

Wayne Board of Education- Special Meeting
Wednesday, December 18, 2013 4:00 PM
Wayne Jr/Sr High School- Library
611 West 7th Street
Wayne, Nebraska 68787

- I. Call Meeting to Order
 - I.a. Pledge of Allegiance
 - I.b. Announce Open Meeting Act Posting and Location
 - I.c. Action on Absence and Roll Call
 - I.d. Approval of the Agenda
- II. Action Items
 - II.a. New Business
 - II.a.I. Annual Meeting Membership- January 1, 2014-December 31, 2014
 - II.a.II. Approval of Bids for Insurance Coverage Policy- Option 5- Coventry Health Care
 - II.a.III. Approval of Ameritas Dental Insurance
 - II.a.IV. Life Insurance, Disability Insurance, Accidental Death and Dismemberment
 - II.a.V. Negotiated Agreement 2014-15
- III. Executive Session
- IV. Action taken from Executive Session
- V. School Board Self Reflection
- VI. Adjournment



For Internal Use

Date _____
 Check # _____
 Amount _____

1311 Stockwell
 Lincoln, NE 68502

Phone: (402) 423-4951

Bill To:

Wayne Community Schools
 611 West 7th Street
 Wayne, NE 68787

Invoice Number: Emeeting 2014 #63

Invoice Date: 12/9/13

Purchase Order Number:

Quantity	Unit Price	Description For Sales	Amount
		January 1, 2014 - December 31, 2014 Annual Emeeting Membership	1500.00
		Credit for 1 month January 2013	-83.33

Paid with Check Number:

Total Invoice Amount: 1416.67
Less Payment Received:
TOTAL DUE: 1416.67



Proposal Exhibit - Medical

WAYNE PUBLIC SCHOOLS

County/Region: Rural
 Zip Code: 68787
 SIC Code: 8211
 Case Status: UW Approved - Final
 Broker Pass-Through:

Agent: Muir, Steven
 Agency: First National Agency
 Account Manager: , Barb Matousek
 Association: None
 Broker Pass-Through Fee: N/A

Quote ID: 215596
 Effective Date: 9/1/2014
 Next Ren. Date: 9/1/2015
 Eligible Employees: 83
 Covered Employees: 70

Option Summary	Option - 3	Option - 4	Option - 5
Segment	1	1	1
Package	C	D	E
Current Plan	False	False	False
Product	PPO	PPO	PPO
Medical Plan	PPO BB C753.5 MPL	PPO BB C1004.5 MPL	Wayne Public Schools PPO 750 MPL
Rx Plan	RX-NE-PPO-10/30/55-MO-2/2/3 MPL3500	RX-NE-PPO-10/35/60-MO-2/2/3 MPL4500	RX-NE-PPO-10/35/60-MO-2/2/3 MPL4500
Riders	MH 8/1/2010 PPO Specialist Copay NE	MH 8/1/2010 PPO Specialist Copay NE	MH 8/1/2010 PPO Specialist Copay NE
Domestic Partner	N/A	N/A	N/A
Network	CHC of Nebraska	CHC of Nebraska	CHC of Nebraska

In-Network Benefit Summary			
Deductible	\$750 / \$1500	\$1000 / \$2000	\$750 / \$1,500
Coinsurance	20%	20%	20%
OOP Max	\$3500 / \$7000	\$4500 / \$9000	\$4,500 / \$9,000
PCP/SCP	\$20/\$40	\$20/\$40	\$30/\$50
HIP	Deductible/Coinsurance	Deductible/Coinsurance	Deductible/Coinsurance
HOP	Deductible/Coinsurance	Deductible/Coinsurance	Deductible/Coinsurance
ER/Urgent Care	ER: \$150 / 20% UC: \$40	ER: \$150 UC: \$40	ER: \$150 & 20% / UC: \$40

Enrollment and Tier Ratios	Subscribers	Members	Tier Ratio	Subscribers	Members	Tier Ratio	Subscribers	Members	Tier Ratio
EE Only	10	10	1.00	10	10	1.00	10	10	1.00
Family	60	199	2.83	60	199	2.83	60	199	2.83
Total Est. Enrollment	70	209		70	209		70	209	

