



SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

BOARD OF EDUCATION MEETING AGENDA

Monday, April 11, 2016

District Office Professional Development Center – 6:30 PM

- I. Approval of Agenda
- II. Approval of Minutes
- III. Approval of Vouchers
- IV. Public Comment
- V. Student Council Report
- VI. Staff Recognition
- VII. Building/Department Updates
- VIII. Update on Board Listening Sessions
- IX. Update on FACT Meetings – Shelly Crull-Hanke
- X. Human Resources Committee Report – Betsy Lubke
 - A. Status of Long-Term Care Plan
 - B. Update on Health Insurance Direct Bill Retirees
 - C. Discussion on Benefits Advisory Group Meeting (4/7/16)
 - D. Discussion and Possible Approval of Support Staff Wages
- XI. Human Resources Committee/Benefits Advisory Group Report – Betsy Lubke
 - A. Teacher and Support Staff Handbook Update
 - B. Status of Long-Term Care Plan
 - C. Comparison of Point of Service (POS) and Health Maintenance Organization (HMO) Plans
 - D. Biometric Testing
 - E. Cadillac Tax and Affordable Care Act (ACA) Updates
- XII. Discussion and Possible Approval of Open Enrollment Alternative Applications
- XIII. Discussion and Possible Approval of Plunkett Raysich Architects, LLP (PRA) Contract Addendum
- XIV. Discussion and Possible Approval of Procedure to Fill Vacant Board Seat
- XV. Miscellaneous
 - A. Staffing
 - B. Gifts and Donations
 - C. Meeting Dates

This meeting notice may be supplemented in order to comply with Wisconsin's open meetings law. If this notice is supplemented, the final notice will be posted and provided to the media no later than 24 hours prior to this meeting or no later than 2 hours prior to the meeting, in the event of an emergency.

SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

BOARD OF EDUCATION MEETING MINUTES
Monday, March 14, 2016
District Office

Board President, Jon Cruzan, called the meeting to order at 6:39 p.m. Board members present: Bob Cullen, Betsy Lubke, Tom Westrick, Janet Green, and Shelly Crull-Hanke. Present via telephone conference: Rob Roy. Student representatives present: Marci Mitchell-Hallett.

I. Approval of Agenda

A motion was made by Bob Cullen and seconded by Tom Westrick to approve the agenda as presented. Motion carried.

II. Approval of Minutes

A motion was made by Betsy Lubke and seconded by Janet Green to approve the minutes for the regular meeting held on February 22, 2016 as presented. Motion carried.

III. Approval of Vouchers

A motion was made by Tom Westrick and seconded by Betsy Lubke to approve Bank of Milton vouchers totaling \$981,998.71 representing Funds 10, 20, 50, 80, and 90. Motion carried.

IV. Public Comment

V. Student Council Report

VI. Building/Department Announcements

VII. Update on Board Listening Sessions

VIII. MRec Update – Lance Knudsen

IX. Youth Options – Jeremy Bilhorn

X. Discussion and Possible Approval of High School Extended Field Trip Request – Jeremy Bilhorn

A motion was made by Bob Cullen and seconded by Rob Roy to approve the high school extended field trip request as presented. Motion carried.

XI. Discussion and Possible Approval of Resolution Authorizing the Acquisition of Equipment, the Execution and Delivery of a Lease Purchase Agreement and Related Instruments Providing for the Acquisition of Such Equipment, and Determining Other Matters in Connection Therewith (Apple Lease)

A motion was made by Tom Westrick and seconded by Rob Roy to approve a resolution authorizing the acquisition of equipment, the execution and delivery of a lease purchase agreement and related instruments providing for the acquisition of such equipment, and determining other matters in connection therewith. (Apple Lease) Motion carried.

BOARD OF EDUCATION MEETING MINUTES

Monday, March 14, 2016

Page 2

XII. Human Resources Committee Report – Betsy Lubke

- A. Discussion on Long-Term and Short-Term Disability Coverage
- B. Discussion on Long-Term Care Coverage
- C. Discussion on Teacher Compensation Model
- D. Discussion on One-Year Teaching Positions

XIII. School District of Milton Strategic Plan Update – Skill Development and College & Career Readiness

XIV. Strategic Planning Committee Report – Betsy Lubke

- A. Update on Plan Design for Parking and Traffic Flow at East Elementary
- B. Discussion on Scope of Facilities Advisory Community Team (FACT)

XV. Discussion and Possible Approval of the Facilities Advisory Community Team (FACT)

A motion was made by Betsy Lubke and seconded by Bob Cullen to approve 22 self-selected members to the Facilities Advisory Community Team (FACT) as presented. Roll call vote was requested. Tom Westrick (yes), Betsy Lubke (yes), Shelly Crull-Hanke (yes), Bob Cullen (yes), Rob Roy (yes), Jon Cruzan (yes) and Janet Green (no). Motion carried 6-1.

A motion was made by Betsy Lubke and seconded by Shelly Crull-Hanke to appoint Barry Brandt and Lesley Hammer as co-chairpersons to the Facilities Advisory Community Team (FACT). Motion carried 6-1 with Janet Green voting against.

