

July 30, 2019 - Special Board Meeting - 12:00 p.m.

**UNIFIED SCHOOL DISTRICT 234
BOARD AGENDA**

1. Open the meeting
2. Flag Salute
3. Budget Information (Information)
4. Consider Early Retirement and 403(b) Employer Match Plan Provisions and Groups for licensed employees and Match Plan Provisions and Groups for classified employees for the 2019-20 school year (Action)
[7-30-19 Match Plan.pdf \(p. 3\)](#)
5. Consider revised 2019-20 school calendar (Action)
[7-30-19 2019-20 Calendar.pdf \(p. 5\)](#)
6. Consider ratification of the 2019-20 negotiated agreement (Action)
[7-30-19 Negotiations.pdf \(p. 6\)](#)
7. Consider sealed bids for the sale of property at 213 Scott Ave. (Action)
8. Executive session - to discuss personnel matters for nonelected personnel (Action)
9. Consider employment (Action)
 - a. Resignation of Curt Toll, high school teacher aide, effective at the end of the 2018-19 school year
[7-30-19 C Toll.pdf \(p. 7\)](#)
 - b. Resignation of Debra Baima, middle school paraprofessional, effective August 16, 2019
[7-30-19 D. Baima.pdf \(p. 8\)](#)
 - c. Resignation of Gary Floyd, high school paraprofessional, effective at the end of the 2018-19 school year
[7-30-19 G. Floyd.pdf \(p. 9\)](#)
 - d. Resignation of Alyssa Park, high school cook, effective July 24, 2019
[7-30-19 A. Park.pdf \(p. 10\)](#)
 - e. Transfer of Brenda Hill, Eugene Ware instructional coach, to elementary instructional coach for the 2019-20 school year
[7-30-19 B. Hill.pdf \(p. 11\)](#)
 - f. Contract extension for Josh Messer, high school counselor, for the 2019-20 school year
[7-30-19 J. Messer.pdf \(p. 12\)](#)

- g. Appoint Robyn Kelso as the high school attendance officer for the 2019-20 school year**
- h. Employment of Emily Elliott for high school vocal presentations and musical music director/middle school vocal presentations for the 2019-20 school year**
[7-30-19 HSMS Supp.pdf \(p. 13\)](#)
- i. Employment of Delynn Abati as high school play assistant for the 2019-20 school year**
[7-30-19 HSMS Supp.pdf \(p. 14\)](#)
- j. Employment of Taylor Qualls as high school play assistant for the 2019-20 school year**
[7-30-19 HSMS Supp.pdf \(p. 15\)](#)
- k. Resignation of Stewart Guss, Eugene Ware custodian/bus driver, from his bus driving duties only, for the 2019-20 school year**
[7-30-19 S. Guss.pdf \(p. 16\)](#)
- l. Employment of Amy Harper as high school sophomore sponsor for the 2019-20 school year**
[7-30-19 A. Harper.pdf \(p. 17\)](#)
- m. Resignation of Stacey Dawson, high school custodian, effective at the end of the 2018-19 school year**
[7-30-19 S. Dawson.pdf \(p. 18\)](#)

10. Consider administrative and classified salaries for the 2019-20 school year

(Action)

11. Adjourn

MATCH PLAN PROVISIONS AND GROUPS

USD 234 will provide a match plan for the employees who are eligible for the district's benefits. The match plan will be provided in a salary deducted 403(b) retirement plan offered through USD 234. All employees will fall into one of four employee groups.

Group 1: Those employees eligible for early retirement in 5 years or less. This includes those employees eligible for early retirement no later than June 30, 2024.

Employees in Group 1 may stay on the early retirement plan. Employees in Group 1 may choose to opt into Group 2. To be eligible for the provisions of Group 2, employees must opt in no later than January 1, 2020. The employee will not receive the match until they have opted in. Once an employee has opted into Group 2, they are no longer eligible for the early retirement plan. Should the employee not opt into Group 2 and then become ineligible for the early retirement plan, the employee may opt into Group 3 and receive a 1:1 match.

Group 2: Those eligible for early retirement in 6 to 10 years. This would be those employees eligible for early retirement no later than June 30, 2029.

Employees in Group 2 are allowed a 3:1 match. The employee contributes a minimum of \$25 per month and then USD 234 will contribute \$75 per month.

Group 3: All other certified staff.

Employees in Group 3 are allowed a 1:1 match. The employee contributes a minimum of \$25 per month and then USD 234 will contribute \$25 per month.

Group 4: All classified staff.

Employees in Group 4 are allowed a 1:1 match. The employee contributes a minimum of \$25 per month and then USD 234 will contribute \$25 per month.

VESTING SCHEDULE

The employee's 403(b) money in the account will always belong to the employee. The below vesting schedule is only for USD 234's matching 403(b) portion and is based on continuous years of service for USD 234. Employees will continue to earn a percentage of USD 234's match money based on the schedule below as the employee continues to work for USD 234. Employees currently with 10 years of continuous service to USD 234 will be 100% vested immediately upon participation.

<u>Continuous Years Worked for USD 234</u>	<u>USD 234's Match Money</u>
0 to 5 years	0%
Completion of 6 years	25%
Completion of 8 years	50%
Completion of 10 years	100%