Rates + PPACA Fees	Tier Rate	PPACA Fee	Rate + Fee	Tier Rate	PPACA Fee	Rate + Fee	Tier Rate	PPACA Fee	Rate + Fee
EE Only	\$492.25	\$20.15	\$512.40	\$461.38	\$18.89	\$480.27	\$471.41	\$19.30	\$490.71
Family	\$1,392.99	\$57.03	\$1,450.02	\$1,305.63	\$53.46	\$1,359.09	\$1,334.01	\$54.62	\$1,388.63
Est. Total Monthly Premium		\$88,501.90			\$82,951.60			\$84,754.70	
Aggregate Change*		2.1 %			-4.3 %			-2.3 %	
Est. Monthly PPACA Fee		\$3,623.30			\$3,396.50			\$3,470.20	
Est. Total Monthly Charges		\$92,125.20			\$86,348.10			\$88,224.90	
Aggregate Change w/ PPACA*		6.2 %			-0.4 %			1.7 %	

*The Aggregate Change is compared to Current Premium Rates.

Subject to attached contingencies and disclaimers.

The PPACA Fees shall apply effective 9/1/2014 and shall be owed by WAYNE PUBLIC SCHOOLS in addition to the Rates.

Please see your plan documents** for complete benefit descriptions for the above plan.

**Group Policy, Certificate/Evidence of Coverage, Booklet, Group Agreement, Schedule of Benefits, and/or Group Insurance Certificate

Accepted by _____ Title _____ Date _____

Kelly Houghton

440 Regency Parkway Drive Suite 250 / Omaha, NE 68114
Bus: 402-560-2618 / Fax: 402-955-1000
E-mail: khoughton@ameritas.com



October 21, 2013

Rochelle Nelson
Wayne Public Schools
611 W 7Th St
Wayne, NE 68787

Subject: Wayne Public Schools renewal effective September 1, 2014 Policy Number 010.014099

Thank you for choosing an Ameritas Dental Plan.

We're proud to provide plans that help employees get the dental coverage they need for good health, and we'll work hard to keep earning the privilege of insuring Wayne Public Schools.

A team of associates with actuarial, administrative, marketing, and sales experience has prepared this renewal for the year beginning September 1, 2014. To predict your plan's future performance, we analyzed Wayne Public Schools's claims history and combined this with the historical data of all groups insured for similar benefits.

Beginning in 2014, health insurers are required to pay an annual Health Insurer Assessment Fee (HIAF) in accordance with Section 9010 of the Patient Protection and Affordable Care Act (PPACA). The amount due from each insurer is based on the insurer's market share of health premiums, including dental and vision insurance premiums. **Rates in this renewal notification are adjusted to reflect the estimated cost of this fee.** We reserve the right to adjust rates based on PPACA fees or assessments imposed by any governmental authority or agency. For more information on health care reform, please visit ameritasgroup.com.

Based on this analysis, your Dental and Orthodontia rates will be adjusted. Effective 9/1/2014 through 8/31/2015, the following rates will apply:

Division 1/Class 1

DENTAL RATES

	<u>CURRENT</u>	<u>RENEWAL</u>
Employee	\$ 38.08	\$ 39.60
Employee + Family	\$ 112.48	\$ 116.96

Our product flexibility enables us to package solutions balanced between benefits and premium to help maximize the plan's effectiveness. At your request, we can research alternatives that may better meet the needs of your company and its employees.

Thank you again for your business. I welcome the opportunity to discuss this renewal. We appreciate the opportunity to continue providing fast and accurate claims processing, exceptional administration, and excellent customer service in the years to come.

Sincerely,

Kelly Houghton

Kelly Houghton

cc: Steven Muir

OMAHA GROUP OFFICE
 MUTUAL OF OMAHA
 11605 MIRACLE HILLS DRIVE
 SUITE #101
 OMAHA, NE 68154-0000

PHONE: (800) 773-1306
 FAX: (402) 255-1600



October 22, 2013

Steven Muir
 PO BOX 10
 BOX 10
 Wayne, NE 68787

Re: Wayne Public Schools
 Group #: **G00033J1**

Dear Steven:

Thank you for choosing Mutual of Omaha as your client's benefits provider. It has been our pleasure to provide Wayne Public Schools with group benefits and services that are unique to your client's individual needs. Mutual of Omaha is committed to providing unparalleled service that will meet the needs of our customers.