XVI. Curriculum Committee Report – Betsy Lubke

- A. Discussion and Possible Approval of a Cooperative Agreement for Girls' Hockey Program (Rock County Fury) for the 2016-17 and 2017-18 School Years

A motion was made by Betsy Lubke and seconded by Bob Cullen to approve a cooperative agreement for girls' hockey program (Rock County Fury) for the 2016-17 and 2017-18 school years as presented. Motion carried.

XVII. Discussion and Approval of Open Enrollment Alternative Applications

A motion was made by Janet Green and seconded by Rob Roy to approve the open enrollment alternative applications as presented. Motion carried.

XVIII. Miscellaneous

- A. Staffing

A motion was made by Betsy Lubke and seconded by Janet Green to approve the staffing report as presented; including a contract for Sarah Warren; the resignations of Jennifer Quade, Beth Kauppila and Kristin Weitzel; and the retirements of Mary C. Fernan and Mildred Janisch. Motion carried.

BOARD OF EDUCATION MEETING MINUTES

Monday, March 14, 2016

Page 3

B. Gifts & Donations

A motion was made by Rob Roy and seconded by Janet Green to accept the following gifts and donations with gratitude:

Consolidated School P.I.E.	\$316.45	Field Trip & Bus
Milton East Parents' Group	\$1,281.00	Kindergarten Field Trip & Bus
Milton East Parents' Group	\$1,800.00	3 rd Grade Field Trip & Bus
Milton East Parents' Group	\$1,662.08	Projectors
Milton East Parents' Group	\$933.42	Carpets for Kindergarten Classrooms
P.A.W.S.	\$599.00	Field Trip Admission
P.A.W.S.	\$416.39	Music Class – Recorders
Edward Combs	\$250.00	MHS Discovering Democracy Trip
Lauren Metcalf	\$100.00	MHS Discovering Democracy Trip
Sara Farnsworth	\$50.00	MHS Discovering Democracy Trip
Kerya Jewett	\$100.00	MHS Discovering Democracy Trip
Sheila Stoikes	\$20.00	Prom 2016
Melissa & Paul VandenHeuvel	\$50.00	MHS Track Tent
Linda & Syl Groeschl	\$270.00	MHS Track Tent
Cross Country 2016 Seniors	\$80.00	MHS Track Tent
Chuck Jackson (Handy Art/Rock Paint)	<u>\$2,500.00</u>	MSD and Badger Conference Art Show
TOTAL	\$10,428.34	

Motion carried.

BOARD OF EDUCATION MEETING MINUTES

Monday, March 14, 2016

Page 4

C. Meeting Dates

Mar. 16, 2016	Listening Session	4:30 p.m.	Culver's in Newville
Mar. 16, 2016	FACT Meeting	6:00 p.m.	Milton High School
Mar. 29, 2016	Listening Session	6:00 p.m.	Milton House
Mar. 30, 2016	FACT Meeting	6:00 p.m.	Milton High School
Apr. 1, 2016	Human Resources Committee Meeting	1:00 p.m.	District Office
Apr. 6, 2016	Special Board Meeting	6:00 p.m.	District Office
Apr. 7, 2016	HR Committee/Benefits Advisory Group	4:30 p.m.	District Office-PDC
Apr. 11, 2016	School Board Meeting	6:30 p.m.	District Office-PDC

A motion was made by Tom Westrick and seconded by Janet Green to adjourn the meeting at 8:35 p.m.
Motion carried. Meeting adjourned.

Minutes approved April 11, 2016

Jon Cruzan
Board President

SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

BOARD OF EDUCATION SPECIAL MEETING MINUTES
Wednesday, April 6, 2016
District Office

Board President, Jon Cruzan, called the meeting to order at 6:00 p.m. Board members present: Betsy Lubke, Rob Roy, Shelly Crull-Hanke, Tom Westrick and Bob Cullen. Absent: Janet Green.

Board President, Jon Cruzan, announced the resignation of Janet Green, effective April 6, 2016.

I. Approval of Agenda

A motion was made by Rob Roy and seconded by Shelly Crull-Hanke to approve the agenda as presented. Motion carried.

II. Board Inservice: Board Member Roles and Responsibilities – Attorney Shana R. Lewis

III. Contemplated Executive Session Pursuant to Wis. Stat. §19.85 (1) (f)

A motion was made by Rob Roy and seconded by Betsy Lubke to go into executive session to discuss the financial, medical, social or personal histories of local public officials, including compliance with policy and law, which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories. Polled vote: Shelly Crull-Hanke (yes), Tom Westrick (yes), Betsy Lubke (yes), Bob Cullen (yes), Rob Roy (yes) and Jon Cruzan (yes). Motion carried.

EXECUTIVE SESSION

A motion was made by Bob Cullen and seconded by Rob Roy to adjourn the meeting at 8:35 p.m. Motion carried. Meeting adjourned.


Minutes approved April 11, 2016

Jon Cruzan
Board President


SCHOOL DISTRICT OF MILTON



PRESENTED BY:
Allen J. Jaeger, CEBS
*Senior Vice President,
 Senior Benefits Consultant*



Associated
 Associated Financial Group
 Employee Benefits, Insurance, HR Solutions.




HEALTHCARE REFORM: HOW WILL IT AFFECT YOU?

