

November Board Notes

4b. Finances look stable. We are slightly below last year so far this year. It's a good place to be as we planned for a 3% increase in total expenses for the year.

4d. I don't foresee any personnel items unless Mr. Schmitt has some coaching items by the time of the board meeting.

7a. We need to decide what we are going to do with Early Retirement. Finance wise, the district is in a good position; however, that will change in coming years with declining enrollment and uncertain state funding. Last year we offered \$500 per month to be placed in a health reimbursement account to be used toward health insurance for 5 years. Last year we said we would do 4 last year and 4 this year. Two individuals took the package last year. We didn't go until Medicare eligibility because of an outstanding court case. I have confirmed with our school attorney that we could legally offer \$500 per month for 5 years or until the individual reaches Medicare Eligibility, whichever is less. I would anticipate this will be the last time we offer early retirement for a number of years. If we offer it every year, it becomes an expectation.

9a. I will be doing a short presentation on the potential changes to the negotiations process for the upcoming year. I want to review for the board what the changes mean and also let the staff in on what we are thinking in this process.

9b. With an electrical surge this past summer, we lost over half the cameras at the high school. In reviewing our current system, it will not do anything as far as increased expansion when the new middle school is complete. With that in mind, I reached out to the company my other district uses as they have a product that is 100 times better than what we currently have. This system will also allow us to add on additional cameras as necessary when the new middle school is complete. Since we were looking at an expense with new cameras, I felt it was the right time to replace the current system and make sure we are ready when the middle school opens. Total cost is \$16,648.92 out of the SAVE fund. I will also discuss if we want any cameras on the construction area.

9c. A board asked about looking at a different credit card to see if we could find one with cash back options for the district. I had Bob do some research on credit cards and a P-Card system that the district has been approached about. We use our current credit card as it's with Bank Iowa here in town which is who we do our banking with.

9d. We need to approve our proposed mid-year graduates pending their completion of all graduation requirements.

9e. We need to approve snow bids for the year. I recommend we go with the low bidder as presented in the attachments.

9f. This is a change order you are familiar with and we need to officially approve this. There is one additional change order outstanding and that involves some additional rock underneath the cafeteria area in the U and other areas. I hope to have it by the time of the board meeting. If I don't I will have details for you. When that is complete the preliminary dirt work should be nearly complete.

9g. I will have an update on the building project. Bid opening is 2:00 on Tuesday of this week.

XII. We will hold an exempt session on negotiations to discuss how we want to proceed with the changes.