



SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

BOARD OF EDUCATION MEETING AGENDA

Monday, April 25, 2016

District Office Professional Development Center – 6:30 PM

- I. Oath of Office – Betsy Lubke and Don Vruwink
- II. Election of Board Officers and CESA 2 Delegate
- III. Approval of Agenda
- IV. Approval of Minutes
- V. Approval of Vouchers
- VI. Public Comment
- VII. Student Council Report
- VIII. Legislative Issues
- IX. Update on Board Listening Sessions (3/16 & 3/29)
- X. Update on FACT Meetings (2/16, 3/30 & 4/13)– Shelly Crull-Hanke
- XI. Discussion and Possible Approval of Procedure to Fill Vacant Board Seat
- XII. Discussion and Possible Approval of High School Extended Field Trip Requests – Jeremy Bilhorn
- XIII. Discussion and Possible Approval of 2016-17 School Fees and Meal Prices
- XIV. Discussion and Possible Approval of Plunkett Raysich Architects, LLP (PRA) Contract Addendum
- XV. Discussion and Possible Approval of Resolution Authorizing the Gift of Real Property Located at 120 Parkview Drive (Tax Parcel #25711402) from the City of Milton and Related Offer to Purchase and Other Contract Documents (Milton East Elementary Parking and Traffic Flow Project)
- XVI. 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

XVII. 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

XVIII. Discussion and Possible Approval of Open Enrollment Alternative Applications

XIX. 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.

Livestream of this meeting can be found at:

<https://www.youtube.com/channel/UC-ycwyReP4cPMoDwplp6-w>



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 Pupil Services

Heather N. Slosarek
Director of Curriculum & Instruction

OFFICIAL OATH OF OFFICE
SCHOOL DISTRICT OF MILTON
BOARD OF EDUCATION

STATE OF WISCONSIN,)
) SS
COUNTY OF ROCK)

I, Betsy Lubke, having been elected to the office of **Board of Education for the School District of Milton** swear that I will support the constitution of the United States and the constitution of the State of Wisconsin, and will faithfully and impartially discharge the duties of said office to the best of my ability.

Betsy Lubke

Subscribed and sworn to before me this 25th day of April, 2016.

Kim S. Krause
Notary Public, Rock County, Wisconsin
My commission expires 11/18/2018





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 Pupil Services

Heather N. Slosarek
Director of Curriculum & Instruction

OFFICIAL OATH OF OFFICE
SCHOOL DISTRICT OF MILTON
BOARD OF EDUCATION

STATE OF WISCONSIN,)
) SS
COUNTY OF ROCK)

I, Don Vruwink, having been elected to the office of **Board of Education for the School**

District of Milton swear that I will support the constitution of the United States and the constitution of the State of Wisconsin, and will faithfully and impartially discharge the duties of said office to the best of my ability.

Don Vruwink

Subscribed and sworn to before me this 25th day of April, 2016.

Kim S. Krause
Notary Public, Rock County, Wisconsin
My commission expires 11/18/2018

SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

BOARD OF EDUCATION MEETING MINUTES
Monday, April 11, 2016
District Office

Board President, Jon Cruzan, called the meeting to order at 6:41 p.m. Board members present: Bob Cullen, Betsy Lubke, Tom Westrick, Shelly Crull-Hanke and Rob Roy. Absent: None. Student representatives present: None.

I. Approval of Agenda

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

II. Approval of Minutes

A motion was made by Tom Westrick and seconded by Shelly Crull-Hanke to approve the minutes for the regular meeting held on March 14, 2016 and the special meeting held on April 6, 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 \$1,081,674.80 representing Funds 10, 20, 50, 80, and 90. Voids totaling \$15,000.00. Motion carried.

IV. Public Comment

V. Student Council Report

VI. Staff Recognition

VII. Building/Department Updates

A motion was made by Shelly Crull-Hanke and seconded by Rob Roy to adjourn the meeting at 7:16 p.m. Motion carried. Meeting adjourned.

Minutes approved April 25, 2016

Jon Cruzan
Board President

**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.

**Milton High School
Extended Field Trip Requests
Monday, April 25, 2016**

Organization	Trip Description	Dates	Number of Students	Meets Ratio of Chaperones to Students	Student Activity Account (if used)
MHS iCadets	<p style="text-align: center;">Denver, CO</p> <p>Students will be presenting the district-wide iCadet program and attending workshops and expo.</p>	6/25-6/30, 2016	7	Yes	Student funded
FBLA	<p style="text-align: center;">Atlanta, GA</p> <p>Leadership and business workshops, tours, museums, and networking with people from all over the US.</p>	6/29-7/3, 2016	4	Yes	FBLA
MHS History Club	<p style="text-align: center;">Dallas, TX</p> <p>History and life skills exploring many historically significant sites.</p>	10/18-10/23, 2016	90	Yes	History Club



School District of Milton

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Date: April 25, 2016

To: Board of Education

From: K-6 Administration

Re: School Fees for the 2016-17 School Year

The School District of Milton increased the K-6 general school fee in 2010-11 from \$22.00 to \$27.00. This fee has remained the same for the past six years. The elementary schools have been diligent, remaining consistent across the district in their efforts to ensure that all students have the necessary materials to support the curriculum. However, over the past few years we have reached a level where it is difficult to remain within that budget. As such, we are proposing to **increase the K-6 general school fee to \$30.00** beginning with the 2016-17 school year. The fee for **Pre-K will increase from \$15.00** (from \$13.50), which is half the cost of the K-6 fee.