01/01/2014

Healthcare exchanges

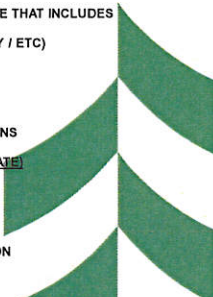
- Individual will be required to have insurance or pay penalty
- No pre-existing conditions
- National benefit design mandates
- Significant increase in medical access



Copyright 2014 by Associated Financial Group, LLC

AGENDA


- TEACHER AND SUPPORT STAFF HANDBOOK UPDATE
- COMMITTEE PURPOSE / BACKGROUND SUMMARY
 - * UPDATED PRESENTATION FROM COMMITTEE THAT INCLUDES
 - ACA (CADILLAC TAX / AFFORDABILITY / ETC)
 - PEER COMPARISONS
 - HMO OBSERVATIONS
 - WELLNESS / BIOMETRIC OBSERVATIONS
- STATUS OF LONG-TERM CARE PLAN (WEA UPDATE)
- NEXT STEPS FOR CONSIDERATION
 - * BIOMETRIC EDUCATION / COMPARISONS
 - * WEALTC REPRESENTATIVE CONSIDERATION



HEALTHCARE REFORM: HOW WILL IT AFFECT YOU?

01/01/2014 continued...

- Health insurance exchanges
 - *Online marketplace for purchasing individual and small group policies*
- Premium subsidy for middle class individuals unless affordable coverage available through employer
 - *Household income between 100%-400% of federal poverty level*
- Employer mandate to provide coverage for employees who work 30 or more hours per week or pay a penalty.




Copyright 2014 by Associated Financial Group, LLC

HEALTHCARE REFORM

National Law
March 23, 2010

- Improve access
- Stabilize cost
- Reform insurance products

Core component: Mandated coverage



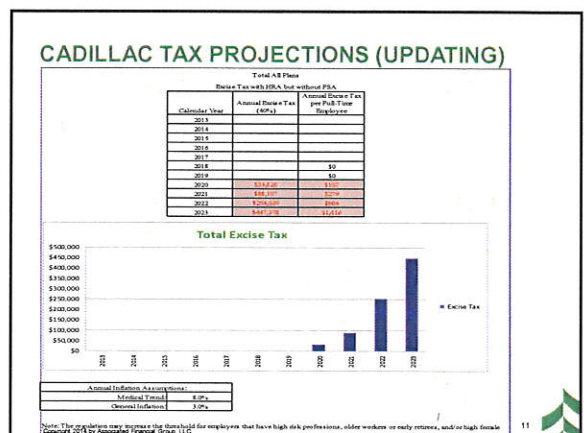
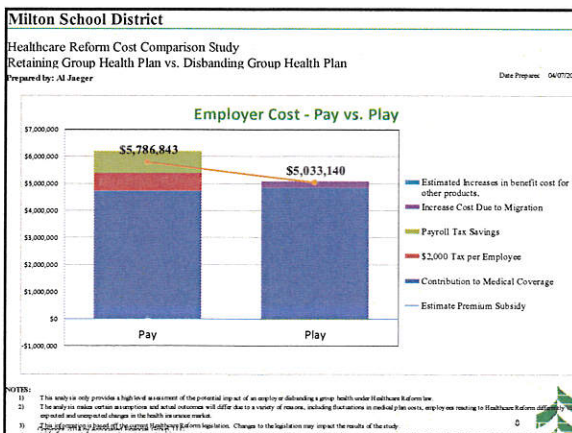
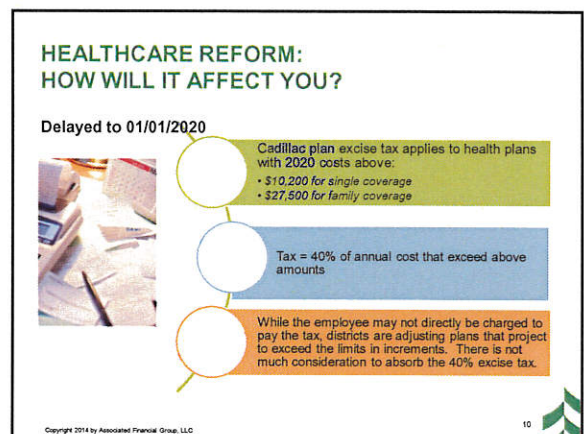
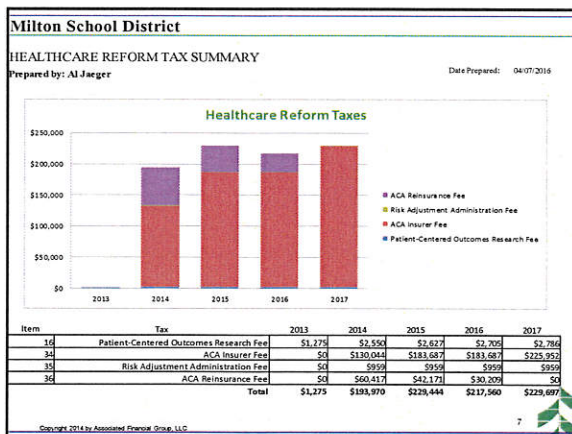
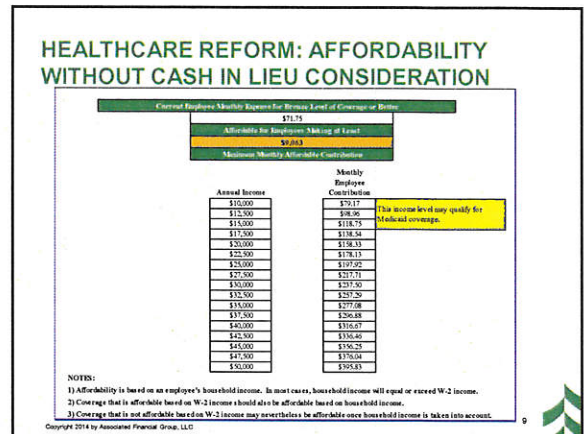
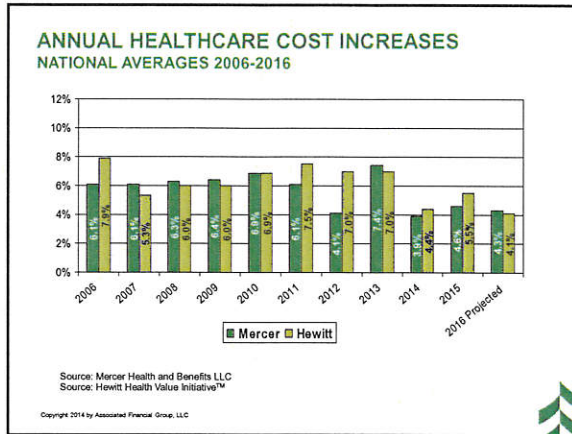
Copyright 2014 by Associated Financial Group, LLC

