

Kaleidoscope Charter School
KCS Board of Directors Meeting Minutes
Special Board Meeting
12/11/09

Special KCS Board Meeting

Start time: 7:36 A.M.

Members present: Matt, Tammy, Jason, Jeremy, Kasie, Liz, Sharon, Jamie

Members not present: MeLissa Medina

Others present: Paula Higgins, Jill Klym, Corey Davis

Directors Proposals-Dave presented his final proposals for the benefit package changes.

Recommendation #1(see attachment) A motion was made and seconded. Motion carried

Recommendation #2(see attachment) A motion was made and seconded. Motion carried

Recommendation #3(see attachment) A motion was made and seconded. Motion carried

Recommendation #4(see attachment) was discussed and tabled until the next meeting

Recommendation #5(see attachment) A motion was made and seconded. Motion carried

Meeting Adjourned: 8:32 A.M.



Kaleidoscope Charter School

7525 Kalland Avenue NE • Otsego, MN 55301
Phone 763.428.1890 • Fax 763.428.1691
www.kaleidoscopecharterschool.org

Agenda Item Recommendation #1

Date of Board Meeting:

12/11/09

Agenda Item:

Benefit Changes

Submitted By:

Dave Hoffman

This recommendation is:



Information Sharing



Reporting



Vote

Purpose:

Life, Short Term and Long Term Insurance is a very cost effective way to help our staff if any injury, illness or death happens. At a minimal cost of less than \$10,000/yr, we can provide these to our staff. This not only will help protect our staff, but should help morale too.

Recommendation:

Motion to provide Short Term Insurance, Long Term Insurance and a \$50,000 Life Insurance Policy for any staff person working 30 or more hours a week effective January 1, 2009 at a cost covered 100% by the district.

Vote:

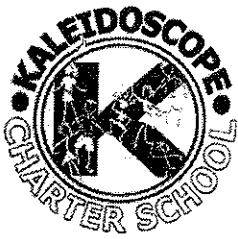


Motion Carried



Motion Failed

Abstained: no one



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Agenda Item Recommendation #2

Date of Board Meeting: 12/11/09

Agenda Item: Benefit Changes

Submitted By: Dave Hoffman

This recommendation is: Information Sharing Reporting Vote

Purpose:

We would like to replace maternity leave with short term disability. STD is offered to both male and female staff, and can be used for illness and injury.

Injury - effective immediately

Illness -- effective on the 9th day

Area charter schools have similar benefits -- they do not have paid maternity leave (Pact and Spectrum)

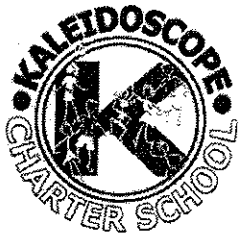
Recommendation:

Motion to rescind the 6 week paid maternity leave benefit effective immediately. We grandfather in any employee who currently is pregnant and notifies the Director in writing by December 31, 2009. The grandfathered employee will receive the short term disability benefit of 60% of salary and the district will supplement the 8 day waiting period in full and the other 40% of salary not covered by STD for a 100% paid benefit for a total of 6 weeks.

Vote:

Motion Carried Motion Failed

Abstained: no one



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Agenda Item Recommendation #3

Date of Board Meeting: 12/11/09

Agenda Item: Benefit Changes

Submitted By: Dave Hoffman

This recommendation is: Information Sharing Reporting Vote

Purpose:

We would like to remove the buyout of PTO days at the end of the school year. This could be a savings of up to \$16,000. See recommendation #4 for more details.

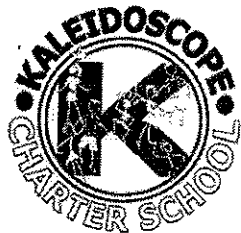
Recommendation:

Motion to rescind the buyout of excess PTO days effective immediately.

Vote:

Motion Carried Motion Failed

Abstained: no one



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Agenda Item Recommendation #4

Date of Board Meeting:

12/11/09

Agenda Item:

Benefit Changes

Submitted By:

Dave Hoffman

This recommendation is: Information Sharing Reporting Vote

Purpose:

We would like employees to receive a PTO benefit of 1 day for each month worked. i.e. teachers/paras would earn 10 days a year and admin would earn 11. Worse case scenario could be a \$6,120 cost to the school if the 26 staff used these additional 2 days each year. We feel another benefit to help our employees is to allow for carryover of up to 10 PTO days a year with a cap of 20. Thus, if someone becomes injured or ill, they have time to apply to STD while allowing for them to bank a few days should they need them later in the year. This would replace the buyout of PTO for a net liability savings of approximately \$10,000.

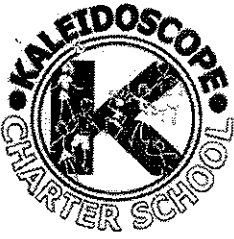
Recommendation:

Motion that full time employees would earn 1 PTO day for each month worked. Days can be carried over with a cap of 20 days a year.. Days will be frontloaded on the first day of the employee's contract. No payout for unused days. This would be effective for the 2009-2010 school year and prorated.

Vote:

Motion Carried Motion Failed

Abstained: no one



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Agenda Item Recommendation #5

Date of Board Meeting:

12/11/09

Agenda Item:

Benefit Changes

Submitted By:

Dave Hoffman

This recommendation is: Information Sharing Reporting Vote

Purpose:

We would like for all full time employees (those who work a minimum of 37.5 hours a week) to be given a monthly benefit of \$379.50 of which employees may use it to purchase health, dental, vision insurance; put into a 403b or receive a cash option. Most of our employees take insurance now, the increase would be for those few that do not take any benefits. This increase, should they all take the cash option, would be approximately \$27,324 with a potential \$2,277 for FICA if they take it as taxable income. The financial impact to the school has been calculated in the revised FY10 budget already approved by the board in November 2009. Based on state funding, future salary increases are at best doubtful. We feel this increased benefit can help soften this financial crunch to our staff.

Recommendation:

Motion for all full time employees (those who work a minimum of 37.5 hours a week) to be given a monthly benefit of \$379.50 of which employees may use it to purchase health, dental, vision insurance; put into a 403b or receive cash to purchase alternate insurance upon proof of purchase. This will be solely at the discretion of the employee. There will be no further payout of benefits.

Vote:

Motion Carried

Motion Failed

Abstained: no one