

JOHNSON CREEK BOARD OF EDUCATION
Personnel Committee Meeting Minutes
Monday, October 19, 2020
District Board Room
5:30 pm

Committee Chair Mark Siewert called the meeting to order.

Members present: Duane Draeger, Ken Johnson, Mark Siewert, and Rick Wrench

Also present: Superintendent Michael Garvey, June Kolaske, and Krista Mahan

Dr. Garvey verified that the meeting was properly posted pursuant to § 19.84(1) Wis. Statutes.

Motion by Draeger/Johnson to adopt the agenda as posted. Motion Carried.

Early Retirement Language

District Administrator retirement benefits

Dr. Garvey requested that the Committee consider changing the age requirement to access retirement benefits. The Committee was not comfortable doing so as a change to the District Administrator benefits but would consider a change on an individual basis.

Administrators/Directors/District Office Staff retirement benefits

Motion by Johnson/Draeger to recommend that the full Board approves a change to the principal early retirement language to require 15 years of service in order to access the retirement benefits for principals hired after 2020,

AND

that the Board approves early retirement benefits that matches the modified principal language, to the Director of Teaching and Learning (Krohn), the Pupil Services Director (Pustina), and the Dean of Students/Activities Director/Recreation Director (Hayes).

AND

that the full Board approves early retirement benefits that matches the teachers' language who were hired after 1997 (stipulating a minimum of 20 years of service and a 10% stipend), to the Director of Buildings and Grounds (Fischer) and the Food Service Director (Wright).

AND

that the full Board approves early retirement benefits that matches the teachers' language who were hired after 1997 (stipulating a minimum of 20 years of service and a 10% stipend), to the District Office Staff consisting of the District Office Manager (Moke) and District Administrative Assistant (Stewart). Motion Carried.

Independent Contractors During COVID Closures

Dr. Garvey asked the Board to consider offering some income protection to the two independent contractors the District uses for OT and PT in the event that they are quarantined due to COVID or in the event that the school is ordered closed.

The Committee members, citing that the independent contractors are not employees, traditionally can work in many Districts if they choose, can determine their fee which is generally higher than a school employee, determined that they could not support income protection for the independent contractors.

Liquidated Damages

Collection Issues

Dr. Garvey indicated that the District has one remaining former employee who has not paid her liquidated damages. To his understanding, she is employed by another Wisconsin School District which is in violation of a state statute. The Committee encouraged continuing to move through the collection process.

Job Share Liquidated Damages

The handbook language is silent regarding liquidated damages with respect to job shares.

Motion by Johnson/Draeger to recommend a change to the employee handbook to add:

II. 5.02 Fe.

In the event that the resignation would be after the Job Holder has signed a contract for the ensuing year, liquidated damages (per II. 5.03) would apply and be the responsibility of the Job Holder.

Motion Carried.

Motion by Johnson/Draeger to Adjourn. Motion Carried.

Submitted by:

Michael P. Garvey, Ph.D.
Superintendent