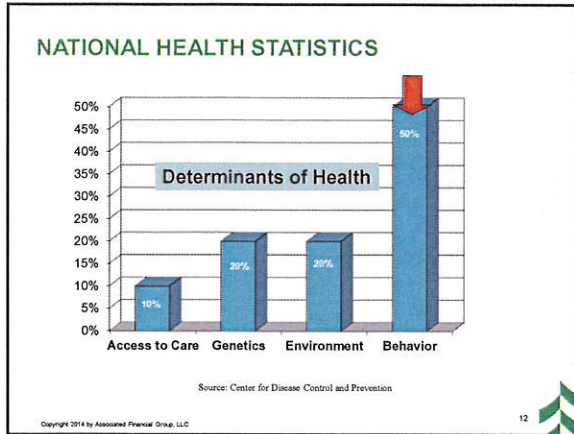
40 ITEM HEALTHCARE REFORM AUDIT WE REVIEWED

- **#34: Play or Pay**
 Under "play or pay," employers with 50 or more full-time employees are potentially subject to two different monetary penalties based on the health insurance coverage they offer to their full-time employees. For purposes of the "play or pay" penalty, a full-time employee is defined as an employee who works an average of 30 hours per week. There is a "look-back/stability period" calculation to determine if an employee is deemed full-time.
 - An "affordability" penalty (\$3,000) if you provide "minimum essential coverage" to substantially all full-time employees but that coverage is deemed unaffordable (cost of single coverage is more than 9.5% of household/employee income on lowest cost plan) to a particular employee who then receives a premium subsidy through a health insurance exchange.
 - A "no coverage" penalty (\$2,000 *times* total number of full-time employees reduced by 30) if you fail to provide "minimum essential coverage" to substantially (% of FTEs) all full-time employees.
- **#38 Cadillac Tax**
District Specific Impact. Cadillac tax - A penalty tax of 40% of the premium will be charged to the insurance company, TPA or employer when the annual premium is over \$10,200 for individuals or \$27,500 for families (indexed for inflation). Please see Excise Tax Calculator.

Please note that this is a summary of the Healthcare Reform legislation and subject to change as guidance is issued!

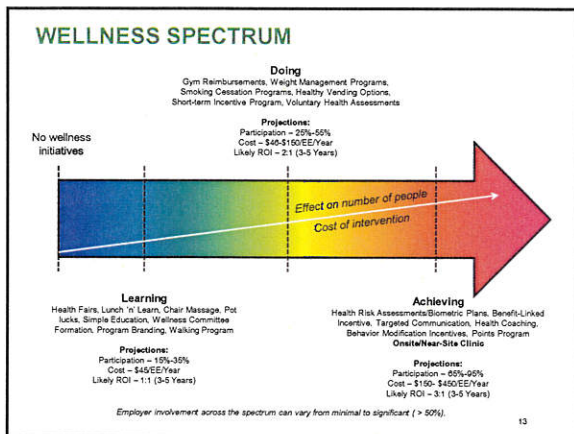
Copyright 2014 by Associated Financial Group, LLC





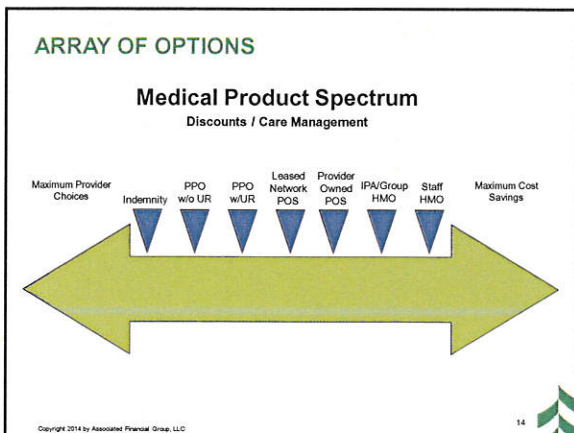
POS VS. HMO

- **Provider Network** Your provider network is the biggest change you may experience if switching from a POS plan to HMO coverage. As part of the HMO plan you are required to use in-network providers.
- **Full Time College Student (FOR DEAN ONLY)** If your dependent is attending school outside the service area, he or she will receive an ID card with a sticker that identifies him/her as qualified for access to Dean's nationwide network of providers. He or she will have claims paid at the in-network level.



