

The Kalida Board of Education met in regular session on the 16th day of March, 2011 at 8:00 p.m. in the high school community room at 8:00 p.m.

The meeting was called to order by the President on roll call, the following members were: Mrs. Gerdeman, present; Mr. Laudick, present; Mr. Turnwald, present; Mr. von der Embse, present; Mr. Wehri, present.

The Pledge of Allegiance was said at this time followed by an invocation given by the President.

APPROVAL OF MINUTES 2011-030

Mr. Wehri motioned to approve the minutes of the February 9, 2011 regular board meeting as presented by the treasurer. Mr. von der Embse seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

APPROVAL OF BILLS 2011-031

Mrs. Gerdeman motioned to approve the bills paid during the month of February as presented by the treasurer. Mr. Turnwald seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

In public participation, the following individuals spoke:

- Adriene Swyers spoke in support of Mrs. Luebrecht and the value of quality physical education.
- Jeff Blanford suggested optional cuts that he received of community members that he spoke to about our budget deficit.
- Mary Siefker spoke in favor of keeping teachers who go beyond the call of duty.
- Ben Ridenour spoke in support of Mrs. Klausung and the band program.

After Mr. Horstman spoke and responded to many of their concerns, other individuals in attendance were given the opportunity to comment on the budget cuts.

In old business, approval of the 2011-11 Negotiated Agreement with the Kalida Education Association was tabled again this month pending receiving a signed copy of the agreement back from the KEA.

EXECUTIVE SESSION 2011-032

Mr. Turnwald motioned to go into executive session at 9:20 p.m. to consider employment of an employee and to review negotiations. Mr. Wehri seconded the motion and the roll being called upon for its adoption resulted as follows: Mr. von der Embse, yes; Mr. Turnwald, yes; Mrs. Gerdeman, yes; Mr. Wehri, yes; Mr. Laudick, yes. Vote unanimous. Motion carried.

12:20 a.m. Let it be noted no action was taken in executive session.

CONSENT AGENDA 2011-033

Mr. Turnwald motioned to approve the following consent agenda items:

DOCK DAY APPROVAL – Approval of the following dock days for the following individuals:

Maggie Warnecke	.45 day	February 28, 2011
Jo Buss	1 day	March 25, 2011
Mary Lou Hoffman	2 days	March 31, 2011 & April 1, 2011

2011 CHAMBER MEMBERSHIP – Approve renewal of membership in the Kalida Area Chamber of Commerce for the calendar year 2011 at a cost of \$50.00.

SUPPLEMENTAL CONTRACT 2010-11 – Approval of paying Karl Lammers \$10.00 for each of the 3 Freshman Girls Basketball games he coached, for a total of \$30.00.

ST. MICHAELS USE OF SCHOOL BUS – Approving St. Michaels 8th grade CCD class to use our bus on April 4, 2011 and May 16, 2011, to transport students to the Meadows of Kalida, provided a certified bus driver transports them. Cost will be \$5.00 per trip.

Mr. Wehri seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

DISPOSAL OF FIXED ASSETS – 1994 DODGE VAN 2011-034

Mrs. Gerdeman motioned to approve disposing of the 1994 Dodge van due to repair estimates exceeding the value of the van. Plans are to sell it to a scrap yard. Mr. von der Embse seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

SPANISH VISITING TEACHER PROGRAM PARTICIPATION 2011-035

Mr. Turnwald motioned to approve participation in the Spanish Visiting Teacher Program. Participation in the program does not bind us to using one of their teachers. Mr. Wehri seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

BOARD POLICY REVISIONS 2011-036

Mr. Von der Embse motioned to amend the following board policies:

Policy #6611, Item C – Changing petty cash allowed from \$500.00 to \$2,500.00

Policy #7530A – Changing the cost of a copy from .15¢ to .05¢

Mrs. Gerdeman seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

2011-2012 BUDGET REDUCTIONS 2011-037

Mr. Turnwald motioned to approve the following budget reductions effective for the 2011-12 school year:

- Eliminate one bus route by eliminating bussing of all students who live within one mile of the school buildings
- Authorize the development of a pay to participate program for extra-curricular activities.
- Authorize the development of a plan to implement all day, every other day kindergarten which will also eliminate the kindergarten bus route
- Set the 2011-12 salary of the Superintendent at 0% base increase and 0% index increase, thus freezing his 2011-12 salary at his 2010-11 salary.

