

Policy Committee

Summary of 10.25.11 Meeting

Attendees

Committee Members: Kay Kiefer, Judy Kvaale & Dave Olson

District Staff: Dr. David Flowers, Robin Hill, Louise Dardis & Heather Leas

Media: None

- 1) Health Insurance – Administrative Staff
 - a. This policy was brought before the committee for potential revisions.
 - b. HR Director Robin Hill explained to the committee the revisions she would like to see made to the current policy that governs health insurance for all three employee groups.
 - c. This policy, with the suggested revisions, will be brought before the full board for a first reading at their next meeting.

- 2) Annuity – Professional Staff
 - a. This policy was determined by administration to be out-of-date and no longer a necessary part of the policy manual. The full board will be asked to consider the deletion of this policy at their next meeting.

- 3) Annuity – Classified Staff
 - a. This policy was determined by administration to be out-of-date and no longer a necessary part of the policy manual. The full board will be asked to consider the deletion of this policy at their next meeting.

- 4) Annuity – Administrative Staff
 - a. This policy was determined by administration to be out-of-date and no longer a necessary part of the policy manual. The full board will be asked to consider the deletion of this policy at their next meeting.

- 5) Health Insurance – Professional Staff
 - a. Currently in the Policy Manual, the policy on health insurance is included three times (one time each in the areas of classified staff, professional staff and administration). The full board will be asked to consider the deletion of two of those policies, with the requested revisions for the one policy being retained.
 - b. The full board will be asked to consider the deletion of this policy at their next meeting.

- 6) Health, Dental & Vision Insurance – Professional Staff
 - a. This policy was determined by administration to be out-of-date and no longer a necessary part of the policy manual. The full board will be asked to consider the deletion of this policy at their next meeting.

- 7) Health, Dental & Vision Insurance – Administrative Staff
 - a. This policy was determined by administration to be out-of-date and no longer a necessary part of the policy manual. The full board will be asked to consider the deletion of this policy at their next meeting.

- 8) Health Insurance – Classified Staff
 - a. Currently in the Policy Manual, the policy on health insurance is included three times (one time each in the areas of classified staff, professional staff and

- administration). The full board will be asked to consider the deletion of two of those policies, with the requested revisions for the one policy being retained.
- b. The full board will be asked to consider the deletion of this policy at their next meeting.
- 9) Health, Dental & Vision Insurance – Classified Staff
- a. This policy was determined by administration to be out-of-date and no longer a necessary part of the policy manual. The full board will be asked to consider the deletion of this policy at their next meeting.
- 10) Negotiations
- a. This policy was determined by administration to be out-of-date and no longer a necessary part of the policy manual. The full board will be asked to consider the deletion of this policy at their next meeting.
- 11) Extended Illness of Employees: Administrative Staff Employment & Termination of Benefits
- a. This policy was brought before the committee for review.
 - b. After discussion by the committee members in attendance, it was determined that this policy did not need to be revised.
- 12) Extended Illness of Employees: Professional Staff Employment & Termination of Benefits
- a. This policy was brought before the committee for review.
 - b. After discussion by the committee members in attendance, it was determined that this policy did not need to be revised.
- 13) Extended Illness of Employees: Classified Staff Employment & Termination of Benefits
- a. This policy was brought before the committee for review.
 - b. After discussion by the committee members in attendance, it was determined that this policy did not need to be revised.
- 14) Administrative Annuities
- a. HR Director Robin Hill explained that the Administrative Salary Committee will be reviewing this policy as negotiations proceed with the district's administrative team. No changes will be suggested to this policy until after that Committee's work is complete.