POS VS. HMO

- **Urgent & Emergency Care:** Emergency care is covered anywhere in the world. If you are out of the service area and require emergency or urgent care proceed to the nearest medical facility. As soon as reasonably possible, call customer service. Follow-up care is not urgent care and must be received from a network provider or be prior authorized
- **Referrals** Like a POS plan, an HMO plan does not require a referral to see any in-network providers. Referrals for out-of-network services must be completed by your in-network provider. Prior authorizations may be required on some services.



POS VS. HMO

- **ID Cards** When you transfer from a POS plan to an HMO plan, you will be issued a new member ID card. Your new ID card will now list a primary care site, auto-assigned to you based on your zip code. If you would like to change this location please contact the DHP Customer Care Center.
- **Maintenance Medications:** Your prescription coverage will transfer seamlessly to an HMO from a POS plan. No changes or follow-up is required from you.

COMPARING STAFF CONTRIBUTION TO REGIONAL DISTRICTS

Regional District	Plan Type	Single Plan: Out-of-Pocket Deductible	Single Plan: Premium Contribution	Single Plan: Total (Per Year)	Family Plan: Out-of-Pocket Deductible	Family Plan: Premium Contribution	Family Plan: Total (Per Year)
Algeron	Dean HMO	\$100	\$169.44	\$269.44	\$200.00	\$1,321.92	\$1,521.92
Fort Adairson	Dean POS	\$100.00	\$876.17	\$976.17	\$200.00	\$2,459.48	\$2,659.48
Oregon	Dean HMO	\$500.00	\$1,023.52	\$1,523.52	\$1,000.00	\$1,947.48	\$2,947.48
Oregon	Utah HMO	\$500.00	\$743.29	\$1,243.29	\$1,000.00	\$1,672.40	\$2,672.40
Southern	Dean HMO	\$100.00	\$788.33	\$888.33	\$200.00	\$1,787.93	\$1,987.93
Southern	Dean POS	\$100.00	\$2,001.36	\$2,101.36	\$200.00	\$4,539.12	\$4,739.12
Milwa	Dean POS	\$100.00	\$911.77	\$1,011.77	\$200.00	\$2,143.71	\$2,343.71
Milwa	MercyCare POS	\$100.00	\$904.02	\$1,004.02	\$200.00	\$2,079.30	\$2,279.30
Monroe	Dean HMO	\$100.00	\$919.06	\$1,019.06	\$200.00	\$2,077.06	\$2,277.06
Fayette	Dean POS	\$100.00	\$764.02	\$864.02	\$200.00	\$1,986.45	\$2,186.45
Fayette	P+ POS	\$100.00	\$690.71	\$790.71	\$200.00	\$1,795.84	\$1,995.84
Wauwatosa	Dean HMO	\$0.00	\$942.34	\$942.34	\$0.00	\$2,120.26	\$2,120.26
Dufur	Utah HMO	\$0.00	\$739.97	\$739.97	\$0.00	\$1,679.72	\$1,679.72
Fortage	Dean POS	\$0.00	\$820.24	\$820.24	\$0.00	\$1,886.54	\$1,886.54
San Fritie	Dean POS	\$0.00	\$800.28	\$800.28	\$0.00	\$2,080.73	\$2,080.73
Middiston	Dean HMO	\$0.00	\$716.57	\$716.57	\$0.00	\$1,791.45	\$1,791.45
Middiston	Utah HMO	\$0.00	\$755.27	\$755.27	\$0.00	\$1,938.18	\$1,938.18

Copyright 2014 by Associated Financial Group, LLC

WHAT NEXT ?

Next Steps...

- **Plan Design Review**
 - » Further Education on HMO approaches (handout)
- **Contribution Review**
 - » Cash in lieu and the affordability.
- **Eligibility Review**
 - » General OPEB planning observations statewide
- **Wellness Review**
 - » Trying to get loss ratio under 100%
 - » Helps long term premium increases
 - » Other district approaches (BIOMETRICS INCENTIVES)

Copyright 2014 by Associated Financial Group, LLC

WEA LONG TERM CARE DYNAMICS

- **LTC: WEA is down to less than 32 clients with LTC (once over 100)**
 - Every year they lose more than 1/2 of their districts (dropping)
 - WEA wants out and expects most all to be gone this year with the offer on the table
 - (ONE TIME OFFER)
 - They (WEA) have \$300m in reserves
 - They will be increasing rates ~ 10% year indefinitely
 - WEA will be enforcing rules of the contract causing greater rate hikes
 - Removal of Long Term Disability causes rate hike on LTC
 - Ie: 100% participation (many districts don't add new staff, etc)... if you don't have 100% participation, another rate hike.
- Message suggested from WEA: Take the offer now!
 - WEA will provide representative to meet with entire staff
 - WEA representative will also meet with individuals one on one

Copyright 2014 by Associated Financial Group, LLC

LTC ACTION BY DISTRICT (HANDOUT)

For members to be eligible for the WEA nonforfeiture benefit, the District must elect to terminate the group plan in calendar year 2016.

