

**Budget Development**  
**4/3/2019**  
**1:00pm-2:30pm**  
**Administration Office – Room 123B**

**Attendees:**

<input checked="" type="checkbox"/> Dr. Hardebeck	<input checked="" type="checkbox"/> Abby Johnson	<input checked="" type="checkbox"/> Aaron Harder	<input checked="" type="checkbox"/> Lori Bica	<input checked="" type="checkbox"/> Chris Hambuch-Boyle
<input type="checkbox"/> Kay Marks	<input checked="" type="checkbox"/> Jim Schmitt	<input checked="" type="checkbox"/> Kim Koller	<input checked="" type="checkbox"/> Mark Goings	<input type="checkbox"/>

TOPIC	DISCUSSION
1. Public Comment	<ul style="list-style-type: none"> <li>• Mark Goings - Handout</li> <li>• Insurance – appreciate that the Holistic Committee has been involved throughout the process – employee input is important</li> <li>• Good news all options are under \$1M</li> <li>• Continuity of care is important, changing to Prevea could impact that, also timeliness of care due to the change</li> <li>• Prevea is most likely a great provider, but they may need to be bigger before we partner – work with Security to make our dollars go farther</li> <li>• Using the clinic for all appointments will help other costs go down as well</li> <li>• Copay going from \$25 to \$50 – especially for chiropractic care could be a cost issue for some people, getting a chiropractor at the clinic would be helpful too</li> </ul>
2. District Budget Process	<ul style="list-style-type: none"> <li>• Abby's PowerPoint</li> <li>• Worked through a high-level budget overview of the process</li> <li>• In January we talked with buildings about the processes and instructions/changes for the coming year</li> <li>• Having all buildings in on the same conversation helped to collaborate as a group and it sparked ideas to help processes</li> <li>• Abby did a presentation during the Principal meeting on the overall budget situation when all Exec Team and Administrators are available for extra questions</li> <li>• Budget 101: state average, special ed funding, FAQ sheet – important to keep the brokenness of the system in front of staff and community</li> <li>• February starts staffing process, department budget meetings, and requests start to come in for review</li> <li>• All departments/buildings are given the parameters of using the 3-year average of spending to build the budget. They need to articulate why they need more money</li> <li>• We start with a \$0 budget and build up, but we always ask to compare to previous years and how they correlate with SIP and Strategic Plan</li> <li>• We are continuously having conversations with buildings to monitor any change, Secondary has more fluctuation in the budget, but Elementary seems to be flat</li> <li>• Secondary has more expensive programming that we are looking to expand, recently FCE and Science have been growing so there is an increased budget</li> </ul>



- Do we think that a year by year look at the categories would be helpful for the overall picture? We currently do that with the budget binder and the Executive Summary. We do have a responsibility to show the Board the changes
- March, we set due dates for certain categories to be turned in so we can begin reviewing categories as a whole
- April departments will build their budgets from building needs, District starts to ask more questions to see where we have differences
- Dates are fluid, we do follow-up, to try to stick as close to the dates as possible
- We typically have some sorting between what should be budgeted in buildings or departments
- Some departments reviews go more quickly than others
- Summer School "\$310K loss" we calculated revenue based on minutes and participation – we have a large offering in the first week of summer school – the first week is about 1/3 of the summer school revenue – families aren't ready for vacations or camps yet, so they tend to 'keep' going with schooling
- This is a line on our revenue limit worksheet
- We should always start Summer School the first week after school is out, families are not ready for vacations quite yet, so it helps with more enrollment
- There are things that are not able to be rescheduled due to staffing or facilities, T&L is working to see how many we can recoup
- Board members need to remember these things when making calendar decisions
- District is working on what to do: what happens after the first 5 days that are built in
- AP classes is a very large concern due to missing so many days, this was also an issue for the ACT tests
- Routines being broken with the weather interruptions has created some concerns at the buildings
- In July we get an estimate for aid from the state in the state budget, may not be finalized now, but we will get a suggestion, we can also look at our membership counts at this point as well
- August and September, we are finalizing the budgets and make budget adjustments in preparation for October Board adoption
- How is the aid calculated & what did we receive last year and what were membership changes? – there is a formula that they use to find this aid amount
- We are closer to the state average, but still less than average
- There is a chance our ranking will drop due to the amount of referendums that were on the April election
- Shared a sample budget request with the group and what the work flow looks like
- Budgets start at a department chair and moves to the finance secretary, building principal, department (if their budget) and then Abby
- The operational piece of the budget (20%) goes through this process
- Abby and Dr. Hardebeck take a more open approach to the budget process to let the buildings make decisions on what is approved or not approved