School District of Milton
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Timothy J. Schigur
 District Administrator

Mary Ellen Van Valin
 Director of Business Services

Susan L. Probst
 Director of Pupil Services

Heather N. Slosarek
 Director of Curriculum & Instruction

DATE: April 5, 2016

TO: Board of Education
 Tim Schigur, District Administrator
 Mary Ellen Van Valin, Director of Business Services

FROM: Sheila Price, Nutrition Team Supervisor

RE: Proposed Meal Price Increases for 2016-17 School Year

The Milton Nutrition Team is recommending the following meal price increases for the 2016-17 School Year:

LUNCH

	<i>15-16</i>	<i>16-17 Proposed</i>	<i>% Increase</i>
• K-3	\$2.40	\$2.50	4.0%
• Northside	\$2.55	\$2.65	3.8%
• Middle/High	\$2.75	\$2.85	3.5%
• Reduced	\$0.40	\$0.40	0.0%
• Adult/Second Meal	\$3.55	\$3.65	2.7%

BREAKFAST

• K-12	\$1.30	\$1.30	0.0%
• Reduced	\$0.00	\$0.00	0.0%
• Adult/Second Meal	\$1.95	\$1.95	0.0%

<i>MILK</i>	\$0.40	\$0.40	0.0%
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These recommendations are based on the required Paid Lunch Equity Report completed using October 2015 data. The Healthy Hunger-Free Kids Act of 2010 seeks equity in school lunch prices throughout the country. This act intends to bring full paid meal prices in line with federal reimbursements to school districts for meals provided to students receiving free meals. The paid lunch equity calculation is adjusted annually. For 2016-17, this is a 2% rate increase from the 2015-16 weighted average price requirements plus the Consumer Price Index (CPI) of 2.97%. Failure to raise meal prices in accordance with this mandate will put the District at risk of losing federal funding and reimbursements. The increases are intended to offset ever-increasing food costs as a result of the new nutrition standards and various other economic factors.

This price requirement only applies to paid lunch prices. It is my recommendation to keep paid breakfast prices for 2016-17 unchanged from the 2015-16 School Year in an attempt to preserve breakfast participation rates in the upcoming year. The potential loss of revenue based on current year participation rates for paid students equals just under \$1,700.00, which would be absorbed into the 2016-17 Fund 50 Budget.



SCHOOL DISTRICT OF MILTON

2016-2017 SCHOOL FEES

4K Students

General Fees \$15.00

K-6 Students

General Fees \$30.00
Milk Break K-6 \$36.00 per semester/\$72.00 per year
Milk Per Carton \$.40 per carton

7-8 Students

General Fees \$58.00
Sports \$40.00 (max \$120/family)
Padlocks Available at Dave's Milton Ace Hardware
Yearbook purchase (optional) \$30.00

9-12 Students

General Fees \$58.00
Course Fees \$10.00 - \$20.00
Sports User Fee \$50.00 (max \$150/family)
Athletic Pass \$45.00 (optional)
Family Athletic Pass \$120.00 (optional)
Parking Permit \$40.00
Yearbook purchase \$70.00 (optional)

Optional Insurance 5-12 Students

iPad Insurance \$25.00 (deductible applicable)
Laptop Insurance \$50.00 (deductible applicable)

Breakfast/Lunch Prices

Breakfast K-12 \$ 1.30 per meal
 [Adult/Second Meal \$ 1.95 per meal]
Lunch K-3 \$ 2.50 per meal
 4-6 \$ 2.65 per meal
 7-12 \$ 2.85 per meal
 [Adult/Second Meal \$ 3.65 per meal]

There may be other fees due and payable during the school year.

ALL FEES PAYABLE AT REGISTRATION

ONLINE REGISTRATION JULY 25 – AUGUST 10, 2016

ONSITE CENTRAL REGISTRATION AUGUST 9-10, 2016

All students will have the option of purchasing hot lunches in advance.

For your family lunch account, a \$25.00 deposit is the optional/suggested minimum.

Physical education uniforms may be purchased at Dave's Milton Ace Hardware or Throndsen's.



School District of Milton

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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

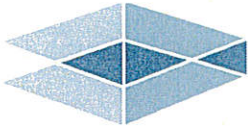
By _____
Timothy Schigur
District Administrator

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

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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



MEMORANDUM

STRANG, PATTESON
RENNING, LEWIS & LACY

www.strangpatteson.com

GREEN BAY OFFICE:
205 Doty Street
Suite 201
Green Bay, WI 54301
Toll Free: 844-833-0830

MADISON OFFICE:
660 W. Washington Ave.
Suite 303
Madison, WI 53703
Toll Free: 844-626-0901

SERVICE CENTERS IN
MILWAUKEE AND OSHKOSH

TO: Mary Ellen Van Valin and Stephen Schantz

FROM: Ann L. Patteson

DATE: April 21, 2016

SUBJECT: Status Report Regarding Proposed Parking Lot Improvements for Milton East Elementary School

Background Regarding Project: The City of Milton (“City”) has identified the Goodrich Square area as being in need of enhancement regarding parking and landscaping, among other items. The School District of Milton (“District”) desires to improve the design of its parking area and student drop off site. The City and District have consulted with each other to develop a mutually beneficial plan regarding these issues.

The District’s engineer, Strand Associates, Inc. (“Strand”) has prepared a proposed plan, with the most recent version dated April 20, 2016. To accomplish this plan, the City will give the District real property identified as tax parcel no. 25711402, which it previously used for police department purposes. Also, the City will vacate Greenman Street as a public road. The District will provide design and construction work. The District will also provide Parker Community Credit Union, and its successors, with an easement to use the private road contemplated by this plan. The City and District will enter into a parking lot easement agreement, whereby the District has primary use and the City has secondary use. Also, pursuant to this agreement, the City will provide snow and ice removal.

Background Regarding Contract Documents: The District has contract documents with Strand to provide the design work for this project. There is a master agreement dated February 19, 2016 entitled “Agreement for Technical Services” and an additional agreement entitled “Task Order 16-01” regarding the design of the parking lot and access modifications at the Milton East Elementary School, traffic analysis services, and meetings for the implementation of the design plans, as well as bidding-related services. If Strand is to provide additional services, such as supervision of the construction of the project, additional contract documents will be necessary.

Strand is preparing the documents relating to the bidding for the construction work of the project. After the bid is awarded, the District will enter into an agreement with the winning contractor for the construction work.

The District has an Offer to Purchase agreement with the City, dated March 15, 2016 ("Offer") that addresses the City's gift of real property and the proposed development. The Offer anticipates two related agreements being entered into by closing (no later than June 1, 2016).

One related agreement is an easement between Parker Community Credit Union ("Credit Union") and the District for the purpose of permitting the Credit Union to use the District's new private road which will be in place of the vacated Greenman Street. The Credit Union has reviewed this easement and is ready to sign it. The other related agreement is a parking lot easement agreement between the City and the District, which provides that the District has primary and the City has secondary use of the parking lot. Also, the agreement provides that the City will provide snow and ice removal. The City has indicated that it will sign this agreement at closing.

Pending Issues: The Offer also contains other contingencies, which are summarized on the enclosed Critical Dates Chart. These contingencies need to be satisfied or waived by the District prior to closing. The District and City are proceeding to address these contingencies and everything, at this point, appears to be proceeding in a routine manner, except for a title issue.