If Employer Terminates Plan:
 Employer must provide WEA at least 31 days' advance notice of termination. (More is preferable so we can provide timely notice to members and arrange informational meetings.)

In conjunction with WEA, coordinate dates and times for informational meetings and notify covered employees and retirees of the meetings.

- Limited availability.
- This option is available only in
 - calendar year 2016 for any eligible
 - covered member upon termination of
 - the plan at the group level.

Copyright 2014 by Associated Financial Group, LLC

WEA Trust
Group Long Term Care Plan (LTC)
Options for Members Upon Termination of the LTC Plan at the Group Level During Calendar Year 2016

Option →	Nonforfeiture Benefit Reduced Paid-up (RPU)	Accelerated Paid-up (APU)	Conversion
Who is Eligible? →	<ul style="list-style-type: none"> Any current LTC member¹ who is covered under the WEA Group LTC plan and has had premiums paid by or on behalf of the member for at least 120 months. 	<ul style="list-style-type: none"> Any current LTC subscriber² with at least 120 months of WEA LTC paid premiums and his/her already covered spouse or domestic partner. 	<ul style="list-style-type: none"> Any current LTC member with at least 3 months of WEA group LTC paid premiums
Member Cost →	None	<ul style="list-style-type: none"> Lump Sum payment of approximately \$20,000 to \$70,000+ Cost of the plan varies from one individual to the other and is based on age and the number of months already paid into the plan. 	<ul style="list-style-type: none"> Premiums for subscriber and covered spouse/domestic partner are calculated individually. Rates increase each year as the member ages. Rates have historically increased 10 to 15% annually.
Qualified Partnership Status →	No	Yes	Yes
Benefit Inflation Protection →	No	<ul style="list-style-type: none"> Yes –the Maximum Daily Benefit, the Respite Benefit, and the remaining Maximum Lifetime Benefit increase 5% per year. 	<ul style="list-style-type: none"> Yes –the Maximum Daily Benefit, the Respite Benefit, and the remaining Maximum Lifetime Benefit increase 5% per year.
Benefit Limits →	<ul style="list-style-type: none"> The Reduced Paid-up benefit is a proportionate fraction of the full Maximum Lifetime Benefit (MLB), Maximum Daily Benefit (MDB), and Respite benefit in effect on the date of termination.* 	<ul style="list-style-type: none"> Maximum Lifetime Benefit (MLB): \$483,768** Maximum Daily Benefit (MDB): 75% of actual covered charges up to \$323.18** per day. Respite: \$160.46** per day up to 14 days per benefit period. 	<ul style="list-style-type: none"> Maximum Lifetime Benefit (MLB): \$483,768** Maximum Daily Benefit (MDB): 75% of actual covered charges up to \$323.18** per day. Respite: \$160.46** per day up to 14 days per benefit period.
Advantages →	<ul style="list-style-type: none"> Preserves benefits for members with at least 120 months of paid premiums at the time of group termination. 	<ul style="list-style-type: none"> Full Maximum Lifetime Benefit, Maximum Daily Benefit, and Respite Benefit. 	<ul style="list-style-type: none"> Full Maximum Lifetime Benefit, Maximum Daily Benefit, and Respite Benefit.

Option →	Nonforfeiture Benefit Reduced Paid-up (RPU)	Accelerated Paid-up (APU)	Conversion
	<ul style="list-style-type: none"> Partially paid-up plan which provides benefits at a reduced level with no initial or future cost to the member or the employer. Coverage for lifetime or until the Maximum Lifetime Benefit is exhausted with no risk of future termination. Benefits remain available until they are accessed and exhausted or member passes away. Available to both the eligible subscriber and eligible covered spouse. 	<ul style="list-style-type: none"> 5% per year benefit inflation protection. Qualified Partnership status. Coverage for lifetime or until the Maximum Lifetime Benefit is exhausted with no risk of future termination No additional costs <i>after</i> the full accelerated paid-up premium is paid. Benefits remain available until they are accessed and exhausted or member passes away. One Lump sum premium payment pays for both covered subscriber and covered spouse. 	<ul style="list-style-type: none"> 5% per year benefit inflation protection. Qualified Partnership status Benefits remain available until accessed and exhausted or until member passes away provided premiums continue to be paid. (See below for details on premium payments.)
<p>Other Important Facts →</p>	<ul style="list-style-type: none"> Member must have at least 120 months of premium payments. Benefits are proportionate based on months of paid premium. Not Medicaid Partnership eligible No benefit inflation protection. Benefits for subscribers and covered spouses/domestic partners are calculated separately based on months of paid premium for each. Upon termination of the plan at the group level, <i>eligible</i> members will default to the Nonforfeiture/Reduced Paid-up benefit if they do not elect Either the Accelerated Paid-up benefit or the Conversion Plan. 	<ul style="list-style-type: none"> Member must elect this option and make payment within 60 days of group plan termination. Subscriber must have at least 120 months of premium payments. Large lump sum payment required within 60 days of plan termination. Payment may be divided into three annual “front-loaded” payments. Please see below for important information on limitations related to the 3-installment option.*** 	<ul style="list-style-type: none"> Member must elect this option For coverage to continue, premiums must be paid until fully paid-up status is reached. <i>All 3 criteria must be met for a paid-up status:</i> <ul style="list-style-type: none"> At least age 65 At least 360 months of paid premiums Retired Non-payment of premium results in loss of coverage with no residual benefit. Rates increase annually. Premiums may become cost-prohibitive for many members as they age and rates increase.**** Premiums for subscriber and covered spouse/domestic partner are calculated individually.

