Impact
Psychologist General Supplies	\$10,000	Will not be able to update standardize assessments for 504 and Special Ed. evaluation





# School District of Beloit Board of Education Report

May 24, 2016

## *I. BASIC INFORMATION*

**Topic or Concern:** Potential Budget Reductions for the Office of the Superintendent

**Which strategy in the Strategic Plan does this support?** Strategy 1-Finance/Facilities

**Your Name and Title:** Dr. Tom Johnson, Superintendent of Schools

**Others assisting you in the presentation:** Janelle Marotz, Asst. Supt. Business Serv.

**My report is for:** Action

## *II. TOPICAL INFORMATION*

### **A. What is the purpose of presenting this to the Board of Education?**

To receive board input on items that could potentially be cut from the department budgets to aid in balancing the district budget with the projected shortfall of \$3.8M.

### **B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

See attached list of potential budget reductions for the Office of the Superintendent.

### **C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

Items listed have been selected with the least amount of impact on student achievement as is possible. Professional development for administration and others as well as equipment and technological upgrades will fall further behind.

### **D. What are your conclusions?**

**MOTION:** The Board of Education approves/does not approve some or all of the listed items to offset our projected budget shortfall of \$3,800,000 for the 2016-2017 fiscal year.

**I propose using** N/A

**Long Term Committed Funds?** No

**BUDGET LOCATION:** 801

**FISCAL IMPACT:** Dependent upon items chosen for reduction

**Office of the Superintendent**  
**Potential Items for Budget Reductions 2016-2017**

Positions/Program/Supplies	Cost Savings/Reductions	Instructional or Program Impact
Reduce Travel/Professional Development	\$12,500	This reduction will not only limit professional development and training, it will also create a shortfall for contractual obligations for principals (\$7,000)
Consultants for Professional Development	\$10,000	This will limit our ability to bring in experts to provide high quality professional development. My office typically provides the speaker for Convocation and specific professional development sessions.
Advertising/Printing	\$2,500	Reduction would mean paring down minutes even further to only reflect action and no additional reference/discussion for publication, as well as limiting 4K, AP and other advertising done for Central Enrollment to entice families to the district.
Equipment	\$3,500	Items such as MacBooks and iPads would not be upgraded for use at board meetings by board members and staff on a regular basis.
Food for meetings/trainings	\$3,075	Food is typically served for longer meetings and all day trainings such as administrators academy, board meetings, etc.
General Supplies	\$5,550	General supplies would not be purchased for office use.
**Total	\$37,125	

\*\*Reduction in postage was not included – postage line item is a district-wide expense and located in Superintendent's budget for management purposes. If a reduction were to be requested in postage, monitoring of mailings would be necessary and would need to be limited to items such as report cards thereby increasing the need for more electronic communications with families for open houses, school events, meetings, etc.



***I. BASIC INFORMATION***

**Topic or Concern:** Central Office Facility Service Capital Projects Budget Reductions for 2016-2017

**Which strategy in the Strategic Plan does this support?** Strategy 1 Finance & Facilities

**Your Name and Title:** Janelle Marotz, CPA, SFO Executive Director of Business Services

**Others assisting you in the presentation:**

**My report is for:** Action

***II. TOPICAL INFORMATION***

**A. What is the purpose of presenting this to the Board of Education?**

Request the Board to approve or not approve capital projects in its budget appropriation for the 2016-2017 budget year.

**B. What information must the Board of Education have to understand the topic/concern and provide any requested action?**

Board action will assist our budget balancing for the 2016-2017 budget year.

**C. If you are seeking Board of Education action, what is the rationale for your recommendation?**

A reduction in capital project budgets for 2016-2017 is a potential budget reduction option. Please refer to the attachment for the impact this action may have on District operations.

**D. What are your conclusions? (NOTE: Reports requesting action must contain a specific motion for Board of Education consideration and a fiscal note.)**

Attached are the details of this potential budget reduction option.

**MOTION:** \*\*\*The Board of Education approves/does not approve in an amount of \$ for central office facility capital project budgets to offset our projected budget shortfall of \$3,800,000 for the 2016-2017 fiscal year.

**BUDGET LOCATION:** 810

**FISCAL IMPACT:** \$306,691\*\*\*Board action to approve this budget reduction means that the only facility services project remaining in the budget for next year's 2016-2017 budget is the High School Auditorium project in the amount of \$1,070,049 which is covered in part by a gift from the Beloit Foundation in the amount of \$625,000. No funds will be available for an unforeseen facility needs that arises without a budget adjustment.

### **Reduction from Central Office Facility Capital Budget**

Potential reductions from Facility Service Department Budget

#### **Projects that are being considered:**

\$50,000	Asphalt Repairs (playgrounds and parking lots)
\$50,000	Drainage Repairs (Converse, Robinson)
\$89,000	Security Cameras-Merrill/Hackett/Kolak
\$112,691	Robinson Windows and EIFIS Panels
<u>\$25,000</u>	<u>Flooring</u>
<b>\$306,691</b>	

In addition, no funds will be available for an unforeseen facility needs that arises without a budget adjustment.