Mr. Wehri seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

CONTRACT – SUPERINTENDENT – DONALD HORSTMAN 2011-038

Mrs. Gerdeman motioned to approve a 5-year contract renewal for Mr. Donald Horstman as Superintendent of Kalida Schools beginning August 1, 2012. A copy of his contract is on file in the Administrative Office. Mr. Turnwald seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

CONTRACT – ASST TREASURER/SUPT SECRETARY/EMIS COORD – JULIE RECKER 2011-039

Mr. Wehri motioned to approve a 5-year contract renewal for Julie Recker as Assistant Treasurer/Superintendent Secretary/EMIS Coordinator beginning August 1, 2012. A copy of her contract is on file in the Administrative Office. Mr. von der Embse seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

REDUCTION IN FORCE RESOLUTION 2011-040

Mr. Turnwald motioned to approve the following resolution:

REDUCTION IN FORCE

WHEREAS, Article VI, Section (D) of the Negotiated Agreement between the Kalida Board of Education and the Kalida Education Association and O.R.C. §3319.17 allow the Board to implement a reduction in force due to decreased enrollment of pupils and financial reasons, and

WHEREAS, The Superintendent has recommended that the Board of Education reduce the positions of the following teachers and suspend their contracts:

1. Denise Scherer – Librarian
2. Sherry Luebrecht – Elementary Physical Education, and

WHEREAS, the Superintendent has recommended that the Board of Education reduce the positions of the following teachers and suspend their contracts, in part, as follows:

1. Robert Schnippel – reduce Vocational Agriculture extended days from 60 days to 0 days
2. Lori Klausung – reduce Band extended days from 30 days to 0 days;
3. Jeff Clement – reduce Guidance Counselor extended days from 20 days to 0 days; and

WHEREAS, the Superintendent and the Association met to discuss the effects of the reduction in force on January 27, 2011;

NOW, THEREFORE, BE IT RESOLVED THAT:

Section 1: In accordance with the Negotiated Agreement and O.R.C. §3319.17, the Board of Education reduces the following positions and suspends their contracts due to decreased enrollment of pupils and financial reasons:

1. Denise Scherer – Librarian
2. Sherry Luebrecht – Elementary Physical Education, and

Section 2: In accordance with the Negotiated Agreement and O.R.C. §3319.17, the Board of Education reduces the following positions and suspends their contracts, in part, due to decreased enrollment of pupils:

1. Robert Schnippel – reduce Vocational Agriculture extended days from 60 days to 0 days
2. Lori Klausung – reduce Band extended days from 30 days to 0 days;
3. Jeff Clement – reduce Guidance Counselor extended days from 20 days to 0 days.

Section 3: The reduction in force shall become effective on July 31, 2011. The Treasurer is directed to give notice of the reduction to those affected employees.

Section 4: It is found and determined that all formal actions of the Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal actions were in meetings open to the public, in compliance with the law.

Mr. von der Embse seconded the motion and the roll being called upon for its adoption resulted as follows: Mr. von der Embse, yes; Mr. Turnwald, yes; Mrs. Gerdeman, yes; Mr. Wehri, yes; Mr. Laudick, yes. Vote unanimous. Motion carried.

RETIREMENT INCENTIVE BONUS / HEALTH RETIREMENT ACCOUNTS 2011-041

Mr. von der Embse motioned to approve the following retirement incentives:

**HEALTH RETIREMENT ACCOUNT
ADMINISTRATORS' RETIREMENT INCENTIVE**

1. Any administrator qualifying for State Teachers Retirement System (STRS) or School Employee Retirement System (SERS) retirement and who retires effective May 31, 2011 shall receive a Retirement Incentive Bonus (RIB) in the amount of \$20,000 to be paid into a Health Retirement Account (HRA). The payment will be made in equal installments of \$4,000 per year beginning January 15, 2012, for the next five years.
2. HRA – If an administrator submits a written notice of resignation for the purposes of retirement to the Treasurer by May 2, 2011, and the administrator retires effective May 31, 2011, the Board shall establish and maintain an HRA for the benefit of the retiring administrator and his/her spouse. Based upon the amounts credited to the retiring members HRA account, the retiree and his/her spouse may be reimbursed for the following health care expenses:
 - a. Premiums for the purchase of health care insurance (including amounts paid for coverage under STRS, SERS or another retirement system health care plan); and
 - b. Unreimbursed medical expenses, vision expenses, and dental expenses, including deductibles and co-payments under an individual policy, the STRS, SERS or another retirement system health care plan, or the plan of another employer.The amounts credited to a retiree's account may be carried over to subsequent years and shall not be subject to forfeiture, except upon the death of both the retiree and his/her spouse. The Board is permitted to establish a plan document for the HRA that will be designed to comply with the requirements of all applicable laws, including the federal tax laws. The Board is permitted to hire a third party administrator to manage the arrangement. Administrative fees are to be paid by the Board.
3. Any administrator electing to take the retirement incentive shall execute an individual contract with the Board.
4. Program Exclusions – The following conditions will cause an administrator to be ineligible to participate in this retirement incentive program:
 - a. An administrator who is terminated, non-renewed, or resigns except for the purpose of retirement;
 - b. Failure of the administrator to meet deadlines as listed in this agreement, and
 - c. If the administrator is currently retired and/or receiving retirement benefits from STRS or SERS.
5. Payment Procedures – The Board of Education will pay the retirement incentive bonus and HRA in five (5) equal payments beginning in January of the next five succeeding years. Accounts for both the HRA and RIB are to be transferable to the spouse of a deceased member who has elected to participate in the plan.