One requirement of the Offer is for the City to provide a warranty deed which constitutes merchantable title. The City ordered title work regarding its real property, and its title searcher determined that it appears the District may already own this property. The District has asked Knight Barry Title Services, LLC ("Knight Barry"), to review the title records and to outline the requirements to provide title insurance to the District. Pursuant to the terms of the Offer, the District is responsible to provide title insurance if desired. Given the significant investment of the cost of the development, title insurance is desirable. We should have the results of Knight Barry's research and title commitment in approximately one week. We do not anticipate a problem proceeding to closing, but there may be a change in the type of deed or other documents provided by the City at closing because they may not be the owner of record.

Another contingency is approval by the Board of Education of the terms of this Offer and the receipt of the gift contemplated by this Offer. Authorization of the electors is not required because this is a gift and not a purchase of real property. The Board of Education will also need to review and approve the gift in accordance with its board policy regarding acceptance of gifts.

We are recommending that the Board of Education proceed to approve this Offer and gift, and approve the related resolution. Approval by the Board of Education does not affect the other pending contingencies and requirements of the Offer that need to be satisfied or waived prior to closing.

Per Director of Business Services Mary Ellen Van Valin, a suggested motion would be:

“Move to approve the Resolution authorizing the gift of real property located at 120 Parkview Drive (tax parcel #25711402) from the City of Milton and related offer to purchase and other contract documents as presented.”

SCHOOL DISTRICT OF MILTON

RESOLUTION AUTHORIZING AND APPROVING GIFT OF REAL PROPERTY

WHEREAS, the Board of Education of the Milton School District (the "District") hereby finds and determines that it is in the best interests of the District to accept the gift of real property with a tax parcel identification number of 25711402 and a street address of Parkview Drive, City of Milton, Rock County, Wisconsin (the "Property") from the City of Milton;

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Board of Education of the District hereby authorizes and approves the gift of the Property consistent with prior instructions;
2. The District Administrator, Timothy J. Schigur, or the Director of Business Services, Mary Ellen Van Valin, are each hereby individually authorized to take any and all actions necessary to consummate this transaction, including entering into an offer to purchase, and to execute and deliver such documents, such as the related easement agreements and such other documents as he or she may deem necessary for the transaction and to carry out the intent and to accomplish the purposes of this resolution.

Approved and adopted this _____ day of April, 2016.

SCHOOL DISTRICT OF MILTON

By: _____
Jon Cruzan, Board President

ATTEST:

_____, Clerk

CRITICAL DATES CHART

BUYER: School District of Milton
SELLER: City of Milton
PROPERTY: Part of Tax ID No. 25711402
 City of Milton, Rock County, Wisconsin
PURCHASE PRICE: \$0.00

Task	Date	Responsible Party	Status
Offer to Purchase Acceptance	3/15/16	Buyer/Seller	Done
Proposed Use Contingencies: Zoning permits proposed use; Buyer obtaining copies of easements, covenants and restrictions; approval by City; vacating Greenman Street	5/14/16 Within 60 days of acceptance	Buyer	
Land Use Approval	5/14/16 Within 60 days of acceptance	Buyer	
Buyer's Due Diligence Contingencies	5/14/16 Within 60 days after acceptance	Buyer	
Map of the Property	5/14/16 Within 60 days of acceptance	Buyer	
Termination of Other Agreements regarding Property	3/30/16 Seller to provide list Within 15 days of acceptance. Seller terminate by Closing	Seller	
Environmental Questionnaire & Condition Report	3/30/16 Within 15 days after acceptance	Seller	Done
Inspection/Tests	By Closing	Buyer	
Seller Provide Warranty Deed constituting merchantable title	By Closing	Seller	
Joint Parking Lot Agreement	Closing	Buyer/Seller	
Easement – Parker Community Credit Union	Closing	Buyer	
School Board Approval	Closing	Buyer	
Closing	No later than 6/1/16	Buyer/Seller	

KEY NOTES:

- 1 4-IN ASPHALT PAVEMENT, REFER TO STANDARD NOTES AND DETAILS SHEET.
- 2 4-IN CONCRETE SIDEWALK, REFER TO DETAIL DRAWINGS FOR CURB RAMP SPECIFICATIONS.
- 3 30-IN CONCRETE CURB AND GUTTER, REFER TO DETAIL DRAWINGS. USE THE BASES FOR CONNECTION TO EXISTING CURB AND GUTTER.
- 4 2-FT X 2.5-FT TRUNCATED DOME DETECTABLE WARNING PANELS. (TYP.)
- 5 APPROXIMATE EXISTING RIGHT-OF-WAY.
- 6 DRIVEWAY SECTION 30-IN CONCRETE CURB AND GUTTER, REFER TO DETAIL DRAWINGS.
- 7 LIGHT POLE BASE, LIGHT POLE, AND LIGHT FIXTURE, REFER TO LIGHTING AND LANDSCAPE PLAN. (TYP.)
- 8 LANDSCAPE AREA, REFER TO LIGHTING AND LANDSCAPE PLAN.
- 9 CONCRETE FLUME, REFER TO STANDARD NOTES AND DETAILS SHEET.
- 10 INSULATION BASKIN, DO NOT INSTALL, BURLAP, ENGINEERED SOIL OR UNDERDRAIN UNTIL SITE GRADING IS COMPLETED AND STABILIZED.

SIGNING

- 11 STOP SIGN, REFER TO SIGNING KEY FOR DETAILS.
- 12 DO NOT ENTER SIGN, REFER TO SIGNING KEY FOR DETAILS.
- 13 YIELD SIGN, REFER TO SIGNING KEY FOR DETAILS.
- 14 HANDICAP PARKING SPACE SIGN, REFER TO SIGNING KEY FOR DETAILS.
- 15 AUTHORIZED VEHICLES ONLY SIGN, REFER TO SIGNING KEY FOR DETAILS.