Each renewal period, we analyze current benefit and rate structures to determine the appropriate rates for continued group insurance protection for your valued employees. This process includes recalculation of the premium rates to reflect factors like:

- plan features
- demographics
- nature of business
- experience
- any adjustments to our underlying rate structure

Based upon our review, your renewal rates, effective 9/1/2014, are as follows:

Coverage	Rate Basis	Current Rate	Current Monthly Premium	Renewal Rate	Renewal Monthly Premium	Renewal Monthly Premium Change	Rate Guarantee Date
Long-Term Disability	Per \$100 of Monthly Covered Payroll	\$0.310	\$1,143.63	\$0.310	\$1,143.63	\$0.00	9/1/2016
Employee Term Life	Per \$1,000	\$0.295	\$1,005.51	\$0.295	\$1,005.51	\$0.00	9/1/2016
Employee AD&D	Per \$1,000	\$0.03	\$74.07	\$0.03	\$74.07	\$0.00	9/1/2016
Premium Totals			\$2,223.21		\$2,223.21	\$0.00	

The monthly premium shown is based upon current billed lives and volume.

We appreciate your business and look forward to the continued opportunity to meet your group insurance needs. If you have any questions or if we can be of further assistance, please contact me at (402) 255-1636 or Christy.Lemmers@mutualofomaha.com.

Sincerely,

Christy Lemmers
Account Executive

School Board Staff Development

- ▶ Board self-reflection handouts
- Committee structure
- 8 traits of effective school boards



Wayne Community Schools
Board of Education Committee's

Committee	Member	Name	Committee Purpose
Foundation and Community Relations	1. Board Rep	<u>Ken Jorgensen - chair</u>	Responsible to represent the school board and administrative staff to provide input to improve the needs of the school through the Wayne Community School Foundation. Responsible to enhance communication and public engagement between the board, the staff, and district patrons.
	2. Board Rep	Rod Garwood	
	3. Board rep	Carolyn Linster	
	4. Supt.	Mark Lenihan	
	5. Administrator	Rocky Ruhl	
	6. Foundation Rep	Lindsay McLaughlin	
	7. Community Rep		
Curriculum and Americanism	1. Board Rep	<u>Wendy Consoli - chair</u>	Responsible for the approval of district curriculum for both regular and special populations. Responsible for keeping the school board and the public apprised of curriculum, and to be actively involved in the planning process to ensure all student populations are represented
	2. Board Rep	Carolyn Linster	
	3. Board Rep	Jeryl Nelson	
	4. Administrator	Misty Bear	
	5. Parent		
	6. Other		
Facilities/Safety	1. Board Rep	Mark Evetovich	Responsible for assessing district facilities, ensuring a safe and secure environment for students and staff, and for providing long range planning for district safety and facility needs.
	2. Board Rep	Ken Jorgensen	
	3. Board Rep	Rod Garwood	
	4. Administrator	Mark Hanson	
	5. Head of Maint	<u>Travis Meyer - chair</u>	
	6. Community Rep		
	7. Parent		
8. Other			
Policy/Title IX	1. Board Rep	<u>Mark Evetovich - chair</u>	Responsible for working with the Superintendent and Administrative staff to develop draft policy, present draft policy to the board, and make recommendations regarding policy based on best practice, state law, and federal law
	2. Board Rep	Wendy Consoli	
	3. Board Rep	Jeryl Nelson	
	4. Administrator	Jill Pickinpaugh	
	5. Parent		
	6. Parent		

Wayne Community Schools
Board of Education Committee's

<u>Committee</u>	<u>Member</u>	<u>Name</u>	<u>Purpose</u>
Finance (Inc. Transportation & Budget)	1. Board Rep	Wendy Consoli	To oversee financial stability, provide clean, safe, and updated facilities, and safe pupil transportation necessary for the district to promote and provide 21st century learning. Maintain appropriate cash reserves, building funds, and depreciation funds.
	2. Board Rep	Rod Garwood	
	3. Board Rep	Ken Jorgensen	
	4. Supt.	Mark Lenihan - chair	
	5. Bus. Manager	Rochelle Nelson	
	6. Community Rep		
Negotiations	1. Board Rep	Jeryl Nelson - chair	Responsible for representing the School Board in the negotiations process with the Wayne Education Association, and for making recommendations for the negotiated agreement to the board for approval.
	2. Board Rep	Carolyn Linster	
	3. Board Rep	Mark Evetovich	
	4. Supt.	Mark Lenihan	
<i>(Need to establish 3 year rotation)</i>			

- Facilities
 - Current projects
 - HVAC
 - Track including ADA accessibility and drainage issues with Track Building
 - Future
 - Master facility/strategic planning
 - WCS Foundation
- Goal 3
 - Review of 2009 accreditation goals and school improvement update
 - Results of AdvancEd parent survey
 - Graphs
 - Community partnership for Youth Initiative
 - Board and District role in extra-curricular activities
 - Role of Parents in high school activity programs
 - Wayne High Coaches evaluation process
 - Spring retreat with City of Wayne
- School Board self-reflection
 - Committee Structure and purpose
 - Eight Traits of Effective Boards

Eight Traits of Effective School Boards

Research is clear: High-achieving boards exhibit different habits and characteristics

Patte Barth

What makes an effective school board—one that boosts student achievement? From a research perspective, it's a complex question that involves evaluating virtually all of a board's functions, from internal governance and policy formulation to communication with teachers, building administrators, and the public.