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<b>Grand Total</b>	<b>\$TBD based on potential budget reductions above</b>
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\*\*\*Board action to approve this budget reduction means that the only facility services project remaining in the budget for next year's 2016-2017 budget is the High School Auditorium project in the amount of \$1,070,049 which is covered in part by a gift from the Beloit Foundation in the amount of \$625,000.



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# AGENDA – BOARD OF EDUCATION

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## ***BUSINESS MEETING***

Tuesday, May 24, 2016 - 7:00 p.m.  
Kolak Education Center • The Roosevelt Building - Board Room  
1633 Keeler Avenue  
Beloit, WI 53511

- I. CALL TO ORDER BY THE PRESIDENT
- II. APPROVAL OF AGENDA
- III. PLEDGE OF ALLEGIANCE
- IV. ANNOUNCEMENTS/RECOGNITIONS
  - A. Announcements
  - B. Recognitions
    - 1. Recognition of Girls Hockey Co-op Team
    - 2. Recognition of Beloit Memorial High School Swim Teams
    - 3. Recognition of Outstanding Staff
    - 4. Recognition of Student Board Representatives
  - C. Citizens or Delegations – Areas of Interest Not Included on Agenda. **Citizens may speak on business/action items as these items are called by the Board President.**
- V. SUPERINTENDENT'S REPORTS TO THE BOARD
  - A. Revenue Limit Energy Exemption Projects (J. Marotz)
  - B. Equity Plan Update (D. Williams)
- VI. REPORTS TO THE BOARD
  - A. Student Board Member Report
  - B. (E)Quality Committee Report
    - 1. Report and Minutes from May 9, 2016 Meeting
  - C. Committee Reports
    - 1. Finance/Transportation and Property Committee
      - a) Minutes of May 10, 2016 Meeting
    - 2. Curriculum & Instruction
      - a) Minutes of April 26, 2016 Special Meeting
      - b) Minutes of May 10, 2016 Meeting
    - 3. Policy & Personnel
      - a) Minutes of April 26, 2016 Special Meeting
      - b) Minutes of May 10, 2016 Meeting
- VII. CONSENT LIST

Please note that all items listed with an (\*) will be enacted by in one motion. There will be no separate discussion of the items unless a Board member or citizen so requests, in which event the items will be removed from the general order of business and considered in their normal sequence on the agenda.

VIII. APPROVAL OF MINUTES OF PREVIOUS MEETINGS:

- A. \*Special Board Meeting, April 26, 2016
- B. \*Special Board Meeting, April 26, 2016 – Organizational Meeting
- C. \*Board Business Meeting, April 26, 2016
- D. \*Special Board Meeting, May 10, 2016

IX. BUSINESS/ACTION ITEMS

- A. \*Approval of March Financial Summary
- B. Budget Adjustments
- C. AP Biology Instructional Materials Adoption Recommendation
- D. Chemistry Instructional Materials Adoption Recommendation
- E. Probably & Statistics Materials Adoption Recommendation
- F. Policy 143 Official Board Representatives (First Reading)
- G. Policy 164 Board Member Compensation and Expense (First Reading)
- H. Policy 171 Regular Board Meetings (First Reading)
- I. Personnel Recommendations
  - 1. Personnel Recommendations (Exhibit A) General Employment

X. DISCUSSION ITEMS

- A. Items of interest for consideration at future meetings
- B. Announcement of future Board Meeting dates (ALL AT KOLAK)
  - 1. Committee Meetings: June 14
    - a) Finance, Transportation & Property
    - b) Curriculum & Instruction
    - c) Policy & Personnel
  - 2. Business Meeting: June 28

XI. ADJOURNMENT

Shannon Scharmer, President  
Dr. Tom Johnson, Superintendent

*You can watch this meeting live on Charter PEG channel 96 or digital channel 991. Meetings are rebroadcast throughout the month on Mondays and Wednesdays at 7:00 p.m. and everyday at 8:00 a.m. and 1:00 p.m. You can also watch the rebroadcast at your convenience on our Board of Education website:*  
<https://ws3.sdb.k12.wi.us/sites/SchoolBoard/default.aspx>.



# NOTICE OF MEETING

## SCHOOL DISTRICT OF BELOIT SAFETY COMMITTEE MEETING

**Date:** May 26, 2016  
**Time:** 4:30 pm  
**Location:** Todd Elementary School  
1621 Oakwood Avenue  
Beloit, WI 53511

### AGENDA

1. Call to Order
2. Approval of Agenda / Meeting minutes
3. Student Safety Keys - Update
4. Student Accident Reports
5. Goals for next year
6. Projected Mod Rate
7. Safety Scorecard
8. Slips, trips and falls report – mud jacking, inspections with checklist specific to slips, trips and falls, mats etc.
9. Next Meeting  
September 2016
10. Adjournment

### Voluntary Safety Inspections

May 26, 2016  
1:30 pm BLA  
2:30 pm Fruzen Intermediate School  
3:30 pm Todd Elementary School

Posted: May 20, 2016