	<ul style="list-style-type: none"> <li>• What is the principal’s effectiveness in communicating to staff on the budget process? It depends on the building. How do perceptions match the actual?</li> <li>• The Secondary budgets are more transparent because the department chairs are actually creating the budget, Elementary may be less because they really don’t have many extra things</li> <li>• Will be talking to buildings on how they are communicating with staff about budgets</li> <li>• Foundation grants and communicating to staff. Buildings are wondering on how or what they can ask for, some grades are not aware of things they can ask for</li> <li>• We have had to be stricter over the years on everything including the little things like how many copies staff are making</li> <li>• Abby and Dr. Hardebeck look at: does every student get what they need, not just what a program needs...</li> <li>• Reminder of staff involved in each layer of the budget</li> <li>• We know a lot about our budget and all of the details in each building and department</li> <li>• We look at the needs for B&amp;G from previous years and compare what we have spent in the past, 5-year capital is always a part of their budget as well, we try hard to not build contingencies into the budget</li> <li>• Needs start with the building principal and custodian, then go to the building manager and onto Director of B&amp;G, we have these conversations on going throughout the year to evaluate needs</li> <li>• We have had to cut equipment for the last 4-5 years in B&amp;G, our conversation is very fluid</li> <li>• Our overtime for snow removal is very high this year and we will be looking at the budget for this for next year</li> </ul>
<p>3. Discussion on Health &amp; Dental Insurance</p>	<ul style="list-style-type: none"> <li>• Follow-up on Monday night</li> <li>• Shared slides again from the presentation</li> <li>• Prevea is coming in very competitive – they currently offer additional services and more locations and hours</li> <li>• Option B SHP – having a higher deductible touches less than the premium impact</li> <li>• Option C&amp;D SHP – same as B other than D has a less HRA contribution</li> <li>• Concerned about District budget and Prevea being able to handle our members, SHP and Marshfield seem more separated, we have asked lots of questions that hadn’t been asked before, we were surprised by the answers</li> <li>• Prevea proposed changes included a higher out of pocket for the employees</li> <li>• SHP – Employee Clinic, employees find it difficult to get access to the clinic</li> <li>• The original SHP bid proposed more groups included in the clinic, as well as extended hours, and another provider</li> <li>• Bid is now proposing charging us a cost per member, paid monthly by the District</li> <li>• Before, if we pull out of the clinic it would cost us \$250,000 per year, but not in new proposal it would be over \$1M.</li> </ul>

	<ul style="list-style-type: none"> <li>• Proposal included removing \$1.4M in claims generating to just paying a flat fee of \$1M per year for the clinic so we would gain \$400K</li> <li>• If we get more members, they will give us a rebate</li> <li>• At this point we have gotten as much as we can from SHP and Marshfield</li> <li>• Holistic asked for option B – do we need to make a recommendation to the Board from BDC?</li> <li>• WEA is the most expensive option in the state</li> <li>• Shared all options and their budget impact in addition to the current decisions that the Board has already committed to</li> <li>• Prevea number is enticing and would help us with a lot of issues, but concern is that it is going to be VERY disruptive to the employees</li> <li>• There is anxiety and fear in the crowd of needing to change providers</li> <li>• Holistic would strongly like to stay with SHP and MFC</li> <li>• B is a great option, but we are not sure if we can afford it</li> <li>• Concerned if Prevea can handle the volume, in the future they could be a viable option, but can they do it right now, they have a great presentation for today, but not sure if they can deliver to that option</li> <li>• They want to bring some competition to our area, and it is a great for the area</li> <li>• There have been some bumps in the road with the data that we asked for</li> <li>• We did lay out some parameters of things we would need if we continue our relationship</li> <li>• Having a difficult time paying for something that was previously included</li> <li>• Will be doing an employee survey in the next week or so to see the accessibility issues that are there, the clinic has talked about an onsite virtual visit piloted</li> <li>• Access to mental health is a thing as well, something that could also be included in the virtual visit</li> <li>• Is this a priority for the District, are we willing to incur a greater deficit for this option?</li> <li>• Framing is very important with how we justify to staff and community taxpayers</li> <li>• Holistic spent a lot of time on this and we should strongly consider their request to stay with SHP</li> <li>• We used a \$1M placeholder because we didn't know what it would look like</li> <li>• This topic needs to be on the Board agenda on April 15<sup>th</sup></li> <li>• Happy to participate in a video for finance hearing</li> <li>• Written, video, in person testimony would all be helpful</li> <li>• Special Education, Fair Funding, other ideas</li> </ul>
<p>4. Future Agenda</p>	<ul style="list-style-type: none"> <li>• Health and Dental will be the only other item on the agenda for the 10<sup>th</sup></li> <li>• Resolution should be sent out weekly to the staff about Special Education funding</li> <li>• Sitting down in April with legislators to talk about our budget</li> <li>• Giving hand out to legislators on what can help the 8<sup>th</sup> largest district in their area</li> </ul>