



**SWEETWATER COUNTY
SCHOOL DISTRICT #1**

Consent Agenda Item 7-b

Approval of Minutes from the February 27, 2017 Special Board Meeting

SPECIAL SCHOOL BOARD MEETING MINUTES

CENTRAL ADMINISTRATION BUILDING

FEBRUARY 27, 2017

PAGE 1

MEMBERS PRESENT: Lenny Hay, Emma Waldner, Paul Kauchich, Neil Kourbelas, Stephanie Thompson, Carol Jelaco and Max Mickelson

ALSO PRESENT: Kelly McGovern, Scot Duncan, Nicole Bolton, Shannon Garrison, Wanda Maloney, Gina Harvey, Suzanne Martin and Zach Gunyan. Also in attendance were staff members, students, constituents of the District and members of the media

CALL MEETING TO ORDER – Mr. Lenny Hay, Chairman of the Board led the Board Members and audience in the Pledge of Allegiance and called the meeting to order at 7:00 p.m.

ROLL CALL

Present: Lenny Hay, Emma Waldner, Paul Kauchich, Neil Kourbelas, Stephanie Thompson, Max Mickelson and Carol Jelaco

APPROVAL OF AGENDA - Motion by Mrs. Waldner seconded by Mrs. Jelaco and carried to approve the agenda.

PRESENTATION

1. Superintendent Kelly McGovern and Scot Duncan presented information on the Early Retirement Incentive.

COMMUNICATIONS AND CORRESPONDENCE

1. Jana Erickson, District Career Coordinator informed the Board that she is very passionate about Career and Tech Education (CTE) and she asked them to gather all necessary information, in order to make good decisions when rehiring for any vacancies, that may come about due to the Early Retirement Incentive. Jana feels Superintendent McGovern has done a great job keeping employees informed and stated that she is very willing to share with the Board the CTE data that she has compiled.
2. Superintendent McGovern announced that if the Retirement Incentive were approved this evening, it would begin at 7:30 a.m. on March 1, 2017. This time may be difficult for some personnel and she asked them to visit with their building administrators in order to have the support needed to be at the CAB at 7:30 a.m.
3. Mark Chollak, District Instructor asked the Board to keep in mind that the teacher demographics has changed over the course of the last few years to include more young teachers and the proposed incentive may continue with this trend. Mark feels the District may be losing lots of institutional knowledge and he asked the Board to keep this in mind when rehiring.
4. Pete Martin, District Instructor thanked the Board and Administration for taking the time to come up with solutions like this incentive. Pete stated that years ago when he was a new teacher the District offered a retirement incentive that saved his job.
5. Cathy Ronick, District Instructor expressed concerns regarding the application process for the Retirement Incentive.

**SPECIAL SCHOOL BOARD MEETING MINUTES
CENTRAL ADMINISTRATION BUILDING
FEBRUARY 27, 2017
PAGE 2**

6. John Thibeault, District Instructor questioned whether or not employees that take the Retirement Incentive will be allowed to remain on the District insurance plan and does the District know what health insurance is going to look like for current retirees. He also noted that he feels Wednesday, March 1, 2017 does not give the employees enough time to process the 2017 Early Retirement Incentive.

Scot Duncan stated that per District Policy, if the employee qualifies for the Early Retirement Incentive, they would also qualify to remain on the District insurance plan. As for what health insurance is going to look like for retirees, the District is still in the process of making a formal recommendation and does not have those answers yet.

Mrs. Jelaco noted that retirees would be required to pay the entire premium for their health insurance if they choose to remain on the District's health plan.

Superintendent McGovern reminded those in attendance that the employees will have 45 days to rescind their Early Retirement Incentive Application if they so choose.

7. Jené Chollak, Sweetwater Education Association President asked for clarification on how the \$40,000 incentive would be dispersed to the retiree and how the District plans on notifying the 59 eligible retirees.

Superintendent McGovern noted that the District will reach out to everyone within the District with the information for the Incentive.

Scot Duncan confirmed that the Incentive Payout will consist of a one-time payment of \$40,000 per retiree. All Incentive Payouts are subject to applicable Federal and State tax laws.

2017 EARLY RETIREMENT INCENTIVE - Motion by Mr. Mickelson seconded by Mr. Kauchich and carried to approve the 2017 Early Retirement Incentive.

PERSONNEL - Motion by Mr. Kourbelas seconded by Mrs. Jelaco and carried to accept the resignation of Brittny Archie, Fourth Grade Instructor at Stagecoach Elementary School effective at the end of the 2016-2017 school year.

There being no further business to come before the Board, the meeting was adjourned at 8:02 p.m.

Chairman

Clerk