**HEALTH RETIREMENT ACCOUNT
CLASSIFIED EMPLOYEES' RETIREMENT INCENTIVE**

1. Any classified employee qualifying for School Employee Retirement System (SERS) retirement and who retires effective May 31, 2011 shall receive a Retirement Incentive Bonus (RIB) in the amount of \$15,000 to be paid into a Health Retirement Account (HRA). The payment will be made in equal installments of \$3,000 per year beginning January 15, 2012, for the next five years.
2. HRA – If a classified employee submits a written notice of resignation for the purposes of retirement to the Treasurer by May 2, 2011, and the classified employee retires effective May 31, 2011, the Board shall establish and maintain an HRA for the benefit of the retiring classified employee and his/her spouse. Based upon the amounts credited to the retiring members HRA account, the retiree and his/her spouse may be reimbursed for the following health care expenses:
 - a. Premiums for the purchase of health care insurance (including amounts paid for coverage under SERS or another retirement system health care plan); and
 - b. Unreimbursed medical expenses, vision expenses, and dental expenses, including deductibles and co-payments under an individual policy, the SERS or another retirement system health care plan, or the plan of another employer.The amounts credited to a retiree's account may be carried over to subsequent years and shall not be subject to forfeiture, except upon the death of both the retiree and his/her spouse. The Board is permitted to establish a plan document for the HRA that will be designed to comply with the requirements of all applicable laws, including the federal tax laws. The Board is permitted to hire a third party administrator to manage the arrangement. Administrative fees are to be paid by the Board.
3. Any classified employee electing to take the retirement incentive shall execute an individual contract with the Board.
4. Program Exclusions – The following conditions will cause a classified employee to be ineligible to participate in this retirement incentive program:
 - a. A classified employee who is terminated, non-renewed, or resigns except for the purpose of retirement;
 - b. Failure of the classified employee to meet deadlines as listed in this agreement, and
 - c. If the classified employee is currently retired and/or receiving retirement benefits from SERS.
5. Payment Procedures – The Board of Education will pay the retirement incentive bonus and HRA in five (5) equal payments beginning in January of the next five succeeding years. Accounts for both the HRA and RIB are to be transferable to the spouse of a deceased member who has elected to participate in the plan.

Mrs. Gerdeman seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

RESOLUTION ACCEPTING TAX RATES 2011-042

Mr. Wehri motioned to approve the resolution accepting the amounts and rates as determined by the budget commission and authorizing the necessary tax levies and certifying them to the county auditor. Mr. Turnwald seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

SENIOR CLASS TRIP CONTRACT APPROVAL 2011-043

Mrs. Gerdeman motioned to approve the Tour Agreement Contract with New Horizons Tour & Travel Inc. for our Senior Class Trip. Mr. von der Embse seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

FLOOD INSURANCE 2011-044

Mr. von der Embse motioned to purchase \$50,000 of flood insurance with a \$1,000 deductible from the National Flood Insurance Program thru Westfield Insurance Company for \$567.00 annually. This is to cover the deductible of our flood insurance coverage thru SORSA. Mr. Wehri seconded the motion and the roll being called upon for its adoption, all members were in favor. Vote unanimous. Motion carried.

ADJOURNMENT 2011-045

There being no further business, at 12:40 a.m. Mr. Turnwald motioned and Mrs. Gerdeman seconded the motion to adjourn the meeting. When roll was called for its adoption all members were in favor. Vote unanimous. Motion carried.

Board President

In Attendance:
Don Horstman
Chris Pfahler
Karl Lammers
Cindy Webken
Julie Recker

Board Treasurer

*See attached sheet for listing of community members in attendance.