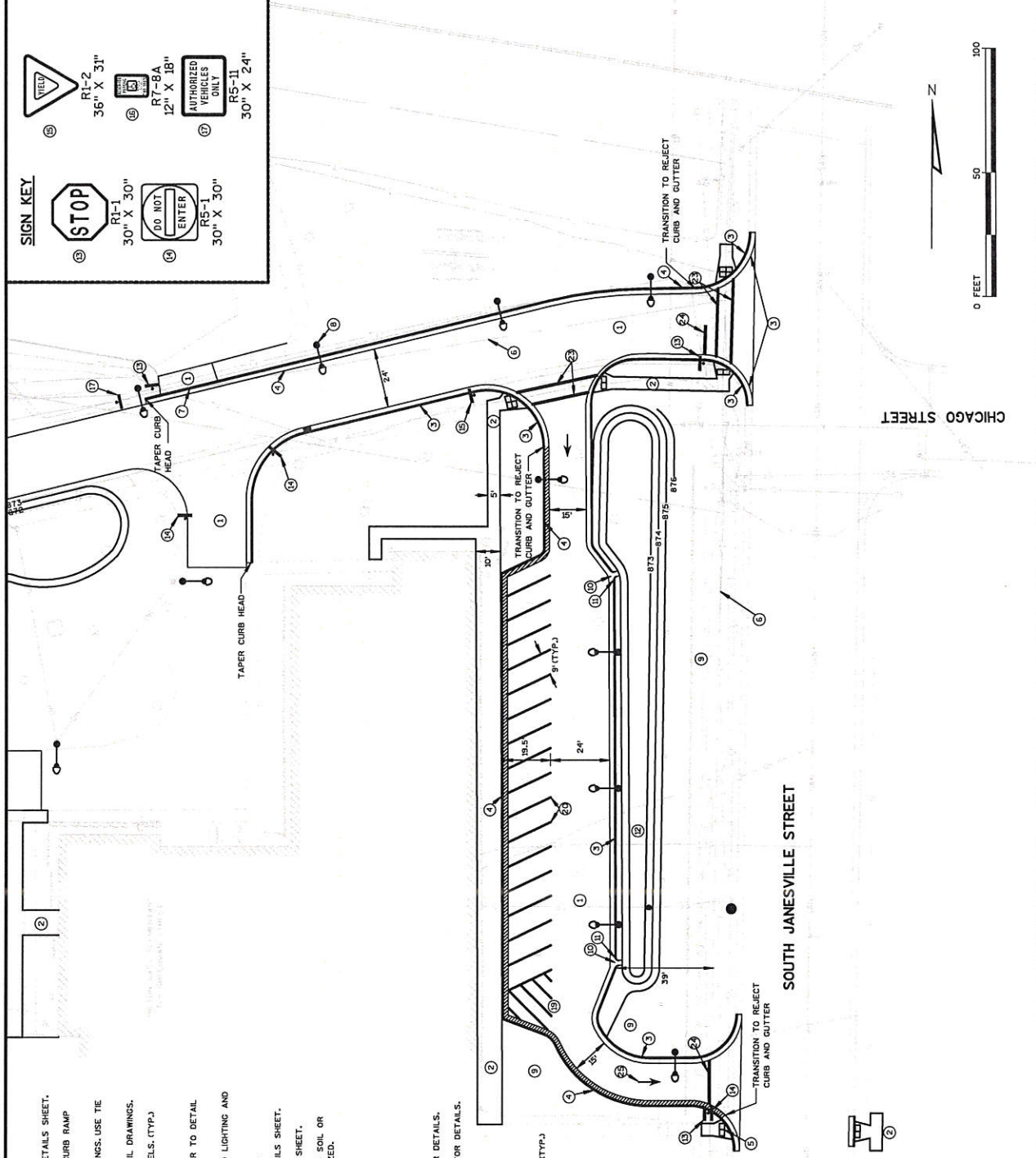
PAVEMENT MARKING

- 16 4-IN WHITE PAVEMENT MARKING LINES. (TYP.)
- 17 4-IN WHITE DIAGONAL PAVEMENT MARKING LINES, 45°. (TYP.)
- 18 4-IN WHITE 65° ANGLE PAVEMENT MARKING LINES. (TYP.)
- 19 4-IN BLUE PAVEMENT MARKING LINES. (TYP.)
- 20 4-IN BLUE DIAGONAL PAVEMENT MARKING LINES, 45°. (TYP.)
- 21 6-IN WHITE CROSSWALK SPACED 6-FT APART.
- 22 18-IN WHITE STOP BAR.
- 23 WHITE ARROW PAVEMENT MARKING. (TYP.)
- 24 BLUE HANDICAP SYMBOL PAVEMENT MARKING. (TYP.)

PARKING SUMMARY	
EXISTING PARKING	39 STALLS
STAFF/VISITOR PARKING	53 STALLS
PARENT DROP OFF PARKING	34 STALLS
STUDENT PARKING	11 STALLS
TOTAL PARKING	97 STALLS

SIGN KEY

- 15 STOP R1-1 30" X 30"
- 16 DO NOT ENTER R5-1 30" X 30"
- 17 YIELD R1-2 36" X 31"
- 18 AUTHORIZED VEHICLES ONLY R7-8A 12" X 18"
- 19 AUTHORIZED VEHICLES ONLY R5-11 30" X 24"



SITE PLAN AND DIMENSIONS

MILTON EAST ELEMENTARY ACCESS IMPROVEMENTS
SCHOOL DISTRICT OF MILTON
MILTON, WISCONSIN

JOB NO. 1495.001
PROJECT MGR. KRH



SHEET 6

PARKING SUMMARY	
EXISTING PARKING	39 STALLS
STAFF/VISITOR PARKING	53 STALLS
PARENT DROP-OFF PARKING	34 STALLS
HANDICAPPED PARKING	4 STALLS
TOTAL PARKING	91 STALLS