Option →	Nonforfeiture Benefit Reduced Paid-up (RPU)	Accelerated Paid-up (APU)	Conversion
			<ul style="list-style-type: none"> • IMPORTANT: It is not financially feasible for most members to elect conversion with the intent of purchasing the Accelerated Paid-up at a later date.[#]
Action Required from Member →	<ul style="list-style-type: none"> • None • Eligible covered members will default to the Reduced Paid-up benefit if neither Conversion nor Accelerated Paid-up are elected. • WEA will send a letter confirming the Reduced Paid-up status after the 60-day election period has passed. <p><i>For members to be eligible, the Employer must elect to terminate the group plan in calendar year 2016.</i></p> <p><u>If Employer Terminates Plan:</u></p> <ul style="list-style-type: none"> • Employer must provide WEA at least 31 days' advance notice of termination. (More is preferable so we can provide timely notice to members and arrange informational meetings.) • In conjunction with WEA, coordinate dates and times for informational meetings and notify covered employees and retirees of the meetings. 	<ul style="list-style-type: none"> • Complete and return election form within 60 days of group termination. • Pay lump sum payment (or the first of the 3 payments if opting for the 3-pay) within 60 days of group termination. <p><u>If Employer Terminates Plan:</u></p> <ul style="list-style-type: none"> • Employer must provide WEA at least 31 days' advance notice of termination. (More is preferable so we can provide timely notice to members and arrange informational meetings.) • In conjunction with WEA, coordinate dates and times for informational meetings and notify covered employees and retirees of the meetings. 	<ul style="list-style-type: none"> • Complete and return election form within 60 days of group termination. • Pay monthly premiums.
Action Required from Employer →	<ul style="list-style-type: none"> • Limited availability. • This option is available only in calendar year 2016 for any eligible covered member upon termination of the plan at the group level. 	<ul style="list-style-type: none"> • Available at any time for eligible subscribers and his/her covered spouse/domestic partner. 	<ul style="list-style-type: none"> • Available to any covered member with at least 3 months of coverage upon loss of group coverage due to a qualifying event or termination at the group level.

¹Member refers to any covered person.

²Subscriber refers to the covered employee, retiree, or surviving spouse.

*The RPU factor is the ratio of A to B where: A is the number of whole months of coverage for which premium has been paid, and B is the number of months from the date the member was first covered under this policy until the member's 65th birthday, or 360 months, whichever is greater. The RPU cannot be greater than one. The MLB, MDB, and Respite benefit will be calculated by multiplying the full benefit in effect on the Nonforfeiture date by the RPU benefit factor.

**Benefits listed are effective as of September 1, 2015. The MDB, Respite benefit, and the remaining MLB increase by 5% each September 1.

**Lump sum payment may be paid in one installment or in three "front-loaded" annual installments. Some important facts to consider before choosing the three installment option include:

- The first of three annual installments is due within 60 days of group termination.
- The total cost is approximately 2% - 3% more than one flat payment.
- The payments are front-loaded. Approximately 70% of the total premium is due with the first installment, 20% with the second, and 10% with the third.
- A member will have 1/3 of the MLB with the first installment. After the second installment, the member will have 2/3 of the MLB. The full MLB will be in effect after the final installment.
- **IMPORTANT:** If the member becomes functionally incapacitated or chronically ill before the second or final installment is made, the member will not be able to increase the paid-up amount of the MLB from that fraction of the MLB amount that the member has previously paid. The plan's waiver of premium provision does not apply to the three-pay option.

***2016 Conversion Sample Rates: Age 65 = \$272.36 per covered member Age 75 = \$643.14 per covered member

[#]If a member plans to elect the Conversion option with the intent of later paying-up the plan under the Accelerated Paid-up benefit, we highly encourage them to talk to us before taking action as this combination is likely to become cost-prohibitive for most members.



School District of Milton

*Opportunity · Achievement
Community*

Timothy J. Schigur
District
Administrator

Mary Ellen Van Valin
Director of
Business Services

Susan L. Probst
Director of
Student Services

Heather N. Slosarek
Director of
Curriculum & Instruction

To: Board of Education

From: Timothy J. Schigur, District Administrator

Re: Plunkett Raysich Architects, LLP (PRA) Contract Addendum

Date: April 11, 2016

PRA has identified an additional scope of work for meetings, programming and preliminary design work with the Facilities Advisory Community Team (FACT) and administration. Up to 14 meetings will be held with FACT and administration.

Approximate hours:

- 16 hours for review of current space program and updates based on input from FACT
- 80 hours to provide updated designs and renderings based on input from FACT
- 24 hours of assistance in referendum planning

Additional fees in the amount of \$26,000 will be incurred to complete this work. Upon a successful referendum, \$10,000 of those fees would be credited to the original project/contract.

