

Para Committee Meeting 2/10/10

Present: Emily Bare-JCNEMS, Joanie Drimmel-ACCS-Int., Marlene Jolly-Jeff West ES, Sherry Bingham Jeff West HS, Dana Holtmeyer-McLouth, Linda Aldridge, Rhonda Denning, and Robin Courtney.

Absent: Perri Levin-OES, Heidi Kirby-ACCHS, Peri Levin-OES, Tammy VanDyne-McLouth

Guest: Lisa Morando

Kim Banks-JCNEMS will no longer be attending since she has resigned her position with Keystone.

Linda went over the current Keystone financial projections and state budget information.

- We are trying to under-spend this year so that we have a fiscal carry over for next year.
- Carry over combined with state and board and catastrophic aid cuts will determine assessments to the districts for next year.
- Certain schools in the state are using state catastrophic aid loop-holes to fund kids and that has caused a shortfall of aid to our districts in excess of \$100,000. If the state doesn't fix the loop-holes and all schools begin to use the catastrophic aid this way, there will be a projected 5,500 claims equaling \$48 million in 2010.

Discussion took place about Para Inservice Transcripts showing a negative number in the hours completed. Robin explained that is the way the file maker program works and there isn't a way to present the transcript differently. All paras are encouraged to contact Robin if there are questions.

Linda, Lisa, and Marlene presented information about possible insurance benefits changes.

- The Benefits Committee is getting new bids from health insurance companies with the instructional paras left out of the group except for the 13 enrolled now.
- The Benefits Committee will ask the Board to separate the instructional paras from the teachers and office employees for health benefits if the bids come back better than the current rates.
- It will be recommended to the Board that the instructional paras will have one last opportunity to enroll in health insurance in August. If they choose not to enroll, they will not be eligible there after.
- Linda and Lisa asked the Para Committee to consider offering a new low rate product to the instructional paras and distributed information.
- Participation dollar amounts cannot exceed what is currently being budgeted, so other products may need to be dropped if there is a high participation.
- The Para Committee decided to develop an on-line survey for instructional paras to get feed back about how they would use the products offered. The survey should ask which health insurance they would choose and how they would rank the other products (Dental, Vision, Cancer, Disability, Critical Illness) along with an explanation of changes that may occur. The survey will not be anonymous so that we can follow up as necessary. Results should be returned and tallied a week before the next meeting so that they can be distributed to the committee members for study. The teachers will be notified in an email about the survey so they can have their paras participate.

Discussion took place about electronic time cards.

- The pilot is taking place now at McLouth, Oskaloosa, and the Keystone office.
- Negative feedback has come in about clocking in and out at lunch. Administration is investigating how to handle it.
- Jeff. West committee members are concerned about using the electronic time cards since their server is down often.
- The program rounds to quarter hour increments. It goes back to quarter hour increment if within 7 minutes, and up to next quarter hour increment if 8 minutes and after.
- More schools will be added to program later.

Linda presented information about current and future para contract hours.

- Most paras are contracted for 31 hours, but the hours didn't figure well by the 5 day work week, so some have 31.25 hours. The error cost Keystone approximately \$10,000 in unbudgeted money this year.
- Linda promised the Board it would not happen again next year and is considering a proposal that all paras be contracted for 30 hours so that it is easily divisible into a 5 day work week.
- The committee discussed other options in order to keep contract hours at least 31 hours.

The committee asked Lisa to report in an email to committee members how much is currently spent for 1 day of holiday pay to paras; and the savings from a decrease from 31.25 hours to 30 hours of pay for a year based on para pool as it is today.

The committee would like Linda to make a recommendation to the Board based on the findings.

The Committee added another meeting to the calendar. It will be April 14, 2010 at 3:45.

The next meeting will be March 31, 2010 at 3:45 in the Keystone Oskaloosa Office.