NO.	REVISIONS	DATE

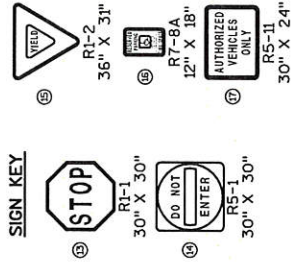
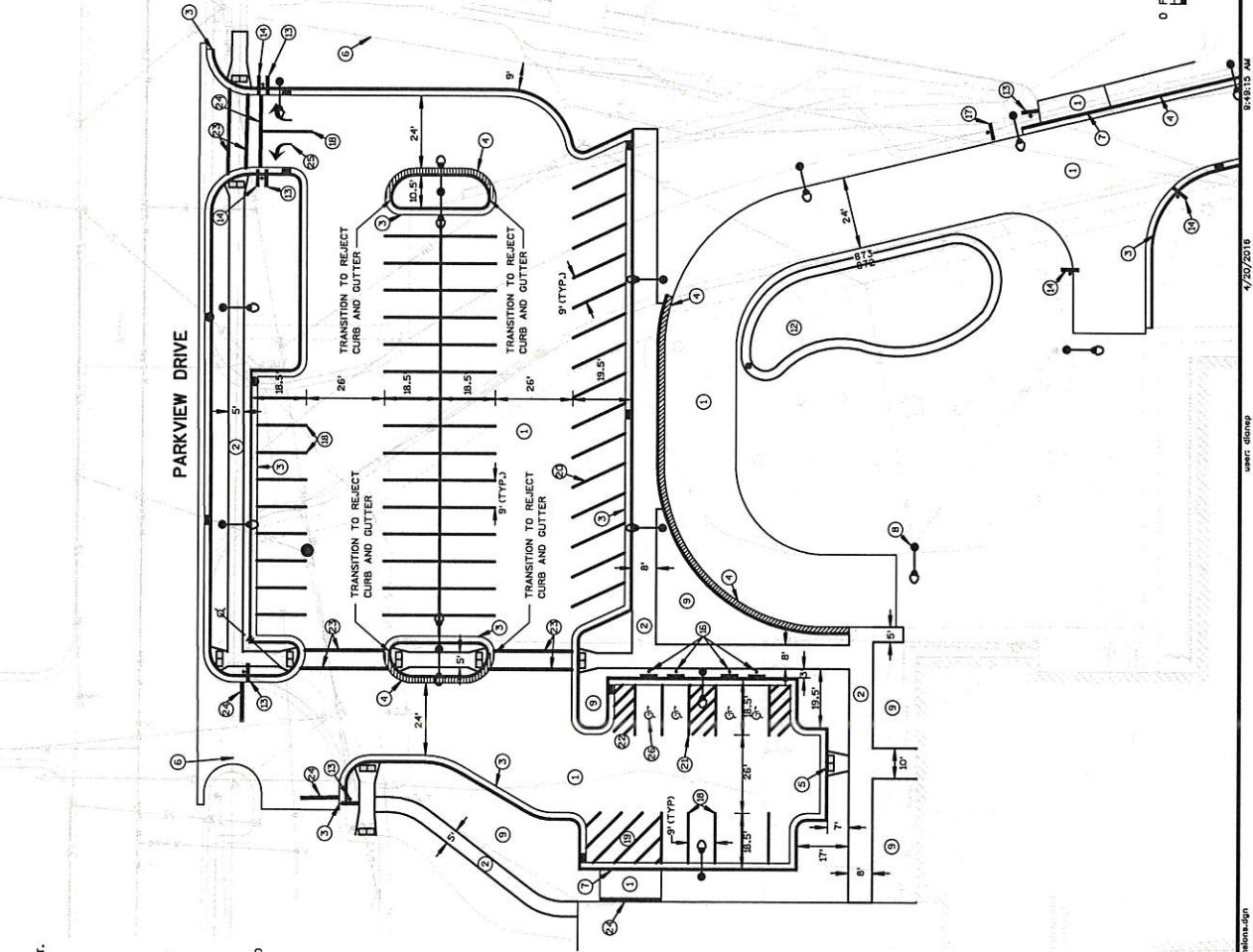
MILTON EAST ELEMENTARY ACCESS IMPROVEMENTS
SCHOOL DISTRICT OF MILTON
MILTON, WISCONSIN

JOB NO.
1495.001
PROJECT MGR.
KRH



SHEET
5

SITE PLAN AND DIMENSIONS




- KEY NOTES:**
- 4-IN ASPHALT PAVEMENT. REFER TO STANDARD NOTES AND DETAILS SHEET.
 - 4-IN CONCRETE SIDEWALK. REFER TO DETAIL DRAWINGS FOR CURB RAMP SPECIFICATIONS.
 - 30-IN CONCRETE CURB AND GUTTER. REFER TO DETAIL DRAWINGS. USE TIE BARS FOR CONNECTION TO EXISTING CURB AND GUTTER.
 - REJECT 30-IN CONCRETE CURB AND GUTTER. REFER TO DETAIL DRAWINGS.
 - TWO 2-FT X 2-FT TRUNCATED DOME DETECTABLE WARNING PANELS. (TYP.)
 - APPROXIMATE EXISTING RIGHT-OF-WAY.
 - DRIVEWAY SECTION 30-IN CONCRETE CURB AND GUTTER. REFER TO DETAIL DRAWINGS.
 - LIGHT POLE BASE, LIGHT POLE, AND LIGHT FIXTURE. REFER TO LIGHTING AND LANDSCAPE PLAN. (TYP.)
 - LANDSCAPE AREA. REFER TO LIGHTING AND LANDSCAPE PLAN.
 - CONCRETE CURB CUT. REFER TO STANDARD NOTES AND DETAILS SHEET.
 - CONCRETE FLUME. REFER TO STANDARD NOTES AND DETAILS SHEET.
 - BIOFILTRATION BASIN. DO NOT INSTALL BIOFILTER ENGINEERED SOIL OR UNDERDRAIN UNTIL SITE GRADING IS COMPLETED AND STABILIZED.
- SIGNING**
- STOP SIGN. REFER TO SIGNING KEY FOR DETAILS.
 - DO NOT ENTER SIGN. REFER TO SIGNING KEY FOR DETAILS.
 - YIELD SIGN. REFER TO SIGNING KEY FOR DETAILS.
 - HANDICAP PARKING SPACE SIGN. REFER TO SIGNING KEY FOR DETAILS.
 - AUTHORIZED VEHICLES ONLY SIGN. REFER TO SIGNING KEY FOR DETAILS. PAVEMENT MARKING
 - 4-IN WHITE PAVEMENT MARKING LINES. (TYP.)
 - 4-IN WHITE DIAGONAL PAVEMENT MARKING LINES, 45°. (TYP.)
 - 4-IN WHITE 65° ANGLE PAVEMENT MARKING LINES. (TYP.)
 - 4-IN BLUE PAVEMENT MARKING LINES. (TYP.)
 - 4-IN BLUE DIAGONAL PAVEMENT MARKING LINES, 45°. (TYP.)
 - 6-IN WHITE CROSSWALK SPACED 6-FT APART.
 - 18-IN WHITE STOP BAR.
 - WHITE ARROW PAVEMENT MARKING. (TYP.)
 - BLUE HANDICAP SYMBOL PAVEMENT MARKING. (TYP.)

4/20/2018


uwhr.dwg

S:\MAY\1495\1495\001\Milton\VP\MAY05_001_Site Plan and Dimensions.dwg

SCHOOL DISTRICT OF MILTON



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



Associated Financial Group
 Employee Benefits | Insurance | HR Solutions.