PRA Project No. 150084-01

28 March 2016

AMENDMENT 1

13.2.4 When signed by all parties, this document will act as an Amendment to our Owner/Architect Agreement for Architectural Services, dated 23 March 2015 titled School District of Milton District Wide Instructional & Facilities Needs Study. This Amendment is for additional services for meetings, programming and preliminary design working with the F.A.C.T. committee.

Add Article 6.1: Add additional services associated with working with the new FACT committee for a fixed fee of \$26,000. These services will be billed under project number 150084-02. Services to include:

- Up to 14 meetings with the FACT committee and administration
- Revisions to the High School space program
- Preliminary floor plan diagrams that come out of the FACT committee work efforts

Upon a successful referendum \$10,000 of the above fees will be credited to the fees for the implementation of the work per the signed AIA B133 agreement dated 19 October 2015.

OWNER:

Company Name

ARCHITECT:

Plunkett Raysich Architects, LLP

By _____

Timothy Schigur
District Administrator

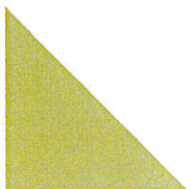
By _____

Scott Kramer, AIA, NCARB
Partner

209 south water street milwaukee, wisconsin 53204 414 359 3060
2310 crossroads drive suite 2000 madison, wisconsin 53718 608 240 9900
205 north orange avenue suite 202 sarasota, florida 34236 941 348 3618

intelligent designs. inspired results. | www.prarch.com

Partners: Michael P. Brush, Martin P. Choren, Gregg R. Golden, Mark C. Herr, John J. Holz, Nicholas D. Kent,
Steven A. Kieckhafer, Scott A. Kramer, David J. Raysich, Michael H. Scherbel, Michael J. Sobczak



**UNEXPIRED TERM FULFILLMENT
(FILLING BOARD VACANCIES)**

The Milton Board of Education shall use the procedure outlined below when a vacancy occurs.

1. The Board shall meet in open session to determine the method to be used in making an appointment to fill vacancy. The Board may select from the following list of options, or the Board may use any other method not prohibited by statute.
 - a. Appoint the next runner up from the last election.
 - b. Accept nominations from the Board, and use an interview process.
 - c. Request letters of interest from the public, and use an interview process.
 - d. Appoint a former member of the Board.
2. When a person has been selected to fill the vacant board seat, the clerk may not swear in the nominee until the next regularly scheduled board meeting after the appointment has been made.

STAFFING UPDATES FOR APRIL 11, 2016

1. **Contracts/Letters of Employment:**

- -

2. **Resignations:**

- Vande Hei, Lana J. – Wrestling Cheer Coach – High School
 - *Effective: April 7, 2016*
- Peterson, Jennifer M. – Special Ed Aide – Northside
 - *Effective: April 19, 2016*
- Wecker, Leanne M. – Assistant Swim Coach Boys and Girls – High School
 - *Effective: April 6, 2016*
- Larsen, Christine C. – Nutrition Team Employee – Harmony
 - *Effective: April 15, 2016*
- Green, Janet K. – Board Member – District
 - *Effective: April 6, 2016*

3. **Retirement Notices:**

- Soergel, Thomas A. – Custodian – High School
 - *Effective: April 15, 2016*
- Kollmansberger, Toni L. – Occupational Therapist – District
 - *Effective: June 3, 2016*

4. **Vacancies Posted, Not Yet Filled:**

- Assistant Football Coaches – High School
 - Softball Assistant Coach – High School
 - Speech & Language Pathologist – Northside
 - Speech & Language Pathologist – Harmony
 - CC Special Education Teacher – High School
 - Boys Head Swim Coach – High School
 - Girls Head Swim Coach – High School
 - Assistant Cross Country Coach – High School
 - 4th Grade Teacher – Northside – Internal Posting
 - 6th Grade Teacher – Northside – Internal Posting
 - Financial Literacy/Business Teacher – High School
 - Evening Custodian – High School
-

- Assistant Volleyball Coach – High School
- Substitute Teachers – District
- Substitute Aides - District
- Substitute Custodians – District
- Substitute Nutrition Team – District

5. Leave of Absence:

- -

SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

2015-2016 SCHOOL YEAR

GIFTS & DONATIONS FOR BOARD APPROVAL/ACCEPTANCE
Monday, April 11, 2016

<u>From</u>	<u>Amount</u>	<u>For</u>
Milton East Parents' Group	\$968.00	1 st Grade Field Trip
Milton East Parents' Group	\$1,185.00	2 nd Grade Field Trip
Friends of Northside	\$1,247.00	SMART Board
Cambeck Petroleum Corp.	\$500.00	NIS Math & Science Programs
MMS Parents' Group	\$1,641.00	8 th Grade Field Trip
MMS Parents' Group	\$1,500.00	Engineering Expo Field Trip
Advanced Tooling, Inc.	\$500.00	MHS Discovering Democracy Trip
Milton Soccer Club	\$500.00	MHS Boys' Soccer Team
Packer Fastener & Supply	\$100.00	MHS STEM HMV
Milton Girls' Basketball Boosters	\$500.00	Bus for Regionals
Milton Choir Parents	\$11,306.00	Bus Upgrade for Competitions
Nasco	\$1,194.61	Badger Conference Art Show
Milton Lions Club	\$300.00	District ELL Program
Mike Pierce	\$180.00	Copies of "Images of America – MILTON" Books for District School Buildings
TOTAL	\$21,621.61	