But the research that exists is clear, according to a brief published by NSBA's Center for Public Education (CPE) in late January. The brief, which examined seven research studies conducted between 1993 and 2008, says high-achieving boards exhibit habits and characteristics that are markedly different from those of their low-achieving counterparts.

What makes a board effective?

Here are eight characteristics found in the research:

High expectations, clear goals:

Effective school boards make a commitment to a vision of high expectations for student achievement and quality instruction. They define clear goals to meet the vision, make sure the goals remain the top priorities, and allow nothing to detract from them.

Belief that all children can learn:

Effective school boards have strong shared beliefs and values about what is possible for students and their ability to learn, and of the system and its ability to teach all children at high levels. In high-achieving districts, poverty, lack of parental involvement and other factors are described as challenges to be overcome, not as excuses. Board members expect to see improvements in student achievement quickly as a result of initiatives.

Focused on achievement: Effective boards are accountability driven. They spend less time on operational issues and more time focused on policies to improve student achievement.

Collaboration and communication: Effective boards have a collabora-

tive relationship with staff and the community. A strong communications structure is in place to inform and engage key groups—internal and external—in setting and achieving the district's goals.

Data savvy: Effective school boards embrace and monitor data, even when the information is negative, and use it to drive continuous improvement. In high-achieving districts, board members identify specific student needs through data, and justify decisions based on that data.

Goals and resources aligned: Effective school boards align and sustain resources, such as professional development, to meet district goals. This occurs even during the most severe budget challenges, such as the ones districts now face.

Team leadership: Effective school boards lead as a united team with the superintendent, each from their respective roles, with strong collaboration and mutual trust. Boards in successful districts define an initial vision for the district and seek a superintendent who matches this vision.

Team training: Boards that are effective take part in team development and training, sometimes with their superintendents, to build shared knowledge, values, and commitments for the district's improvement efforts. Training is formal, deliberate, and often on specific topics.

Danger signs

The CPE did not set out to specifically focus on what makes boards ineffective. However, some descriptions—we call them "a dozen danger signs"—of ineffective boards emerged in the research review.

Ineffective school boards:

- Are only vaguely aware of school improvement initiatives, and are seldom able to describe actions being taken to improve student learning.
- Focus on external pressures as the

main reasons for lack of student success, such as poverty, lack of parent support, societal factors, or lack of motivation.

- Offer negative comments about students and teachers.
- Micromanage day-to-day operations.
- Disregard the agenda process and the chain of command.
- Are left out of the information flow, with little communication between the board and superintendent.
- Describe a lack of parent interest in education or barriers to community outreach.
- Look at data from a "blaming" perspective, describing teachers, students and families as major causes for low performance.
- Have little understanding or coordination on staff development for teachers.
- Are slow to define a vision.
- Do not hire a superintendent who agrees with their vision.
- Receive little professional development together as a board.

Though the research on school board effectiveness is in the beginning stages, the studies included in this report make it clear that school boards in high-achieving districts have attitudes, knowledge, and approaches that separate them from their counterparts in lower-achieving districts. In this era of fiscal constraints and a national environment focused on accountability, boards in high-performing districts can provide an important blueprint for success. In the process, they can offer a road map for school districts nationwide.

Patte Barth (obarth@nsba.org) is the director of NSBA's Center for Public Education. The full report, *The Eight Characteristics of Effective School Boards*, written by researchers Chuck Dervarics and Eileen O'Brien, is available at www.centerforpubliceducation.org.

DATA REPORTING SYSTEM (DRS)

Website:

<http://drs.education.ne.gov/Pages/default.aspx>

What information can I find in DRS?

Student achievement results statewide

Student characteristics

Early Childhood Education data

Career Education data

Data about special populations

Data about education staff

Information is organized in the DRS under categories

State Assessment

Federal Accountability

Student Characteristics

Early Childhood Education

Career Education

Special Populations

Education Staff

District and School Information

****Place your mouse over each category for more information**

Quick Facts – contain libraries of reports and documents that are organized under the main information categories.