HEALTHCARE REFORM: HOW WILL IT AFFECT YOU?

01/01/2014

Healthcare exchanges

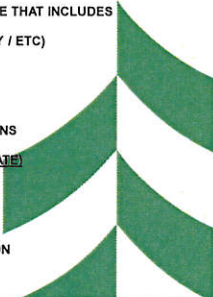
- Individual will be required to have insurance or pay penalty
- No pre-existing conditions
- National benefit design mandates
- Significant increase in medical access



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AGENDA


1. TEACHER AND SUPPORT STAFF HANDBOOK UPDATE
2. COMMITTEE PURPOSE / BACKGROUND SUMMARY
 - UPDATED PRESENTATION FROM COMMITTEE THAT INCLUDES
 - A. ACA (CADILLAC TAX / AFFORDABILITY / ETC)
 - B. PEER COMPARISONS
 - C. HMO OBSERVATIONS
 - D. WELLNESS / BIOMETRIC OBSERVATIONS
3. STATUS OF LONG-TERM CARE PLAN (WEA UPDATE)
4. NEXT STEPS FOR CONSIDERATION
 - BIOMETRIC EDUCATION / COMPARISONS
 - WEA LTC 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.




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HEALTHCARE REFORM

National Law
 March 23, 2010

- Improve access
- Stabilize cost
- Reform insurance products

Core component: Mandated coverage

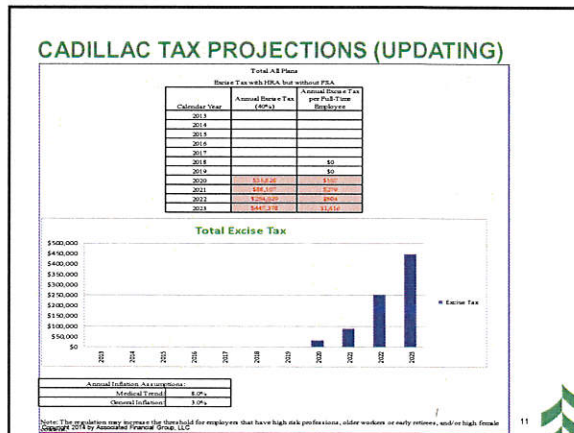
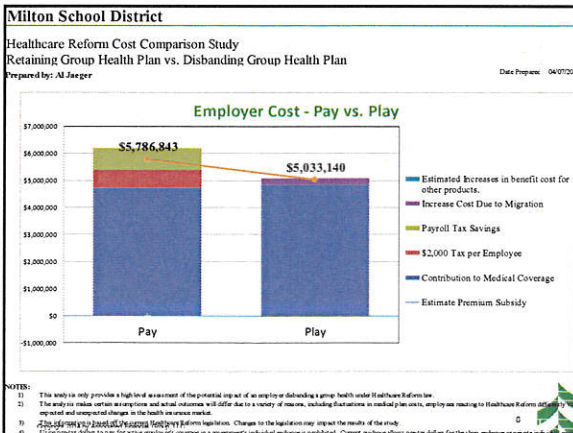
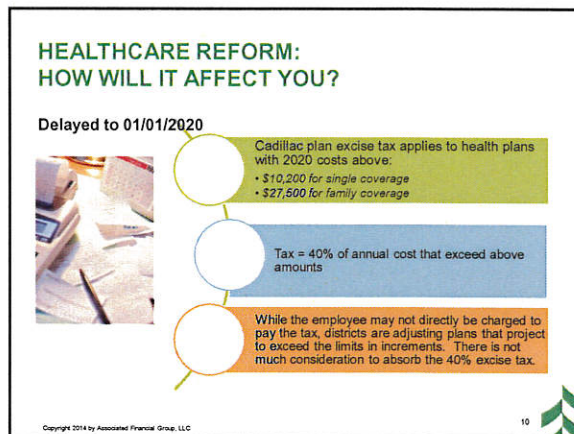
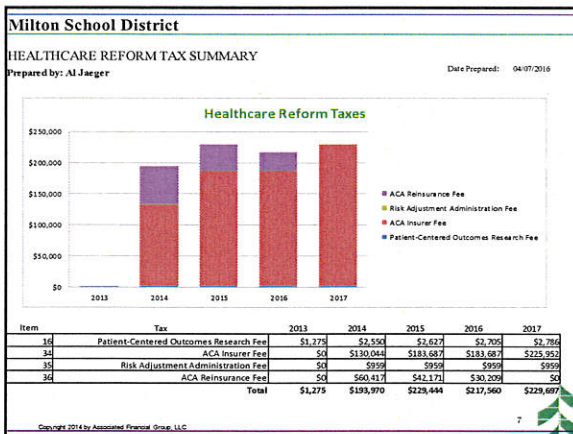
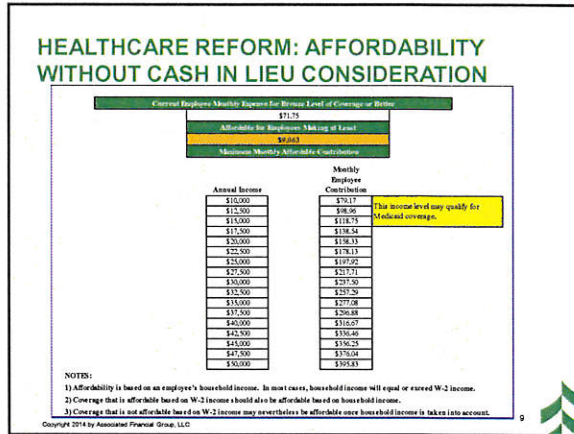
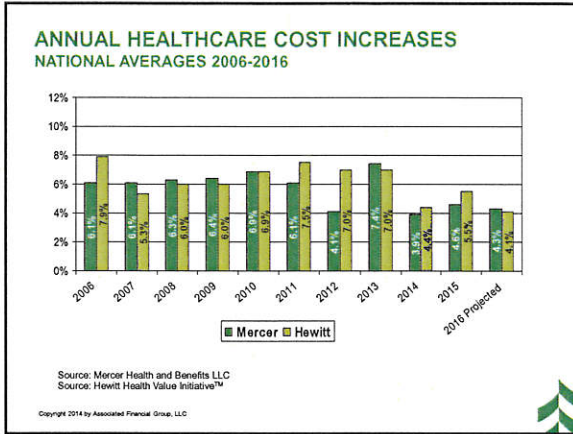


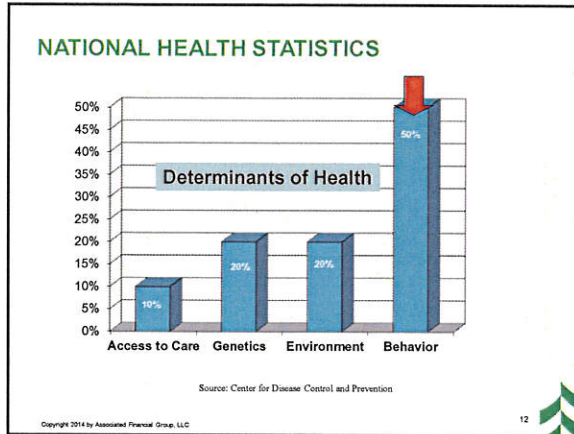
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40 ITEM HEALTHCARE REFORM AUDIT WE REVIEWED

- **#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!

