

Superintendent's Employee Advisory Council

Chino Valley Unified School District

March 28, 2017

- I. Call to order: Sara Rosengren
 - a. Meeting was called to order at 4:31
- II. Introduction of new members
 - a. There were no new members
- III. Approval of February Minutes
 - a. Minutes were approved unanimously
- IV. Superintendent's Report – John Scholl
 - a. Administrative Hires
 - i. Heidi Wolf has been offered the position of Principal at Chino Valley High School
 - ii. Brian Pereida (from Ashfork) has been offered the position of Vice Principal at Chino Valley High School.
 - iii. Both will be proposed to the board on 4/4/17
 - iv. Mr. Scholl also found the new Director of Special Education, Dr. Nicole Berdette from Mayer, and thinks we will have 5 of the 8 positions open filled by April 4.
 - v. Eight teacher candidates came from South Dakota and were impressed with our district, one of which is a ½ English, ½ Drama teacher who was offered the position at CVHS.
 - b. Health Insurance
 - i. Cost Overview:
 - 1. Budget rate is up 22% with ASBATI. There is a loss in MMO of \$121,000.00 and insurance costs are going up \$300,00.00. No one will lose their job, and some cuts are being made by combining positions as people retire.
 - 2. By doing the proposed changes, we can save: \$95,619.
 - ii. We will not be joining the Humboldt/Prescott Trust at this time. It may be a great option later, but right now, it is not going to meet our needs because they want to keep us separate until they see what our costs will be.
 - iii. The proposal is to offer the following:

1. Free – HDHP (High deductible Health Plan) with option to “buy up” to classic silver and value gold.
 - a. HDHP cannot use our FSA, and will have to switch to an HSA.
 - b. Nothing is covered, including prescriptions until deductible is met (\$2600 for employee, \$5200 per family).
 - c. Cost is 80/20 after deductible is met with \$6350 max out of pocket for employee, and \$12,700 out of pocket for family.
 - d. Preventative care is still 100% covered.
2. Use of Teledoc – where you phone into a doctor for zero costs or \$40.00 and get common prescriptions, etc.
 - a. John Scholl is trying to work out a deal where Teledoc is free for employees *and* dependents in the household, whether they are on our insurance or not.
 - b. Use of Teledoc does not go towards deductible.
3. Members with health issues, medicines, or planning health procedures can buy up to classic silver and value gold to have lower deductibles and copays for medicine/doctor visits.
 - a. Monthly cost will increase on both plans.
 - b. People buying up to C.S or V.G. can still use their FSAs and will have access to Teledoc.
4. Vision and Dental will no longer be covered, but employees can choose to pay for coverage. Employees can either pay for coverage or put that payment into the HSA account to use at their discretion for vision and dental.
5. HSAs do not have a cap on the amount that can be put into the account, all money is rolled over each year, and it can be withdrawn (with a penalty) if needed. The FSA has a limit of \$2500, only \$500 rolls over, and money cannot be taken out. Both accounts have debit card access. FSAs can be used with classic silver and value gold but employees on the HDHP have to switch to the HSA account.
6. Total costs:

Total Costs	Employee	Employee + Spouse	Employee + Children	Employee + Family
HDHP	\$0.00			\$704.00
Value Gold	\$120.05			\$968.05
Classic Silver	\$162.05			\$1,062.05
Dental	\$30.80	\$61.60	\$68.20	\$99.00
Vision	\$5.92	\$10.34	\$12.40	\$15.36

V. Family Rates for Sporting Events (Continued)

- a. Pete explained that the cost for sporting events was going up in order to cover the following expenses:

- i. Referees and other necessary staff for games like announcers and score board operators.
 - ii. Minimum wage increases and competitive pay for game staff
 - iii. The current cost for the year is \$15,000.00 for officials and game workers.
 - 1. Employees cannot volunteer
- b. Family passes will be offered and prorated in January.
- c. Football and Basketball tend to carry the costs for the rest of the year which is why the prices and attendance enforcement need to be in place.
- d. Pete will look into the cost of family passes to ensure that large families can still get into sporting events for an affordable price while still helping meet expenses for running sporting events.

VI. Employee Raises

- a. To prevent staff from being “leap frogged” by new hires, which means the new hires would sign on making more money than employees moving up the scale, John Scholl proposed the following:
 - i. Certificated staff will receive an \$800.00 raise.
 - ii. Classified staff will be adjusted to reflect minimum wage changes.
 - iii. Certified Directors will get approximately \$80.00 a month raise for 10 month employees which equals out to \$800 annually.
 - iv. An increase of 1.5% is proposed for administrative personnel.

VII. Budget

- a. The district is losing \$121,264 in M&O. Salary increases are going to cost \$177,541. Insurance, maintenance and ASRS will increase by \$73,030. (Total of approx. \$372,000.)
- b. The district can save \$100,000 by cutting 4 positions, and no longer offering Vision/Dental coverage can save \$96,000. (Total of approx. \$196,000).
 - i. No one will lose their position; these positions will be absorbed as people retire, etc.)
 - ii. Employees can still choose to have vision and dental; however, they will have to pay the premium.
- c. This leaves the budget with a deficit of \$176,216, which is manageable.

VIII. New Issues to Discuss for Next Meeting

- a. In the interest of time, it was agreed, unanimously, that new issues could be emailed to John Scholl or Sara Rosengren to be added to the agenda for our April meeting.

IX. For the Good of the Order – Chair person

- a. Our next meeting will be April 25, 2017 at 4:30.

X. Adjourn – Sara Rosengren

- a. Meeting was adjourned at 5:50