

Boyertown Area School District
Boyertown, PA

Personnel Committee Meeting Minutes
October 23, 2012

The October 23, 2012 Personnel Committee Meeting was convened by Boyertown Area School Board President, Mrs. Gwen Semmens, at 5:32 P.M. in the Library at the Washington Elementary School.

The following Board members and administrators were present:

Board Members: Dr. Ron Christman, Ms. Ruth Dierolf, Mr. Steve Elsier, Mrs. Barbara Hartford, Mrs. Gwen Semmens, and Mrs. Donna Usavage.

Administrators: Dr. Charles Amuso, Mr. Rob Scoboria, Mr. Stephen Katch, Mr. David Szablowski and Dr. Johnna Weller.

2. The Pledge of Allegiance and a moment of silence were observed.
3. There were no public comments during Public Comment Period # 1.
4. The committee accepted the October 2, 2012 minutes by a 2-0 vote. Voting in favor of the minutes were: Mrs. Gwen Semmens, and Mrs. Donna Usavage. Mrs. Barbara Hartford and Ms. Ruth Dierolf abstained. Dr. Christman (5:37 p.m.) and Mr. Steve Elsier (5:44 p.m.) arrived after the vote.
5. There was no old business.
6. Banyan Consulting (Mrs. Megan Erway and Mrs. Sandi Keller) and Capital Blue Cross (Ms. Heather Kowatch and Ms. Heather Tressler) both attended the meeting and presented on the health trends the District has experienced over the past two years.

Banyan Consulting focused on our healthcare spending trends and our major cost drivers. They also presented on our utilization patterns, lifestyle condition reports and the results from our employee interest survey. Approximately 51% of our total claims could have been caused by lifestyle issues during the 2011-2012 school year.

Capital Blue Cross informed the Board on how they would work with the District in establishing a Health & Wellness Committee in the District. Capital Blue Cross has a successful history in assisting employee wellness committees in creating awareness among employees and to promote healthy living.

Several Board members made comments relating to the importance of early detection of disease and how we could all benefit from preventive cancer screenings as well as other preventive tests. There were numerous questions regarding our preventive test

benchmarks and utilization patterns. Banyan and Capital Blue Cross elaborated on the need to be pro-active through prevention and these actions should create a healthier environment and lower health costs.

Mr. Dave Szablowski stated that the District Wellness Committee would like to start a program consisting of bio-metric testing, health risk assessment surveys and possible incentives to create employee awareness of potential health issues. Mr. Szablowski requested direction from the Board on adding an agenda item on the November 13, 2012 Board agenda allocating \$ 25,000 from our health insurance savings to fund the wellness committee. The Board provided this direction by a 6-0 vote. Voting in favor of adding the item to our formal Board agenda were: Dr. Ron Christman, Ms. Ruth Dierolf, Mr. Steve Elsier, Mrs. Barbara Hartford, Mrs. Gwen Semmens, and Mrs. Donna Usavage. Voting against: No one.

7. Dr. Charles Amuso, Mr. Steve Katch and Dr. Johnna Weller provided the committee with an update on our Cyber Program. Specifically, Administration recommended that they be permitted to post a 50% long-term substitute position that would allow administration to utilize an existing lead teacher in the implementation and support of the District's Cyber Program. The substitute would allow the District to build internal capacity to continue to develop the BASD Cyber Program and transition from Bridges Virtual Education Services. The approximate cost of the 50% long-term substitute would be \$ 12,500 for approximately 100 days of service starting in January of 2012. The Board provided this direction by a 6-0 vote. Voting in favor of adding the item to our formal Board agenda were: Dr. Ron Christman, Ms. Ruth Dierolf, Mr. Steve Elsier, Mrs. Barbara Hartford, Mrs. Gwen Semmens, and Mrs. Donna Usavage. Voting against: No one.

8. The Board of School Directors discussed the need for a Superintendent Search. The Board decided that they would interview approximately four Superintendent Search Service Companies during the month of November. The goal of the interviews would be to get sense of what each company had to offer, their costs and range of services provided.

9. Due to time constraints, two agenda items were tabled until a subsequent meeting. These two agenda items were: Curriculum and Instruction Needs and the Substitute Superintendent Evaluation Tool.

10. There were no Board comments.

11. There were no public comments.

12. Mr. Elsier adjourned the meeting at approximately 6:55 p.m.

The next Personnel Committee meeting is scheduled for December 11, 2012.