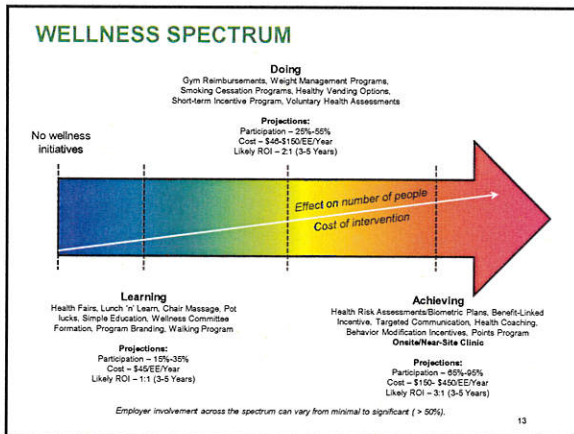
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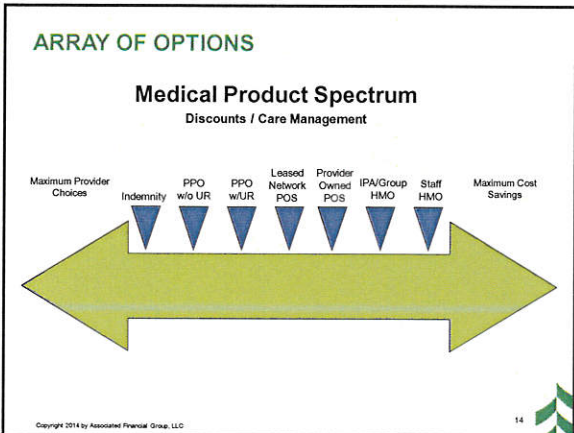
POS VS. HMO

- **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.



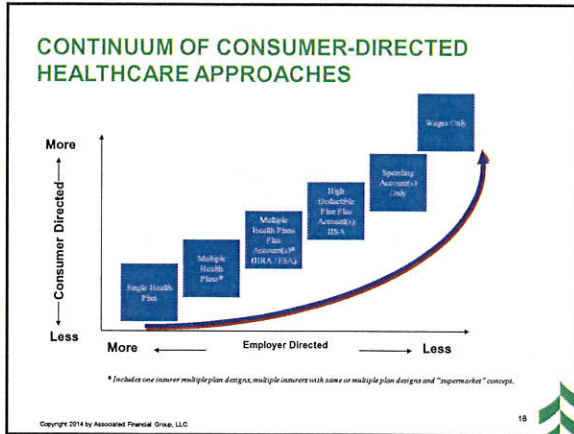
POS VS. HMO

- **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.



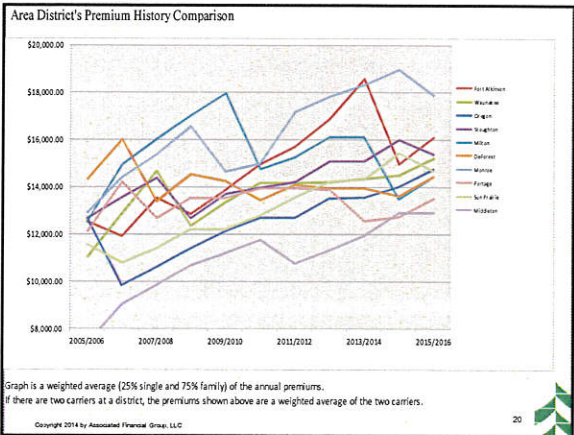
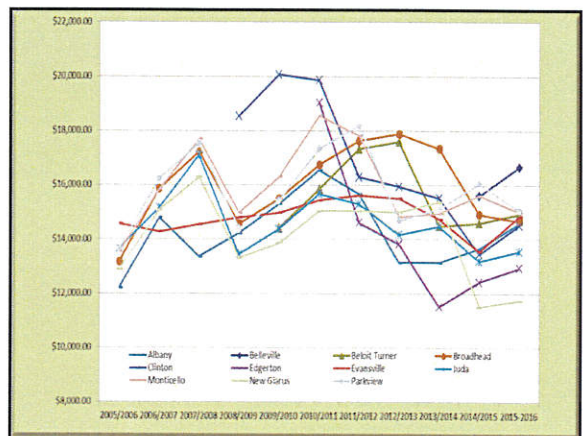
POS VS. HMO

- **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.



Carrier	Plan Name	PCB/EBA	EMD	PCB/EBA	EMD	PCB/EBA	EMD	PCB/EBA	EMD	PCB/EBA	EMD
MetLife	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan
MetLife	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan
MetLife	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs
MetLife	MetLife HSA	MetLife HSA	MetLife HSA	MetLife HSA	MetLife HSA	MetLife HSA	MetLife HSA	MetLife HSA	MetLife HSA	MetLife HSA	MetLife HSA
MetLife	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account
MetLife	MetLife Wellness	MetLife Wellness	MetLife Wellness	MetLife Wellness	MetLife Wellness	MetLife Wellness	MetLife Wellness	MetLife Wellness	MetLife Wellness	MetLife Wellness	MetLife Wellness

Frame of District	Fact Act/Issue	Oregon	Sleighton	MEBWA
BEAR/IE COVERAGE	PCB/EBA	EMD	EMD and PCB	PCB/EBA
Carrier	MetLife	MetLife	MetLife	MetLife
MetLife	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan	MetLife Single Plan
MetLife	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan	MetLife Multiple Plan
MetLife	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs	MetLife HRA/FSAs
MetLife	MetLife HSA	MetLife HSA	MetLife HSA	MetLife HSA
MetLife	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account	MetLife Spending Account
MetLife	MetLife Wellness	MetLife Wellness	MetLife Wellness	MetLife Wellness



Year	Albany	Beaverton	Clatsop	Clifton	Clifton Turner	Eggen	Evantone	Monticello	New Gessia	Parkview	Jada
2015/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2014/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2013/2012	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2012/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2011/2010	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2010/2009	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2009/2008	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2008/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2007/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
2006/2005	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

COMPARING STAFF CONTRIBUTION TO REGIONAL DISTRICTS

Regional District	Plan Type	Single Plan: Out-of-Pocket Deductible	Single Plan: Employee Contribution	Single Plan: Total (Per Year)	Family Plan: Out-of-Pocket Deductible	Family Plan: Premium Contribution	Family Plan: Total (Per Year)
Blagden	Deas HMO	\$100	\$169.44	\$269.44	\$200.00	\$1,321.92	\$1,521.92
Fort Addison	Deas POS	\$100.00	\$876.17	\$976.17	\$200.00	\$2,499.48	\$2,699.48
Oragon	Deas HMO	\$500.00	\$1,025.52	\$1,525.52	\$1,000.00	\$1,947.48	\$2,947.48
Oragon	Utaly HMO	\$500.00	\$743.29	\$1,243.29	\$1,000.00	\$1,672.40	\$2,672.40
Shoghton	Deas HMO	\$100.00	\$788.33	\$888.33	\$200.00	\$1,787.93	\$1,987.93
Shoghton	Deas POS	\$100.00	\$2,001.36	\$2,101.36	\$200.00	\$4,539.12	\$4,739.12
Milzon	Deas POS	\$100.00	\$911.77	\$1,011.77	\$200.00	\$2,143.71	\$2,343.71
Milzon	MoneyCare POS	\$100.00	\$904.02	\$1,004.02	\$200.00	\$2,079.30	\$2,279.30
Misoune	Deas HMO	\$100.00	\$919.06	\$1,019.06	\$200.00	\$2,077.06	\$2,277.06
Poynette	Deas POS	\$100.00	\$764.02	\$864.02	\$200.00	\$1,984.45	\$2,184.45
Poynette	P+ POS	\$100.00	\$690.71	\$790.71	\$200.00	\$1,793.84	\$1,993.84
Waukelee	Deas HMO	\$0.00	\$942.34	\$942.34	\$0.00	\$2,120.26	\$2,120.26
Dufornet	Utaly HMO	\$0.00	\$739.97	\$739.97	\$0.00	\$1,679.72	\$1,679.72
Portage	Deas POS	\$0.00	\$820.24	\$820.24	\$0.00	\$1,886.54	\$1,886.54
Sun Prairie	Deas POS	\$0.00	\$800.28	\$800.28	\$0.00	\$2,080.73	\$2,080.73
Middletown	Deas HMO	\$0.00	\$716.57	\$716.57	\$0.00	\$1,791.45	\$1,791.45
Middletown	Utaly HMO	\$0.00	\$775.27	\$775.27	\$0.00	\$1,938.18	\$1,938.18

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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)

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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

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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.

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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
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. 	<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. 	<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.# • Complete and return election form within 60 days of group termination. • Pay monthly premiums.
Action Required from Employer →	<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. 	<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. 	<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.
Availability →	<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.

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:

- -

STAFFING UPDATES FOR APRIL 25, 2016

1. Contracts/Letters of Employment:

- Ochs, Renee S. – Long-term Substitute Teacher (updated) – Harmony
 - *Filling in for Diane Landherr*
- Sperger, Matthew J. – Long-term Substitute Teacher – Middle School
 - *Filling in for Susan Jensen*
- Brown, Jessica I. – Long-term Substitute Teacher – Middle School
 - *Filling in for Ashley Hughes*

2. Resignations:

- Cash, Joshua B. – Cross Categorical Special Ed Teacher – Middle School
 - *Effective: June 3, 2016*
- Carmody, Joseph J. – Physics Teacher – High School
 - *Effective: June 3, 2016*

3. Retirement Notices:

-

4. Vacancies Posted, Not Yet Filled:

- Speech & Language Pathologist – Northside
 - Speech & Language Pathologist – Harmony
 - CC Special Education Teacher – High School
 - Science Teacher – High School
 - CC Special Education Teacher – Middle School
 - Wrestling Cheerleading Coach – High School
 - Boys Head Swim Coach – High School
 - Girls Head Swim Coach – High School
 - Boys Assistant Swim Coach – High School
 - Girls Assistant Swim Coach – High School
 - Assistant Cross Country Coach – High School
 - 6th Grade Teacher – Northside – Internal Posting
 - Financial Literacy/Business Teacher – High School
-

- Occupational Therapist – High School
- Evening Custodian – High School
- Special Education Aide - Northside
- Substitute Teachers – District
- Substitute Aides - District
- Substitute Custodians – District
- Substitute Nutrition Team – District

5. Leave of Absence:

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SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

2015-2016 SCHOOL YEAR

GIFTS & DONATIONS FOR BOARD APPROVAL/ACCEPTANCE

Monday, April 11, 2016

From	Amount	For
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	

SCHOOL DISTRICT OF MILTON
Milton, Wisconsin

2015-2016 SCHOOL YEAR

GIFTS & DONATIONS FOR BOARD APPROVAL/ACCEPTANCE
Monday, April 25, 2016

<u>From</u>	<u>Amount</u>	<u>For</u>
P.A.W.S.	\$493.33	Phy Ed Materials
Target – Take Charge of Education	\$906.76	West – Classroom Materials
Friends of Northside	\$223.08	Music/Art Supplies
Friends of Northside	\$419.95	Special Education – Stove
Friends of Northside	\$1,513.10	5 th Grade – Tallman House
MMS Parents’ Group	\$421.12	Brewer Game Trip
BCP Transportation, Inc.	\$325.00	Free Shipping – MMS Skids of Water for Flint Michigan (Donation)
Advanced Tooling, Inc.	\$500.00	MHS Discovering Democracy Trip
Packer Fastener & Supply	\$100.00	MHS STEM Club – HMV
Milton Soccer Club	\$500.00	MHS Boys’ Soccer
NASCO	\$1,194.61	District – Badger Conference Art Show
Mark and Kasey Reed Family – in Memory of Gail Reed	<u>\$250.00</u>	SDM Speech & Language Dept. – iTunes card
TOTAL	\$6,846.95	
